

## Anti-bullying and Harassment Policy

UKBIC operates a zero-tolerance approach to bullying, harassment, discrimination, or victimisation, including any conduct that may violate a person's dignity or create an intimidating, hostile or offensive environment. Visitors must comply with site rules, health and safety requirements, and instructions from relevant UKBIC staff.

Any breach may result in immediate removal from the site, restriction of future access, and, where appropriate, reporting to the visitor's Employer or relevant authorities. Concerns or incidents should be reported promptly to the UKBIC host or HR and will be addressed confidentially in line with UKBIC policy.



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