



Thompsons of Prudhoe Group of Companies* Policy Statement

*The Thompsons of Prudhoe Group Comprise:

Thompsons of Prudhoe Holding Ltd, Thompsons of Prudhoe Ltd, W & M Thompson (Quarries) Ltd & Tyneside Minimix (Concrete) Ltd
Registered Offices: Thompson House, Princess Way, Low Prudhoe, Northumberland, NE42 6PL

HARASSMENT & BULLYING

The Thompsons of Prudhoe Group of Companies (“the Group”) are committed to protecting the health, safety and welfare of all its staff. We recognise that the Harassment & Bullying of employees is a health and safety issue and acknowledge the importance of its identification and elimination within our workplace.

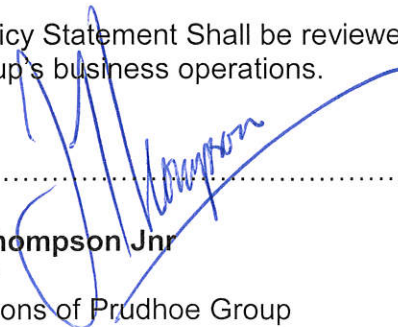
The Group recognises that our staff are our most valuable resource and as well as the health & safety of our staff, the wider welfare of employees must be proactively managed. This policy shall apply to all staff within the Group, and it will provide a suitable framework by which the Group will abide by its legal obligations.

The Group has developed this Policy Statement on Harassment & Bullying to protect both employees and the employer companies in the Group. The motivation for implementing the policy is threefold:

- to provide an atmosphere in which employees can fulfil the duties and obligations of their contract free from harassment, discrimination, victimisation and scapegoating,
- to comply with UK and European law, specifically, the Sex Discrimination Act (1975), the Race Relations Act (1976), and the Disability Discrimination Act (1996), and
- to demonstrate the Group’s attitude of zero tolerance to such behaviour

To ensure the achievement of this policy the Group shall identify personnel within the Group Management with the necessary responsibility, authority and resources to implement the policy.

This Policy Statement Shall be reviewed annually, and following any significant change or development in the Group’s business operations.

Signed: 

John Thompson Jnr
Director
Thompsons of Prudhoe Group

Date: 1.8.15

