

Anti-Bullying Policy

CMB does not tolerate bullying of any kind towards its employees, whether by a colleague, a manager, a customer, or a supplier.

Bullying can be broadly defined as behaviour which consistently undermines another's confidence, reducing feeling of self-esteem and worth. Such behaviour may be deliberate, as in a planned campaign, or may arise because of the bully's lack of people skills. It is psychological, rarely, though sometimes, physical and may be exacerbated by the individual's susceptibility and reaction to stress.

Examples of bullying behaviour include:

- Unreasonable and unfounded criticism of performance
- Unreasonable withdrawal of authority and responsibility
- Imposition of objectives with impossible deadlines
- Isolation or non-cooperation, exclusion from meetings, team briefs or discussions
- Aggressive behaviour or conduct, physical or verbal

CMB regards bullying as a serious disciplinary offence. Any incidents of bullying should be immediately reported to your manager/director, who will undertake a thorough investigation into the allegations.

This policy is linked to the Equal Opportunities and Harassment Policy.

Signed:

A handwritten signature in black ink, appearing to be 'John Green'.

Date: 01st January 2025

John Green
Operations Director