

Employee Matters' commitment towards dealing with Sexual Harassment

Sexual harassment, in all its forms, is an abuse of power. It represents behaviours that are beneath the standards we expect from every one of us and across our organisation. It is unethical and against the law. It is inextricably linked to gender inequality. It violates Employee Matters stated values, in particular that "*Employees Matter*".

We have all seen, in the course of our work with clients and in society in general, the psychological, emotional and physical toll it takes, and the detrimental consequences it can have on the careers and personal lives of those affected, as well as their families and those close to them.

Employee Matters is determined to take a stand against any form of Sexual Harassment in our Workforce and we will therefore act to prevent it and ensure effective responses for those impacted within, and connected to, our organisation, including our clients.

We will enable people to recognise sexual harassment in all its forms, and empower them to speak about it, change behaviour if required and respond appropriately in the moment to prevent repetition and escalation.

We will strive for ethical responses over expedient solutions. We will support respectful transparency so that we can learn from incidents, continuously improve our approach, and improve our accountability to our employees, our stakeholders, and the broader community.

We will lead a new conversation and take new actions to help ensure that sexual harassment is eradicated.

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