Medisoft Limited
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Our Commitment to Preventing Sexual Harassment

At Medisoft Limited, we are committed to providing an environment where everyone is treated with dignity, respect and fairness.

We do not tolerate sexual harassment and are committed to taking all reasonable steps to prevent it, respond appropriately to concerns, and promote a safe, respectful and inclusive environment for everyone who works with or interacts with our organisation.

Our Approach

We take a proactive approach to preventing sexual harassment and fostering a culture of dignity and respect across our organisation.

This includes:

- Providing clear standards of conduct and behaviour
- Raising awareness of sexual harassment and how it can be prevented
- Providing appropriate training and guidance
- Encouraging individuals to speak up if they experience or witness inappropriate behaviour
- Taking concerns seriously and responding promptly and appropriately
- Monitoring concerns and complaints to identify trends and opportunities for improvement

We will not tolerate victimisation, retaliation or unfair treatment towards anyone who raises a concern in good faith or supports another person in doing so.

Everyone Has a Role to Play

We expect everyone who works for, with, or on behalf of our organisation to:

- Treat others with dignity and respect
- Consider how their behaviour may affect others
- Help create a culture where inappropriate behaviour is recognised and challenged
- Take concerns seriously and support those who speak up

Third-Party Harassment

Our commitment extends beyond our employees. We expect customers, clients, suppliers, contractors, visitors and other third parties to treat those they interact with through our organisation with dignity and respect.

We take reports of harassment involving third parties seriously and will take appropriate action where concerns are identified.

Speaking Up

We encourage anyone who experiences or witnesses sexual harassment in connection with our organisation to raise their concerns.

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Reports will be treated seriously, sensitively and, where possible, confidentially. We are committed to ensuring individuals feel able to speak up without fear of retaliation.

Our Ongoing Commitment

Preventing sexual harassment is an ongoing responsibility. We regularly review our policies, procedures, training and reporting arrangements to ensure they remain effective and support a respectful workplace culture.

Together, we can create an environment where everyone feels safe, respected, valued and able to thrive.

This statement is endorsed by the Board and reflects our commitment to maintaining a respectful, inclusive and safe working environment for all.