Third-Party Respect & Anti-Harassment Statement

Respect, Dignity & Zero Tolerance

Stanley Enterprise is committed to providing a working environment where all employees, workers, contractors, visitors and third parties are treated with dignity, courtesy and respect.

We operate a **zero-tolerance** approach to harassment, bullying, discrimination and victimisation, including sexual harassment. We expect the same standards of behaviour from all individuals and organisations who interact with our employees in the course of their work.

This statement applies to all third parties, including customers, clients, suppliers, contractors, consultants, agency workers, volunteers, delivery personnel, business partners, tenants, visitors, agents and any other individuals who come into contact with our workforce.

Further, this statement applies to behaviour occurring in person, by telephone, in writing, by email, via online platforms, social media, messaging applications and any other form of communication.

Harassment is unwanted conduct related to a protected characteristic, or any other inappropriate behaviour, which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. Sexual harassment is unwanted conduct of a sexual nature and may include inappropriate comments, jokes, gestures, advances, physical contact, messages, images or other behaviour that causes offence or discomfort.

Examples of behaviour that will not be tolerated include:

- Offensive, intimidating or abusive language or behaviour.
- Bullying, threats or intimidation.
- Discriminatory remarks or conduct.
- Unwanted physical contact.
- Sexual comments, jokes, gestures, advances, staring, leering, or innuendo.
- Comments about a person's body, appearance or clothing of a sexual nature
- The display or sharing of offensive, inappropriate or sexually explicit material.
- Unwanted sexual advances, propositions or requests for dates
- Any conduct that creates an intimidating, hostile, degrading, humiliating or offensive environment.

Where concerns are raised or inappropriate behaviour is reported or witnessed, Stanley Enterprise will take all concerns seriously and may investigate the matter where appropriate. We encourage anyone who experiences or witnesses inappropriate behaviour to report it as soon as possible.

Any third party found to have engaged in harassment, bullying, discrimination, victimisation or sexual harassment may be subject to one or more of the following actions:

- Being informed that their behaviour is unacceptable and required to cease immediately.
- Removal from our premises, sites or events.
- Refusal of future access to our premises, sites or events.
- Reporting the matter to their employer, contracting organisation or professional body.

- Suspension or termination of ongoing work, services or engagements.
- Removal from approved supplier, contractor or visitor lists.
- Termination of contracts, business relationships or commercial arrangements.
- Reporting the matter to the police or other relevant authorities where criminal conduct is suspected.

We reserve the right to take appropriate action where behaviour falls short of the standards set out in this statement, regardless of whether it meets the legal definition of harassment.

Serious incidents may result in immediate action, including removal from our premises, termination of business arrangements and/or referral to the police or other relevant authorities, without prior warning.

Any action taken will be proportionate to the circumstances and may be implemented regardless of whether the behaviour constitutes a criminal offence.

We also expect our own employees to treat all third parties with dignity, courtesy and respect. Any concerns regarding the conduct of our employees will be taken seriously and addressed through our internal policies and procedures where appropriate.

We are committed to supporting employees who report harassment and will take all complaints seriously, investigating concerns and taking reasonable steps to prevent unacceptable behaviour from recurring.

By engaging with Stanley Enterprise, you are expected to uphold these standards and contribute to a respectful and professional environment for everyone. We expect organisations working with us to ensure that their employees, workers, representatives and subcontractors comply with this statement.

Compliance with this statement forms part of our expectations for anyone working with or on behalf of Stanley Enterprise. Failure to meet these standards may result in the termination of contracts, withdrawal of services, or exclusion from our premises.

Questions about this statement or reports of inappropriate behaviour should be directed to: HR@knowsley.com

Last reviewed: 28 July 2026