



## **Anti-Bullying Policy**

**Date: 15 July 2025**

### **Policy Statement:**

MVR Rivermount Construction Ltd is committed to providing a safe, respectful, and inclusive workplace. Bullying of any kind whether verbal, physical, written, or online will not be tolerated.

### **Definition of Bullying:**

- Bullying includes repeated behaviour that is:
- Offensive, intimidating, or insulting
- Intended to humiliate or undermine someone
- Malicious or aggressive in nature

### **Our Approach:**

- All employees have the right to work in a bullying-free environment.
- Any employee who experiences or witnesses bullying is encouraged to report it to a manager or director.
- Reports will be taken seriously, handled confidentially, and investigated fairly.
- Disciplinary action may be taken against individuals who engage in bullying.

### **Our Commitment:**

We promote a culture of respect, dignity, and support across our team. Every individual is expected to always treat others professionally.

**Madankumar Yeligar**

**Director**

**MVR Rivermount Construction Ltd**