Harassment Prevention Statement

Xampla is committed to maintaining a safe, respectful, inclusive and professional working environment for all individuals, including employees, contractors, agency workers, visitors, customers, suppliers, business partners and other third parties.

We have a zero-tolerance approach to harassment, bullying, victimisation and discrimination in any form, including sexual harassment and harassment related to any protected characteristic. Unacceptable behaviour may include unwelcome physical contact, verbal comments, gestures, intimidation, offensive communications, inappropriate conduct online, or any behaviour that creates an intimidating, hostile, degrading, humiliating or offensive environment. This expectation applies both on and off our premises where work-related activities are being undertaken. This statement aligns with our commitment to dignity, respect, equality and inclusion throughout our operations and business relationships.

All individuals working for, with, or on behalf of Xampla are expected to behave professionally, respectfully and in accordance with our standards of conduct. No individual should be expected to tolerate harassment, bullying or inappropriate behaviour as part of their role, workplace or business relationship with Xampla.

Xampla is committed to taking all reasonable steps to prevent harassment, including harassment by third parties encountered in the course of work. We maintain policies, reporting mechanisms, training programmes and risk-based controls designed to promote a respectful working environment and address concerns promptly and appropriately.

Anyone who experiences, witnesses or becomes aware of harassment, bullying, discrimination or other inappropriate behaviour is encouraged to report their concerns without delay. Contractors and other third parties may raise concerns with their Xampla contact, any member of Xampla management, or the Human Resources team. Concerns may also be raised through Xampla's established reporting and grievance mechanisms where applicable. All reports made in good faith will be taken seriously, investigated appropriately, treated with sensitivity and handled as confidentially as circumstances permit. Xampla prohibits retaliation against any individual who raises a concern, participates in an investigation or assists in addressing a complaint.

Where harassment or other unacceptable behaviour is identified, Xampla may take action proportionate to the circumstances. This may include requiring corrective action, restricting access to premises, personnel or systems, removing individuals from site, or suspending or terminating contractual or business relationships where appropriate.

By working with Xampla, contractors and other third parties are expected to uphold these standards and support a culture based on dignity, respect, professionalism and inclusion.

This statement reflects Xampla's commitment to maintaining a safe, respectful and inclusive working environment for all individuals.

Approved by: Alexandra French



Chief Executive Officer