

ANTI-HARASSMENT AND DIGNITY AT WORK POLICY

Securital Solutions Ltd provides security and security-related services in Malta and is committed to maintaining a working environment where all individuals are treated with dignity, respect, and professionalism.

The Company does not tolerate any form of harassment, bullying, or inappropriate conduct and is committed to preventing such behavior in all work-related activities.

Our Commitments

Dignity and Respect at Work

- To promote a working environment based on mutual respect, dignity, and professionalism.
- To ensure that all employees are treated fairly and with respect in their day-to-day work.

Prevention of Harassment and Bullying

- To prohibit all forms of harassment, bullying, intimidation, or unwanted conduct related to personal characteristics or behavior.
- To ensure that unacceptable conduct, whether verbal, physical, or non-verbal, is not tolerated.

Awareness and Behavior

- To promote awareness of acceptable workplace behavior and individual responsibilities.
- To encourage respectful communication and professional conduct at all times.

Reporting and Protection

- To encourage employees to report any incidents of harassment, bullying, or inappropriate behavior.
- To ensure that complaints are handled fairly, confidentially, and without victimization or retaliation.

Compliance and Improvement

- To comply with all applicable statutory and regulatory requirements relating to dignity at work.
- To continuously promote good practice and improve workplace culture.

This policy provides the framework for promoting dignity at work and preventing harassment within Securital Solutions Ltd and applies to all employees, contractors, and people acting on behalf of the Company. It is communicated to employees and made available to other relevant interested parties.



General Manager
Elton Debattista