

Anti-Discrimination & Harassment Policy

Touch Projects is committed to providing all employees with a healthy and safe work environment free from discrimination, bullying and harassment.

PART 1. Introduction

Touch Projects has a policy of anti-discrimination and anti-harassment and will not allow any employee to discriminate or harass any other employee employed by or involved with the company on any basis as set out in the Equal Opportunity Act 2010 and the Racial and Religious Intolerance Act 2001.

PART 2. Our commitment

Touch Projects is committed to providing all employees with a healthy and safe work environment free from discrimination, bullying and harassment.

PART 3. Policy

Discrimination

This Acts state that it is unlawful to discriminate on the basis of:

- Age
- Disability
- Industrial activity
- Lawful sexual activity/sexual orientation
- Marital, parental or carer status

- Physical status
- Political beliefs or activities
- Pregnancy
- Race
- Religious belief or activity
- Sex of a person
- Personal association with a person who is identified by reference to any of the above attributes

Bullying and Harassment

Bullying is repeated unreasonable behaviour directed towards an employee, or group of employees.

Examples of behaviour that could be classed as bullying or harassment include:

- Excluding someone from workplace activities
- Giving someone the majority of unpleasant tasks
- Verbal abuse
- Humiliating someone through sarcasm or insults
- Intimidation
- Sexual harassment
- Other similar behaviour

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The company expects all employees to behave in a professional manner and to treat each other with dignity and respect when they are at work.

We encourage any employees who experience bullying to report it to management.

If bullying is reported it will be regarded as a serious matter and will be investigated in a timely manner. Where necessary, a formal investigation will be undertaken and disciplinary action may result.

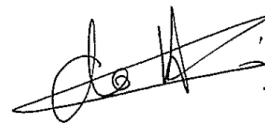
Managers and supervisors have a responsibility to ensure employees are not bullied, harassed or discriminated against.

PART 4.Document approval

This document is approved on the date of the last signature below.



Nick Savvas
CEO



John Christou
General Manager

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