



**PKF**  
Francis Clark

# Dignity at work statement

At PKF Francis Clark, we are committed to maintaining a safe and respectful workplace for all colleagues. We do not tolerate discrimination, bullying, harassment, sexual harassment or victimisation in any form.

Under the Worker Protection (Amendment to Equality Act 2010) Act 2023, employers have a legal duty to take reasonable steps to prevent sexual harassment of their employees. This includes sexual harassment by others in the workplace and third-parties, such as customers, suppliers and clients.

Following recent changes in sexual harassment legislation, we have updated our employee dignity at work policy to include how employees can report any instances of third-party bullying, harassment, sexual harassment or victimisation. The firm will take prompt and appropriate action to address and resolve any such issues. Our goal is to ensure everyone feels valued, respected and safe at work.

Equally, PKF Francis Clark does not tolerate discrimination, bullying, harassment, sexual harassment or victimisation of a third-party by any of our people. If, as a third-party, you experience any such conduct by an employee of the firm, we encourage you to speak to your PKF Francis Clark contact or complete the whistleblowing form [here](#).