

Respect in our workplace: colleague charter

At Huws Gray, we are committed to providing a safe, respectful, and inclusive working environment for all colleagues and anyone working on our behalf.

Everyone has the right to carry out their duties free from prejudice, abuse, harassment, or any behaviour that undermines their dignity and wellbeing.

Third Party Behaviour

We recognise that unacceptable behaviour can come from individuals outside our organisation. If at any point a colleague feels unsafe or subjected to inappropriate behaviour from a third party – including harassment or sexual harassment – they will be fully supported in:

- Ending the interaction immediately
- Removing themselves from the situation
- Reporting the incident so that action can be taken

Huws Gray will take all reasonable steps to protect colleagues, which may include warning or banning individuals, refusing service, or escalating matters through formal channels where appropriate.

Our Zero Tolerance Statement

We operate a strict zero tolerance approach to all forms of inappropriate, discriminatory, or harmful conduct. This includes – without exception – discrimination, harassment (including sexual harassment), racism, victimisation, aggression, intimidation, or bullying. These standards apply to the behaviour of colleagues and to anyone who interacts with our people, such as customers, contractors, suppliers, or other third parties

All colleagues have the right to be treated fairly and with dignity and respect, and we expect the same standard of behaviour from anyone engaging with our business.

Our Commitment

We are committed to:

- Investigating all reports of inappropriate behaviour sensitively and promptly
- Supporting any colleague who experiences harassment
- Taking the appropriate action against anyone – internal or external – who breaches these standards
- Continually promoting a culture of safety, respect, and inclusion

Please refer to the Bullying & Harassment Policy available on PXD for more information.

For support or to report concerns, **speak to your Line Manager** in the first instance or the HR department.



HuwsGrayGroup
Making Building Better