

Sexual Harassment Prevention Arrangements

Teek It Ltd is committed to providing a safe, respectful and inclusive working environment and takes a zero-tolerance approach to sexual harassment. These arrangements have been implemented in line with the Worker Protection (Amendment of Equality Act 2010) Act and represent reasonable preventative steps appropriate to the size and nature of the organisation.

Preventative Measures

- Clear standards of behaviour are set out in the company's Anti-Bullying and Harassment Policy.
- Expectations of professional conduct are communicated during induction and through ongoing management engagement.
- Management oversight is maintained to identify and address inappropriate behaviour promptly.

Reporting and Support

- Individuals are encouraged to report concerns confidentially to the Managing Director.
- Concerns may also be raised through the company's Whistleblowing arrangements.
- Reports are handled sensitively and without fear of retaliation.

Investigation and Action

- All reports of sexual harassment are taken seriously and investigated promptly and fairly.
- Appropriate action is taken where sexual harassment is identified.

Review

These arrangements are reviewed annually and updated where necessary to ensure ongoing compliance and effectiveness

Signed:



Managing Director
Teek It Ltd

Company: Teek It Ltd
Issue Date: 09 February 2026
Review Date: 08 February 2027
Responsible Person: Managing Director

