

Global policy on bullying and harassment

The purpose of the policy is to ensure a working environment free of bullying and harassment as it disrupts well-being and job satisfaction.

Bullying and harassment is unacceptable

Ørsted does not accept bullying or harassment. Bullying refers to a situation in which a person is repeatedly subjected to unpleasant or degrading treatment which the person finds it hard to contest. Harassment comprises insulting and discriminatory behaviour such as humiliation, suspicion, scorn or sexual harassment.

Prevention is key

Bullying and harassment is a shared problem, which makes it a shared responsibility. All employees are responsible for the way they interact with others and for interfering in cases of bullying or harassment. Managers must prevent bullying and harassment and must ensure effective intervention if bullying or harassment occurs.

In addition, all employees have the responsibility to act if there are conditions that impair well-being. The employee can involve the manager, the employee representative, the colleague network or People & Development.

Managers play a key role

Managers are responsible for minimising the risk of bullying and harassment in their team and for

handling complaints about bullying and harassment so that inappropriate behaviour is addressed as early as possible and in a confidential manner.

In case of bullying and harassment, the manager must:

1. Identify who is involved and how the employees are affected individually. Among other things, the manager must decide whether a group or a person may be particularly vulnerable, and must keep in mind that many employees, who have witnessed bullying and harassment, are afraid of being subjected to bullying and harassment themselves.
2. Decide the necessary measures to ensure a working environment without bullying and harassment (training, workshop on working environment and tone, etc).
3. Follow up and ensure that the measures have the intended effect (e.g. through interviews with the employees). The managers should consult with People & Development.



Breach of policy

If an employee subjects others to bullying or harassment, local disciplinary procedures may be invoked, the consequences of which may be a written warning or dismissal with or without notice depending on the circumstances.

Special circumstances

This policy may be supplemented by country-specific regulation, e.g. local policies, guidelines or staff handbooks.

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