

## Anti-Bullying and Harassment Policy

Teek It Ltd is committed to providing a respectful, inclusive and safe working environment, free from bullying, harassment and discrimination. The company adopts a zero-tolerance approach to bullying and harassment in any form.

1. Scope

This policy applies to all directors, employees, contractors, suppliers and any other persons working for or on behalf of Teek It Ltd.

2. Standards of Behaviour

All individuals are expected to treat others with dignity and respect. Bullying, harassment, intimidation, discrimination or any form of inappropriate behaviour will not be tolerated.

3. Reporting Concerns

Concerns relating to bullying or harassment should be reported to the Managing Director. Concerns may also be raised through the company's Whistleblowing arrangements.

4. Investigation and Action

All complaints will be handled confidentially where possible and investigated promptly, fairly and objectively. Appropriate action will be taken where bullying or harassment is identified.

5. Protection from Retaliation

Teek It Ltd will not tolerate retaliation against any individual who raises a concern in good faith.

6. Review

This policy is reviewed annually and updated where necessary.

**Signed:**



Managing Director

**Teek It Ltd**

Company: Teek It Ltd

**Issue Date:** 09 February 2026

**Review Date:** 08 February 2027

**Responsible Person:** Managing Director

