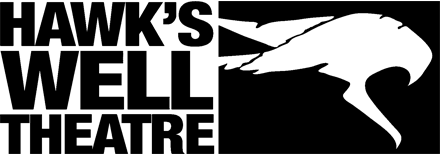
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**Dignity at Work Charter**

This Charter, to which Hawk’s Well Theatre is committed and which is on display in our workplace, is reproduced below and incorporated into this document as part of our bullying and harassment prevention policy.

**“We at Hawk’s Well Theatre commit ourselves to working together to maintain a workplace environment that encourages and supports the right to dignity at work. All who work here are expected to respect the right of each individual to dignity in their working life. All will be treated equally and respected for their individuality and diversity. Bullying and harassment in any form are not accepted by us and will not be tolerated. Our policies and procedures will underpin the principles and objectives of this Charter.**

**All individuals, whether directly employed or contracted by us, have a duty and a responsibility to uphold this Dignity at Work Charter.**

**Managers, supervisors and staff representatives where applicable in the workplace have a specific responsibility to promote its provisions.”**

Further information on raising a complaint under this charter is available under our Dignity at Work Policy (Anti-Bullying, Harassment & Sexual Harassment Policy). A copy of this policy is available from the Company Director and at www.hawkswell.com.