

Worker Protection Act

BrightHR is committed to preventing sexual harassment in the workplace.

At BrightHR, we're dedicated to ensuring a workplace where every individual is treated with dignity and respect.

We champion safe, respectful, inclusive and supportive workplaces. As part of this, we ensure that this commitment is reflected in our own organisation by upholding our legal obligations under the **Employment Relations Act 2000**, **Human Rights Act 1993**, and **Health and Safety at Work Act 2015**.

We deplore all forms of personal harassment and have taken steps to enhance the measures we take to protect everyone from sexual harassment. To do this, we are:

- **Embedding a company policy** that sets out expectations, applicable circumstances, and disciplinary outcomes.
- **Extending our policy expectations** to visitors, clients, suppliers, and other third parties.
- **Providing training** to help all staff identify, respond to, and report sexual harassment, while reinforcing the support available.
- **Empowering our managers** to recognise harassment and handle complaints thoroughly and sensitively.
- **Ensuring all individuals** can raise concerns confidentially and are fully informed of how to do so.

We will continue to review and enhance our approach to workplace harassment, ensuring that we uphold our obligations under New Zealand law.

David Price
Chief Executive Officer