

## OCEAN SCIENCE CONSULTING LIMITED (OSC)

### Bullying and Harassment Policy Statement

OSC will treat all complaints of harassment and bullying seriously and in strict confidence.

Directors and OSCs personnel manager have been trained in dealing with harassment and bullying.

You may approach either or both to report any incident you have suffered.

The company considers any complaint of (cyber) bullying to be a serious issue. If you do not feel comfortable raising a complaint yourself, you may ask a friend or colleague to do so on your behalf. You will not be penalised by the company for making a complaint, provided it is not vexatious or made maliciously.

Remember, it is the victim's perception of any actions that counts. If personnel feel they have suffered harassment or bullying, the company will look into the issue raised

Signed:



Dr Victoria Todd  
**Director**



Ian Todd  
**Director**

Date: 05/02/2021