



THIRD-PARTY SEXUAL HARASSMENT STATEMENT

Richmond Motor Group are committed to providing a safe, respectful working environment.

Third-party sexual harassment of our workforce is unlawful and will not be tolerated. The law requires employers to take steps to prevent sexual harassment by third parties and we are committed to doing so.

Third-party sexual harassment occurs when a member of our workforce is subjected to sexual harassment by someone who is not part of our workforce, but who is encountered in connection with work. This includes our customers, suppliers, members of the public, visitors, or delegates at a conference.

Sexual harassment is legally defined as unwanted conduct of a sexual nature – verbal, non-verbal or physical – that has the purpose or effect of violating an individual's dignity, or creating an intimidating, hostile, degrading, humiliating, or offensive environment.

Should a customer, supplier, member of the public, visitor or delegate at a conference sexually harass a member of our workforce, we will warn the individual about their behaviour, and or if necessary, ban the customer from the premises and cessation of our services. Any criminal acts will be reported to the police.

Richmond Motor Group ensure all levels of management are trained on implementing our Sexual Harassment Policy, including preventing, and managing sexual harassment in the workplace and the procedure to follow if an allegation is reported.