

Bigness Group – Bias and Harassment Policy

Bigness Group is committed to creating and maintaining a workplace and project environment that is free from unlawful discrimination, bias, and harassment. This policy applies to all employees, subcontractors, suppliers, and business partners engaged with our organisation.

1. Commitment to Fair Treatment

- Everyone has the right to work in an environment where they are treated with dignity, fairness, and respect.
- Bigness Group will not tolerate discrimination based on race, colour, nationality, ethnic origin, religion or belief, gender, gender identity, age, disability, marital status, sexual orientation, or any other protected status.
- We promote equal opportunities at all levels of our projects and business activities.

2. Prohibition of Harassment

- Harassment, bullying, intimidation, or any behaviour that creates a hostile or offensive environment will not be tolerated.
- This includes verbal, physical, or visual conduct that demeans or shows hostility toward an individual.
- Sexual harassment, including unwelcome advances, inappropriate comments, or other misconduct of a sexual nature, is strictly prohibited.

3. Responsibilities of Business Partners

- Subcontractors and business partners must ensure their employees and representatives comply with this policy at all times when working on Bigness Group projects.
- All workers must be aware of the standards expected and understand that breaches may result in removal from site and termination of contracts.

4. Reporting and Investigation

- Any individual who believes they have been subject to discrimination, bias, or harassment should report the matter immediately.
- Reports may be made directly to Bigness Group management or through established reporting channels.
- All reports will be taken seriously, investigated promptly, and handled with confidentiality.
- Retaliation against individuals who report concerns in good faith will not be tolerated.

5. Consequences of Misconduct

- Any subcontractor, supplier, or business partner found to have engaged in harassment or discrimination will be subject to corrective action, up to and including termination of contract and removal from the Bigness Group supply chain.

Acknowledgment of Bias & Harassment Policy

I, the undersigned, on behalf of _____
(Company/Subcontractor Name), acknowledge that I have received,
read, and understood **Bigness Group's Bias and Harassment
Policy**.

I agree that all officers, directors, employees, subcontractors, agents,
and representatives associated with my company will comply with
this Policy when engaging in any business activity with Bigness
Group.

Company Name: _____

Authorized Signatory: _____

Name (Printed): _____

Title: _____

Date: _____