



JCG AGRI-ENVIRONMENTAL LIMITED
CULTIVATING TOMORROW

Bullying and Harassment Policy

6th February 2025

1. Introduction

JCG Agri-Environmental Limited is committed to providing a work environment that is free from bullying and harassment. We believe that all employees have the right to be treated with dignity and respect. This policy outlines our commitment to preventing and addressing bullying and harassment in the workplace.

2. Purpose

The purpose of this policy is to:

- Promote a safe and respectful work environment.
- Define what constitutes bullying and harassment.
- Provide a clear procedure for reporting and handling complaints.
- Ensure that all complaints are thoroughly investigated and appropriate actions are taken.

3. Scope

This policy applies to all employees, contractors, suppliers, and other stakeholders of JCG Agri-Environmental Limited.

4. Definition of Bullying and Harassment

Bullying and harassment can take many forms, including but not limited to:

- Verbal abuse or insults.
- Physical violence or threats.
- Unwanted physical contact.
- Intimidation or coercion.
- Spreading malicious rumours or gossip.
- Exclusion or isolation from work-related activities.



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5. Reporting Procedure

Employees and stakeholders are encouraged to report any incidents of bullying or harassment as soon as possible. Reports can be made through the following channels:

- Directly to a line manager or supervisor.
- To the Human Resources department.
- Through the company's confidential reporting hotline or email.

6. Confidentiality

All reports will be treated with the utmost confidentiality. The identity of the complainant will be protected, and information will only be shared on a need-to-know basis.

7. Protection Against Retaliation

JCG Agri-Environmental Limited is committed to protecting individuals who report bullying or harassment from retaliation or victimisation. Any employee who retaliates against a complainant will face disciplinary action, up to and including termination of employment.

8. Investigation and Action

All reports of bullying or harassment will be thoroughly investigated. The company will take appropriate action based on the findings of the investigation. This may include disciplinary action, legal proceedings, or other measures to address the issue.

9. Review and Monitoring

This policy will be reviewed regularly to ensure its effectiveness. The company will monitor the implementation of this policy and make any necessary adjustments to improve its effectiveness.

10. Contact Information

For any questions or concerns regarding this policy, please contact:

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