



DIGNITY CHARTER

Shorcontrol Safety is committed to providing and maintaining a workplace environment that both encourages and supports the right to dignity at work.

We aim to provide this by ensuring the following:

- All employees of Shorcontrol Safety, including sub-contractors are expected to respect the right of each individual of dignity in the workplace and they have both a duty and responsibility to uphold this charter.
- We shall endeavour to ensure that all employees and relevant stakeholders are treated equally and respected for their individuality and diversity.
- All people representing the company, both on and offsite, behave in a manner that is consistent with this charter.
- Policies and procedures support the principals and objectives of this charter.
- Any form of intimidating behaviour is not accepted or tolerated at or by the company. This includes but not limited to, harassment, sexual harassment, aggression, violence and bullying.
- If any form of intimidating behaviours occurs, it is regarded as contravening to the values of Shorcontrol Safety and as such is a breach to our policies and procedures linked to this charter.

A handwritten signature in black ink that reads "Jione Sillar".

General Manager

Date: 13/03/2023