

Dignity at Work

Rentokil Initial will not tolerate bullying and harassment of any kind. The company is committed to creating a work environment free of harassment and bullying, where everyone is treated with dignity and respect. Colleagues found guilty of harassment or bullying may face disciplinary penalties, up to and including dismissal and could be personally liable to pay compensation in legal claims.

All allegations of bullying and harassment will be investigated and, if appropriate, disciplinary action will be taken. The company will also not tolerate victimisation of a person for making allegations of bullying or harassment in good faith or supporting someone to make such a complaint. Victimisation is a disciplinary offence.

This policy covers bullying and harassment of and by managers, colleagues, contractors, agency staff and anyone else engaged to work at the company, whether by direct contract with the company or otherwise in the workplace and in any work-related setting outside the workplace including business trips and work-related social events.

Bullying or harassment of customer, suppliers, vendors or visitors or others will be dealt with through the disciplinary procedure. Should an incidence of bullying or harassment by customers, suppliers, vendors or visitors occur, colleagues should report any such behaviour immediately to their line manager who will take appropriate action.

The company will review the outcome of cases where complaints of bullying and harassment have been made to check that the proper procedures have been followed and to identify any points that can be learned from those cases and implement any necessary changes.

Making a complaint which is untrue or giving evidence which is untrue may lead to disciplinary action being taken.

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