



MARCHINGTONSTONE

DIGNITY AT WORK STATEMENT

Marchington Stone Ltd is an independent, family-owned quarrying company and specialist supplier of aggregates, roadstone, sand, soil, gravel and block stone to the construction and civil engineering industry throughout Great Britain.

This statement is issued with regards to the **Worker Protection (Amendment of Equality Act 2010) Act 2023** to clearly outline our commitment to providing a workplace free from harassment, sexual harassment or other forms of bullying at work.

Marchington Stone embed a culture of integrity, collaboration and respect for each other. We aim to deliver trusted customer service without compromise to the welfare of our staff. We employ a great team of local people and aspire to support our local communities and the wider construction industry.

We recognise the importance of maintaining high standards of health, safety and wellbeing for all our employees at work and adopt a pro-active approach to this whenever reasonable and practical to include our visitors, contractors, suppliers and customers.

Our Dignity at Work policy confirms:

- Our zero-tolerance commitment to any form of harassment, sexual harassment or bullying across the business
- Robust reporting, investigation and disciplinary procedures enabling any complaints to be dealt with promptly and discreetly
- Appropriate information, instruction and training have been provided to our managers and staff
- A whole workplace commitment that every colleague is treated with dignity and respect
- Our Dignity at Work Policy has been communicated to our employees and is included in our induction procedure for new starters
- Our Dignity at Work Statement has been communicated to our contractors and wider supply chain

All interested parties can obtain a copy of this policy statement from our company website www.marchington-stone.co.uk

Approved By:

David Marchington
Joint Managing Director

Matthew Marchington
Joint Managing Director

Page: 1	Date Written: 23/10/2024	Doc Ref: MS Dignity at Work Statement
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