

## Anti-Harassment and Discrimination Policy

Everyone is entitled to a workplace environment that is free from embarrassment, discomfort, intimidation, or humiliation arising from any form of harassment or discrimination.

In this policy, the workplace environment is defined as being on or offline, or in any onshore or offshore office, meeting room or other place that is hired, provided, or used in connection with or where my services are engaged.

Steve Garven Ltd seeks to establish and maintain a culture where everyone is treated fairly, respectfully and with dignity.

If, in my opinion, the behaviour of a party, a party's representative or other person present is:

- Harassing
- Derogatory
- Discriminatory
- Intimidating
- Verbally, Racially, Religious or Physically Abusive

I reserve the right to suspend or, ultimately terminate any meeting, on or offline, without liability for future legal proceedings, direct, indirect, or consequential losses or costs incurred or, likely to be incurred, by the parties.



Steve Garven  
(March 2020)