



SEXUAL HARASSMENT ZERO-TOLERANCE STATEMENT

PJ Mear Limited is committed to providing a safe, inclusive environment free from any form of sexual harassment. We operate a zero-tolerance approach to all forms of harassment. All allegations of misconduct are taken seriously, investigated thoroughly, and if substantiated, will result in disciplinary action against the offender, regardless of their job role or status, in accordance with the company's disciplinary procedures.

This applies to all employees, contractors, visitors, and customers.