



### **Anti-Harassment Statement**

LPC Law has always operated a **zero-tolerance policy** in relation to harassment, in any form, perpetrated against one of its employees by a third party such as a client, contractor, or visitor. Harassment is always taken seriously and is totally unacceptable.

Further to legislative changes, we would like to take this opportunity to remind our clients and suppliers that LPC Law are committed to a working and learning environment where our employees can achieve their full potential. This includes creating a safe, inclusive and supportive environment free from harassment, victimisation and discrimination. We expect all interacting parties to be treated with mutual dignity and respect. LPC Law requires its employees to always behave appropriately and professionally, and in accordance with our policies, including our Behaviour & Code of Conduct.

Our managers maintain an open-door policy and encourage staff to come forward with any concerns in relation to harassment. Any allegation of harassment will be investigated and if LPC Law find that the allegation is well-founded, LPC Law will take steps deemed necessary to remedy this. This can include, but is not limited to:

- i. warning the individual about the inappropriate nature of their behaviour
- ii. banning the individual from LPC Law premises or from using LPC Law services
- iii. reporting the individual's actions to the police

If you experience or witness inappropriate behaviour in any form, you are encouraged to notify us of this as soon as possible.

Should you have any queries in relation to our policy, please contact us.

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