

Company Statement: Zero Tolerance for Harassment

All4labels UK Ltd. is committed to providing a safe, respectful, and inclusive environment for all employees, contractors, and visitors. We believe that everyone has the right to work in an environment free from harassment, bullying, and discrimination.

1. Our Commitment

We maintain a zero-tolerance approach to any form of harassment, including but not limited to:

Sexual Harassment: Unwelcome conduct of a sexual nature that violates dignity or creates an intimidating environment.

Discrimination: Harassment based on age, disability, gender reassignment, marriage/civil partnership, pregnancy, race, religion, sex, or sexual orientation.

Third-Party Harassment: We do not tolerate inappropriate behaviour directed at our staff by customers, clients, or members of the public.

2. Protection for Our Staff

In accordance with the Employment Rights Act 2025, we take our "preventative duty" seriously. If an employee is subjected to harassment by a third party while performing their duties:

- We will take all reasonable steps to investigate and prevent a recurrence.
- We reserve the right to terminate relationships, contracts, or access to our premises for any individual found to be harassing our staff.
- No employee will suffer detriment for reporting such behaviour.

3. Reporting and Action

Any person who witnesses or experiences harassment is encouraged to report it immediately by emailing HRLeeds@all4labels.com, or by accessing our Whistleblowing channel, more information available on the website – www.all4labels.uk

All reports will be handled with the strictest confidentiality and investigated promptly.