

## Workplace Violence Policy Statement 2022

Sale Group (inclusive of Sale Service & Maintenance Ltd, Sale Maintenance Ltd and Sale NuGen Ltd) recognises that it has a duty to provide a safe workplace. In the interest of the safety and well-being of all, Sale Group prohibits violence, both in the workplace and in areas under Sale Group's control.

Workplace violence will not be tolerated. Sale Group will, as necessary, take disciplinary or legal action, up to and including termination, for violations of this policy.

Workplace violence includes, but is not limited to the following:

- Acts of physical assault;
- Acts which threaten physical assault;
- Acts of intimidation;
- Serious and/or persistent verbal abuse
- Behaviour indicating potential for violence, including throwing objects and brandishing weapons;
- Acts which endanger the safety of others;
- Acts of destruction of property;
- Any substantial threat to destroy property.

Any person harmed or in fear of imminent harm should contact the Police on 999.

Violations of this policy must/should be reported to your Line Manager and in turn to the Managing Director and Compliance Manager for further action.

Every employee is encouraged to report any violations of this policy in confidentiality, without fear of any reprisals.



**Signed:** Peter Sale  
Director: Sale Service & Maintenance  
Ltd/Sale NuGen Ltd

**Date:** 3rd January 2023



**Signed:** Collin Meaney  
Director: Sale Maintenance Ltd