

## Anti-Racism, Discrimination, Harassment & Bullying Policy

Fera has a zero-tolerance approach to all forms of abuse, racism, discrimination, harassment and bullying and a clear procedure to follow for any reported acts or behaviour that are not in line with Fera's Purpose, Values and Behaviours and Code of Conduct.

### Fera Commitment:

- To create an inclusive and welcoming work environment free of harassment and bullying, where everyone can achieve their potential
- To support anyone that raises an incident
- To investigate thoroughly any reported acts or behaviour promptly
- Ensure appropriate action is taken when a reported act or behaviour is proven What employees can expect
- To work in an environment that is free from discrimination, harassment, and bullying
- To feel safe and comfortable at work
- To be taken seriously if a formal or informal complaint of discrimination, bullying or harassment
- is raised What is expected from employees
- To act and behave in line with Fera Purpose, Values and Behaviours AND Code of Conduct.
- To respect the dignity of all colleagues and realise the impact their actions and behaviour can have on other people
- To raise any complaints promptly so they can be investigated
- To not stay silent if they witness any unacceptable acts or behaviour
- If you have a concern or believe someone has been unfairly discriminated against, bullied, harassed, or abused, in a way that does not comply with this policy then speak up
- Our Speak Up Policy sets out the channels available to you to do so and no action will be taken against you if you Fera report a genuine concern – whether and concerns are proven or not

- How is this achieved
- Providing a clear procedure on what to do if someone is being discriminated, bullied, harassed or is witness to any act or behaviour
- Ensuring Managers understand their responsibilities when a complaint is raised
- Mandatory training is completed on a regular basis



Andrew Swift  
Chief Executive Officer