Dignity At Work Statement

Version 2
Updated: October 2026

Dignity At Work Statement

Part of the Company's Respect at Work Framework

Policy Owner:	Group HR Director
Approved By:	
Version:	2
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Related Documents:	Equality, Diversity & Inclusion Policy Harassment, Bullying & Victimisation Policy Sexual Harassment Policy Grievance Procedure Disciplinary Procedure Whistleblowing Policy

Version History

Version	Date:	Changes	By:
1	01.04.26	New Format, rewrite + alignment to Respect at Work Framework	Alex W
2	30.10.26	Updated for ERA 2025 changes (effective 30.10.26)	Alex W

Dignity At Work Statement

Vp plc is committed to providing a workplace where everyone is treated with dignity, respect and fairness.

We believe that all employees, workers and agency workers should be able to come to work and carry out their role in an environment free from harassment, sexual harassment, bullying, discrimination, victimisation, intimidation and other inappropriate behaviour.

Ensuring dignity at work is everyone's responsibility. It is reflected in the way we speak to each other, manage people, challenge poor behaviour, make decisions and support colleagues. It applies in depots, yards, workshops, offices, customer sites, during work-related travel, at overnight stays, in work-related social settings and in digital communications including WhatsApp, Microsoft Teams, email and other communication channels connected to work. This includes interactions with customers, suppliers, contractors and agency workers.

We recognise that some parts of our business involve higher-risk environments, including lone working, customer-facing roles, overnight travel, male-dominated teams, agency labour and situations where there may be a power imbalance. We are committed to taking proactive steps to identify and reduce these risks.

We expect all employees, and especially those in positions of leadership or influence, to:

- Treat others with courtesy, dignity and respect.
- Behave in a way that supports an inclusive and psychologically safe working environment.
- Avoid language, conduct or "banter" that could reasonably cause offence, humiliation, intimidation or exclusion.
- Challenge unacceptable behaviour where it is safe to do so.
- Report concerns promptly.
- Support colleagues who raise concerns in good faith.

The Company will:

- Set clear expectations of behaviour.
- Provide policies, training and reporting routes.
- Take concerns seriously and investigate them fairly.
- Take preventative steps to reduce the risk of harassment and inappropriate behaviour.
- Support those affected or involved.
- Take appropriate action where standards are breached.

This statement forms part of the Company's Respect at Work framework, which promotes dignity, fairness and inclusion across Vp plc. It should be read alongside the following policies and procedures:

- Equality, Diversity & Inclusion Policy
- Harassment, Bullying & Victimisation Policy
- Sexual Harassment Policy
- Grievance Procedure
- Disciplinary Procedure
- Whistleblowing Policy
- Data Protection Policy

Any concerns about behaviour that undermines dignity at work should be raised as early as possible through the appropriate reporting route.

This statement does not form part of any employee's contract of employment and the Company reserves the right to amend or withdraw it at any time.