METCOR
Smarter Specialist Solutions

ZERO TOLERANCE

HARASSMENT, SEXUAL HARASSMENT, BULLYING & INAPPROPRIATE BEHAVIOUR

Everyone has the right to be treated with dignity and respect at work.

At Metcor Group, bullying, harassment, intimidation and inappropriate behaviour are **not tolerated**.

UNACCEPTABLE BEHAVIOUR

- Bullying, intimidation or threatening behaviour
- Unwanted sexual comments, advances or touching
- Offensive, insulting or humiliating comments
- Inappropriate jokes, messages, images or gestures
- Abusive or aggressive language
- Deliberately excluding or isolating others
- Behaviour that creates a hostile, intimidating or offensive workplace

SHOW RESPECT

Be professional. Be considerate. Think about how your words and actions affect others.

SPEAK UP

If you experience or witness inappropriate behaviour, report it. If you ever feel unsafe, you can walk away. Speak to:

- **Your line manager**
- **HR / People Team**
- **Group Compliance**

YOUR CONCERN MATTERS

Concerns will be taken seriously and handled **sensitively and as confidentially as reasonably possible**. Genuine concerns can be raised **without fear of victimisation or retaliation**.

Contact HR: hr@metcorgroup.co.uk

BE RESPECTFUL. BE PROFESSIONAL. SPEAK UP.