

Prevention of Sexual Harassment

Customer & Supplier Compliance

(Issue 1 - 15 SEP 2026)

SAMWORTH
BROTHERS

Prevention of Sexual Harassment

Customer & Supplier Compliance

Our Commitment

At Samworth Brothers, we are committed to providing a working environment where all colleagues, workers, contractors, agency workers and visitors are treated with dignity, courtesy and respect.

We operate a zero-tolerance approach towards sexual harassment, harassment, bullying, discrimination, victimisation and any other inappropriate behaviour. We expect all organisations and individuals who work with us or on our behalf to uphold the same standards.

This document outlines our expectations and the responsibilities of both Samworth Brothers and our suppliers, customers, contractors, business partners and other third parties in preventing and addressing sexual harassment and inappropriate conduct.

Why This Matters

Samworth Brothers is committed to taking proactive steps to prevent sexual harassment in the workplace, including harassment involving third parties. We recognise that many of our colleagues interact regularly with suppliers, customers, contractors, agency workers and other external stakeholders. Everyone has the right to carry out their work free from harassment, discrimination, bullying and other unacceptable conduct.

Harassment of our colleagues is unlawful and will not be tolerated.

Our Responsibilities

Samworth Brothers will:

- Maintain clear policies and procedures relating to sexual harassment and inappropriate conduct.
- Provide training and awareness to colleagues and managers.
- Promote a culture where concerns can be raised without fear of retaliation.
- Investigate allegations promptly, fairly and confidentially.
- Take appropriate action where unacceptable behaviour is identified.
- Assess and manage risks associated with interactions between colleagues and third parties.
- Work collaboratively with third parties to resolve concerns where they arise.

Supplier and Customer Responsibilities

We expect all suppliers, customers, contractors, consultants, agency providers, business partners and other third parties to:

1. Maintain Respectful Standards of Behaviour

Ensure that your employees, representatives, contractors and agents:

- Treat all Samworth Brothers colleagues with dignity and respect.
- Behave professionally during all business interactions.
- Do not engage in any form of sexual harassment, bullying, victimisation, discrimination or inappropriate conduct.

2. Communicate Expectations Internally

Take reasonable steps to ensure that individuals representing your organisation understand:

- The standards of behaviour expected when interacting with Samworth Brothers colleagues.
- That inappropriate behaviour will not be tolerated.
- Their obligation to cooperate with any investigation into alleged misconduct.

3. Report Concerns Promptly

Notify Samworth Brothers immediately if:

- An allegation of sexual harassment or inappropriate conduct is made involving one of your employees or representatives.
- They become aware of behaviour which may pose a risk to any individual working with, or for, Samworth Brothers.

4. Support Investigations

Where concerns are raised, we expect all third parties to:

- Cooperate fully with any investigation.
- Provide relevant information promptly.
- Take appropriate action in relation to their own employees where misconduct is identified.
- Implement preventative measures to reduce the risk of recurrence.

5. Prevent Retaliation

No individual should be subjected to victimisation, retaliation or detrimental treatment because they have raised a concern, provided information or participated in an investigation.

Examples of Unacceptable Conduct

Examples include, but are not limited to:

- Unwelcome sexual comments, jokes or remarks.
- Inappropriate or sexually suggestive messages, emails or social media communications.
- Unwanted physical contact.
- Sexual advances or requests for dates that create discomfort or pressure.
- Displaying, sharing or circulating offensive, explicit or inappropriate material.
- Behaviour that creates an intimidating, hostile, humiliating or offensive environment.
- Threatening, abusive or aggressive behaviour towards colleagues.

These standards apply:

- On Samworth Brothers premises.
- At customer or supplier sites.
- During meetings, conferences and business travel.
- At work social events.
- Through digital communications, including email, messaging platforms and social media

Reporting Concerns

Any concerns regarding inappropriate conduct should be reported as soon as possible to via your main contact at Samworth Brothers.

Consequences of Non-Compliance

Where concerns are substantiated, Samworth Brothers may take appropriate action, including but not limited to:

- Warning the individual concerned.
- Requiring the removal of an individual from our sites or accounts.
- Restricting access to Samworth Brothers premises.
- Requiring corrective actions from the third party.
- Suspending work or services.
- Reviewing or terminating commercial arrangements where appropriate.
- Reporting matters to regulatory bodies or law enforcement where necessary.

These measures are consistent with our internal policies and our commitment to preventing third-party harassment and keeping our colleagues safe.