



Personal Harassment Policy

Standard Group of Companies is committed to providing a discrimination-free working environment.

Personal harassment can seriously affect people's lives and can interfere with their job performance. It can also create a stressful, intimidating and unpleasant working environment.

- Harassment or victimisation on the grounds of race, colour, nationality, ethnic or national origin, sex, marital status, gender reassignment, sexual orientation, religion, belief, disability or age is unacceptable.
- The company deplore all forms of personal harassment and seek to ensure that the working environment is sympathetic to all our employees and visitors.
- Victims of personal harassment within the workplace, have a means of redress as detailed in the Company Employment Handbook
- Breaches of this policy will lead to disciplinary proceedings and, if appropriate, disciplinary action.

Nageshwar Rao
Managing Director
Standard Group of Companies