

Sexual Harassment Policy

NBPOL defines sexual harassment as any unwanted conduct of a sexual nature having the effect of verbal, non-verbal, visual, psychological or physical harassment:

NBPOL recognises that such sexual harassment exists both within the workplace and in society at large. NBPOL seeks to eradicate all forms of sexual harassment in the workplace and wherever possible influence the behaviour of its employees in a wider social setting.

Under the company disciplinary procedures NBPOL regards sexual harassment as gross misconduct.

NBPOL wishes to maintain a safe and healthy working environment where all employees, irrespective of status, position or sex, are treated with dignity and free from any form of harassment, humiliation and intimidation of a sexual nature.

In line with this NBPOL has a defined policy dealing with sexual harassment in all its guises:

- A policy statement prohibiting sexual harassment.
- Clear definition of sexual harassment.
- Complaint/grievance procedure.
- Disciplinary rules and penalties against those that engage in sexual harassment and those who make false accusations of it.
- Protective and remedial measures for the victim.
- Promotional and educational programmes to explain the company's policy on sexual harassment and to raise awareness.

This policy complies with RSPO Principle 6.9, which states that a policy to prevent sexual harassment and other forms of violence against women and to protect their reproductive rights is developed and applied.

It should also be noted that NBPOL is aware that violence against men, practiced in a domestic situation is not unknown, and policy changes are in place to protect men from the threat of domestic violence, and also to ensure that men are aware that complaints made wherein they are the victims will be treated with empathy and understanding.

This policy applies to all companies in the NBPOL Group

Last review June 2009