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# Goldwind International Document

## Harassment and Bullying Policy



### RECORD OF CHANGES

Version	Date	Reason for Issue	Author	Checked	Approved
1.0	2016/09/09	First release	Zhang Meng	Ling Peitian	Pan Yantian

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## 1 Scope and coverage

Goldwind International recognizes that all workers have the right to be treated with dignity and respect and that harassment and bullying are unacceptable in any form.

This policy is applicable to Goldwind workers, defined by local health and safety legislation, operating under the Goldwind Management System.

## 2 Policy statement

Mandatory policy requirements are:

- Goldwind International is committed to providing a working environment free from any form of harassment and bullying. Harassment or bullying commonly but not exclusively targets the sex, race, disability, religion, belief, sexual orientation and/or age of the victim.
- Goldwind International fully accepts that harassment and bullying can affect working, learning and social conditions for workers and may constitute unlawful discrimination. Any complaints of harassment and bullying shall be treated extremely seriously and shall be investigated promptly and confidentially by Goldwind International Senior Management.

**Note: Read this policy in conjunction with the *Goldwind International Global Harassment and Bullying Guideline*, and the *Goldwind International Global Equal Employment Opportunity Policy*.**

Signature:



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Pan Yantian  
Goldwind International General Manager

Effective Date: 2016.9.9