

SUMMARY OF OUR APPROACH TO TACKLING DOMESTIC VIOLENCE AND ABUSE

INTRODUCTION

The Group is committed to the principle that Domestic Violence and Abuse is unacceptable behaviour and everyone has the right to live free from fear and abuse.

All colleagues are entitled to a workplace which is free from discrimination, harassment, bullying and victimisation. We believe this should also extend to home life as this supports colleagues in achieving their full potential, creating an inclusive culture in which all our colleagues feel able to be the best version of themselves.

DEFINITIONS

Domestic Violence and Abuse is defined as a pattern of behaviour at home or in a domestic setting, that is characterised by the exercise of control and the misuse of power by one person over another.

This can include:

- Acts of physical violence, such as slapping, hitting, kicking and beating
- Sexual violence, including forced sexual intercourse and other forms of sexual coercion
- Emotional (psychological) abuse, such as insults, belittling, humiliation, intimidation, threats of harm, threats to take away children
- Controlling behaviours, including forcing a person to perform tasks and duties, isolating a person from family and friends, monitoring and restricting their movements, dictating what a person must wear or how to behave and restricting access to education or medical care
- Financial abuse, limiting and individuals access to employment and exerting power or authority over financial resources

Domestic Violence and Abuse can apply to all individuals regardless of age or seniority in employment, gender, race, ethnic or religious group, sexual orientation, social status, disability or nationality or any other category or status.

IMPACT OF DOMESTIC VIOLENCE AND ABUSE ON THE WELLBEING OF THE INDIVIDUAL

Domestic violence and abuse can have a significant impact on the health and wellbeing of individuals. As well as the effects from physical acts of violence, the emotional impact can be far-reaching and can be detrimental to mental health. Domestic violence is associated with several conditions, including (but not limited

to); depression, anxiety, Post Traumatic Stress Disorder (PTSD) and substance abuse.

It is the Group's policy to ensure specific support is available to address the health and wellbeing of all colleagues experiencing domestic violence and abuse.

IMPACT ON THE WORKPLACE

The Group recognises that home and work issues cannot always be separated and that Domestic Violence and Abuse can impact greatly on the working life of colleagues.

The Group recognises that people experiencing Domestic Violence and Abuse are at increasing risk when they attempt to leave an abusive partner. They may become vulnerable when travelling to and from work, or while they are at work (as the perpetrator knows where they can be located).

SUPPORT AVAILABLE

The Group's position is to offer colleagues experiencing Domestic Violence and Abuse a broad range of support which may include, but is not limited to:

- Access to counselling through employee assistance programmes (EAP) or other local providers
- Appropriate paid leave for relevant appointments, including with support agencies, solicitors, to rearrange housing of childcare, to recover from health-related impact and/or for court appointments.
- Temporary or permanent changes to working times and patterns
- Promptly addressing concerns related to potential contact with perpetrators in the workplace
- Redeployment or relocation
- Enhanced financial support (i.e. advance in pay)
- Measures to ensure a safe working environment, for example changing a telephone number to avoid harassing phone calls
- Diverting emails away from the abuser
- Using other existing policies (including Flexible working) to support the colleague's needs

The Group respects the right of colleagues to make their own decision on the appropriate course of action at every stage.

PERPETRATORS OF DOMESTIC VIOLENCE AND ABUSE

As part of its commitment to support the health, safety and wellbeing of colleagues, where perpetrators of domestic violence and abuse are employees, we will hold them

accountable for any demonstrable breach of the Group's Policies or Standards. This may include the misuse of The Group's facilities, e.g., use of mobile phones or the company email system to harass or bully. If it is determined that a violation of The Group Policies or Standards has occurred, appropriate disciplinary action may be taken.

Colleagues should not make disclosures they know to be false as this may be treated as a disciplinary matter and a serious breach of the [Group Code of Conduct](#).

Nothing in this Standard affects the right of a discloser to raise concerns in an appropriate manner directly with any local regulator or law enforcement.