

Respect at Our Sites

NVS Group is committed to providing a safe, respectful and inclusive environment for everyone who works for us, visits our sites or interacts with our employees.

Third-party harassment and unacceptable behaviour will not be tolerated

We expect all customers, suppliers, contractors, visitors and other third parties to treat our employees and workers with dignity, courtesy and respect at all times.

We will not tolerate any form of:

- **Bullying or intimidation**
- **Discrimination**
- **Victimisation of individuals who raise concerns**
- **Harassment or sexual harassment**
- **Aggressive, threatening or abusive behaviour**

This expectation applies to interactions that take place in person, by telephone, email, messaging platforms, social media or any other work-related communication.

Where unacceptable behaviour occurs, NVS Group reserves the right to take appropriate action. This may include ending meetings, removing individuals from our premises, restricting access to our facilities, terminating contracts or business relationships, and reporting matters to the relevant authorities where appropriate.

We are committed to protecting the dignity, safety and wellbeing of our people.

Thank you to our customers, suppliers, contractors and partners for supporting these standards.