

ANTI HARASSMENT AND BULLYING

POLICY STATEMENT

The Stars Group Anti-Harassment & Bullying policy applies to all employees of the Company. All consultants and any other third party working on any of the Group's premises must also observe the policy and will be governed by its standards.

We go to great lengths to hire great people into the Stars Group and for the most part we get this right and our workplaces across the globe are happy and harmonious places. We work hard but also have fun and many of us form long lasting friendships through work.

The Stars Group's aim is to ensure we maintain a great working environment and one that respects the rights of every person working here and to foster a climate where colleagues treat each other with respect. Any behaviour that undermines this aim is unacceptable. The Company does not tolerate any form of harassment or bullying under any circumstances. Everyone has a responsibility to ensure that it does not occur in the Company.

Bullying and/or harassment can have a devastating effect not just on someone's view of their work environment and enjoyment in their job, but on their mental health. It can lead to real damage to someone's self-esteem.

With all this in mind, we have published a comprehensive policy to inform people about the type of behaviour that is unacceptable and provides those who believe they are the victim of harassment and/or bullying with guidance on what help they can get to deal with this matter to stop it. The policy sets out a clear procedure and alternative routes that can be followed to resolution of issues including the use of external specialist providers.

Anyone raising a complaint can be assured the person hearing it will:-

- ensure the conversation remains confidential as far as possible;
- listen sympathetically;
- help individuals consider objectively what has happened;
- discuss what outcome the individual would wish to see;
- draw attention to available procedures and options;
- help weigh up the alternatives, but without pressure to adopt any particular course;
- assist the individual in dealing with the situation, if they ask for help.