

Employer Statement on the New Sexual Harassment Legislation Effective 26th October 2024

Dear Employees,

We would like to inform you of an important change in UK employment law that comes into effect on 26th October 2024. Under the Worker Protection (Amendment of Equality Act 2010) Act 2023, employers now have a legal duty to take reasonable steps to prevent sexual harassment in the workplace. This marks a significant shift from reactive to proactive responsibility in ensuring a safe and respectful working environment.

At FläktGroup UK Ltd, we are fully committed to upholding the highest standards of workplace conduct and ensuring that all employees feel safe, respected, and supported.

Key Changes in the Law:

- **Proactive Employer Duty:** Employers must now anticipate and prevent sexual harassment, rather than only respond after incidents occur.
- **Third-Party Harassment:** Protections now extend to harassment by clients, customers, contractors, and other third parties. Employers must take reasonable steps to prevent such incidents.
- **Increased Liability for Non-Compliance:** If an employer fails to meet this duty, employment tribunals may increase compensation awards by up to 25%. There are also reputational and financial risks associated with non-compliance. What FläktGroup UK Ltd Is Doing:

To meet our obligations and reinforce our commitment to a respectful workplace, we are implementing the following updates:

- **Enhanced Anti-Harassment Training:** All employees will be required to complete updated training modules.
- **Clearer Reporting Channels:** We are revising our reporting procedures to ensure they are accessible, confidential, and supportive.
- **Third-Party Interaction Guidance:** New guidance will be provided for employees who interact with external parties.

Our updated Sexual Harassment Policy is now available on the HR MS Teams channel and attached to this message.

Please remember: Sexual harassment in any form is not tolerated at FläktGroup UK Ltd. If you have any questions, concerns, or wish to report an incident, please contact the HR department or your line manager.

Thank you for your continued cooperation and commitment to a safe and inclusive workplace.

Liz Brimfield



HR Manager UK & Ireland

Sharon Sanders – Proxy Managing Director

Finance Director UK & Ireland

