

## **Anti-bullying policy**

CBS Concreting Limited has a zero-tolerance approach to any unacceptable behaviour, bullying or harassment in any form. Our aim is to provide a respectful and professional working environment. We expect employees across the Group to be sensitive to behaviours that may be deemed as unacceptable across different cultures, or that may be seen as unwelcome conduct, bullying or harassment.

If an employee becomes aware of any instances where these standards have not been met, they should report this to their line manager. All reports of unacceptable behaviour will be investigated and employees raising concerns in good faith can expect to do so without any retaliation.

“All our company policies are reviewed quarterly to ensure that CBS Concreting Limited remains knowledgeable, learned and abreast with the latest industry legislation. **We employ highly trained professionals and outsource consultancy where applicable** to ensure the highest standard of consultation is received. I personally communicate each policy to all of our members to ensure anyone representing CBS Concreting Limited are well briefed, attentive and working safely.”

