



DIGNITY CHARTER

Shorcontrol Safety is committed to providing and maintaining a workplace environment where all individuals are treated with dignity, respect, and fairness. We actively promote a culture that supports the right to dignity at work and upholds the highest standards of conduct across all areas of our operations.

To achieve this, we are committed to the following principles:

- **Respect for All:** All employees, including subcontractors, are expected to respect the dignity of every individual in the workplace. Each person has a duty and responsibility to uphold this charter and contribute to a respectful, inclusive environment.
- **Equality and Diversity:** We strive to ensure that all employees and relevant stakeholders are treated equally, and their individuality and diversity are respected and valued.
- **Professional Conduct:** All individuals representing Shorcontrol Safety, whether on-site or off-site, are expected to behave in a manner consistent with the values and standards outlined in this charter.
- **Supportive Policies:** Our policies and procedures are designed to reinforce and support the principles and objectives of dignity at work.
- **Zero Tolerance for Intimidation:** Any form of intimidating behaviour is not accepted or tolerated. This includes, but is not limited to, harassment, sexual harassment, bullying, aggression, and violence.
- **Accountability:** Any actions or behaviours that contradict this charter are considered a serious breach of Shorcontrol Safety's values and will be addressed in line with our internal policies and procedures.

Our Commitment

Shorcontrol Safety is dedicated to fostering a workplace where everyone feels safe, respected, and empowered to work without fear of mistreatment. We believe that upholding dignity at work is essential to employee wellbeing, organisational success, and our wider social responsibility.

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

General Manager

Date: 12/06/2025