

	Anti Bulling Policy	Date:6/6/23
	<u>IMS028</u>	Revision 2

Anti Bullying Policy

AIM

Providing a workplace that is safe and free from any forms of harassment for all employees, visitors and personnel is a propriety for Stanley Wire Ltd. Stanley Wire Ltd will not tolerate any form of bullying regardless of its type – whether mental or physical.

POLICY

Stanley Wire Ltd expects all employees, visitors or personnel to behave in an appropriate manner that reflects Stanley Wire's code of conduct. Bullying of any form will not be tolerated in any of Stanley Wire's workplace or worksite.

The consequences of bullying another person or participating in the bullying of another person will result in disciplinary action that may include the termination of employment. Bullying from personnel not directly employed by Stanley Wire will result in the removal of the person from the site.

DEFINITION – BULLYING

Bullying cab be defined as the act of intimidating a weaker person to make them do something.

Its is any form of harassment that makes a person feel humiliated or intimidated.

Bullying is a form of abuse. It comprises repeated acts over time that involve a real or perceived imbalance o power with the more powerful individual or group abusing those who are less powerful

The Effects of Bullying can include:

Impact on health, safety and wellbeing of an employee

Depression

Thoughts of suicide

Loss of self esteem

Abnormal Behaviour

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Examples of Bullying Include

Name calling

Making fun of the Person

Spreading rumours about the person

Being consistently critical about the person's performance

Participating in initiation rituals

Violence towards a person

Withholding information that affects someone's performance or job

High demand on a person and unreasonable deadlines

COMPLAINTS – WHERE TO GET HELP

Stanley Wire encourages all recipients of bullying to seek immediate help. This help should first start with their supervisor or manager. Should the issue be of a serious nature or should the person doing the bullying persist, then contacting Human Resources Department is recommended.

Approved by Chris Ward Date 3/7/23

Reviewed 15/07/2026 no change needed

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