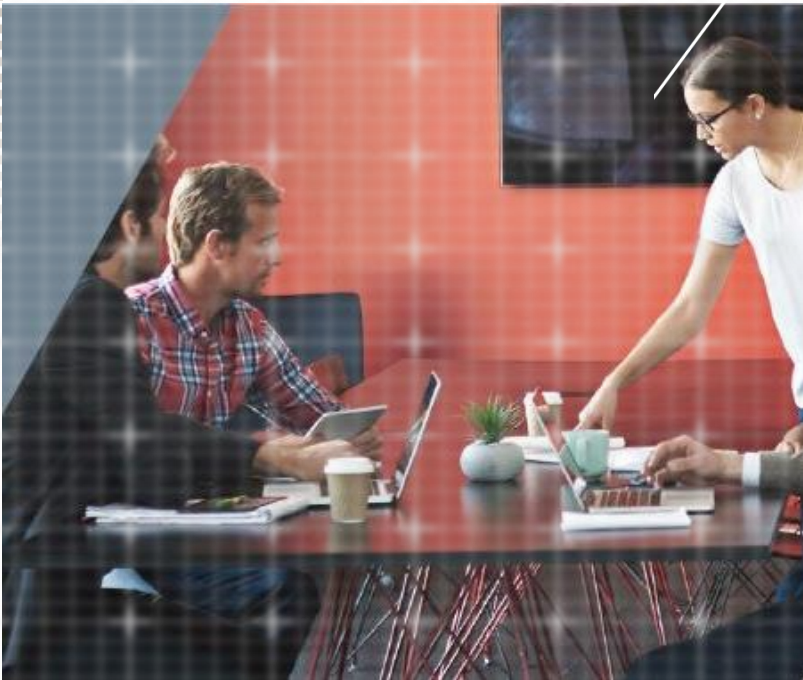


# Employee Harrassment Statement



2024

EXCELLENCE IN SOLUTIONS

Aidan Flannery

FläktGroup UK Ltd

26/10/2024

## Employee Harrassment Statement 2024

**At FläktGroup UK Ltd, the safety, dignity, and well-being of our employees are paramount. We are committed to maintaining a work environment that is free from all forms of harassment, including sexual harassment, whether it comes from internal colleagues or external third parties such as clients, vendors, or business partners.**

**Zero Tolerance Policy: We have a strict zero-tolerance policy against sexual harassment from third parties.** Sexual harassment of our employees by anyone outside the company will not be tolerated, and we will take immediate and appropriate action to protect our team members.

**Our Commitment to Employee Protection:** If an employee experiences any form of sexual harassment from a third party, we encourage them to report the incident without fear of retaliation. We take such reports seriously and will investigate promptly. If necessary, we will take actions such as restricting interactions with the third party, terminating business relationships, or pursuing legal remedies to protect our employees.

**Reporting and Support:** We provide multiple channels for reporting harassment and ensure confidentiality and support throughout the process. Employees who experience or witness harassment from third parties are urged to contact HR or any line manager immediately. We are committed to fostering a respectful and secure work environment for all.

At FläktGroup UK Ltd, protecting our employees is a top priority, and we stand firm in our commitment to ensure their safety and respect in every professional interaction.

**Contact Information:** For any concerns or to report an incident, please reach out to our HR Manager [liz.brimfield@flaktgroup.com](mailto:liz.brimfield@flaktgroup.com)



Aidan Flannery  
Managing Director  
FläktGroup UK Ltd

06/01/2024