

Workplace Harassment

The DOF Group does not tolerate any form of harassment within the workplace. The Group seeks to create an environment of empathy, mutual respect and understanding amongst all staff.

The DOF Group shall:

- Create an awareness of DOF's intolerance toward harassment and abuse in all forms including sexual, racial, ethnic, religious, disability and age;
- Create an open environment of trust whereby any person will feel able to report incidences of harassment free from retaliation;
- Maintain a fair, pro-active and thorough program for the investigation of harassment allegations;
- Maintain a process of counselling and disciplinary action for personnel found to be engaging in harassment;
- Maintain alertness to the potential of un-reported incidences of harassment;
- Dismiss personnel engaged in harassment if counselling or other actions are ineffective.

Responsibility and application

The Chief Executive Officer of the DOF Group is accountable to the Board of Directors for ensuring that this policy is implemented.

Management at all organisational levels within the DOF Group is responsible for ensuring the success of the Policy through the provision and availability of the necessary resources.

All DOF Group employees and subcontractors have an individual responsibility to ensure that they and their colleagues co-operate with the Group to achieve its quality objectives.

This policy applies to all DOF business units and operations.



Mons S. Aase
Chief Executive Officer