



ALFRETON FABRICATIONS LIMITED

Precision Machining • Laser Cutting • Fabrication

Anti-Bullying Statement

At Alfreton Fabrications Limited, we are committed to fostering a workplace environment that is free from all forms of bullying, harassment, and discrimination. We firmly believe that every employee, regardless of their position, deserves to work in an atmosphere that is respectful, inclusive, and supportive.

Our commitment to anti-bullying is rooted in our core values, which include:

1. **Respect:** We respect the dignity and worth of every individual, and we expect the same from every member of our team. Bullying, in any form, undermines this respect.
2. **Inclusivity:** We celebrate diversity and embrace differences in backgrounds, perspectives, and ideas. We believe that our differences are our strengths, and bullying erodes the spirit of inclusivity.
3. **Accountability:** We hold ourselves accountable for promoting a workplace culture that is free from bullying. We encourage employees to report any incidents of bullying without fear of retaliation.
4. **Prevention:** We are committed to preventing bullying through education, awareness, and proactive measures. We provide resources and support to both victims and witnesses.
5. **Zero Tolerance:** Alfreton Fabrications Limited has a zero-tolerance policy towards bullying. We investigate all reported incidents promptly and take appropriate actions to address and prevent further occurrences.
6. **Support:** We are dedicated to supporting victims of bullying by providing access to counselling, resources, and legal avenues, if necessary. We also offer assistance to bullies who are willing to change their behaviour through education and counselling.
7. **Continuous Improvement:** We continually assess and enhance our anti-bullying initiatives to ensure they are effective and aligned with our values and legal obligations.

We encourage every member of our organization, from leadership to staff, to be vigilant and proactive in creating a workplace where bullying has no place. We believe that by working together and upholding these principles, we can create a safe, respectful, and harmonious work environment for all.

Together, we can make Alfreton Fabrications Limited a shining example of how a commitment to anti-bullying can lead to a more productive and compassionate workplace.

Signed on behalf of Alfreton Fabrications Limited

David Critchley

C.E.O.

01 September 2023