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Notice

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October 2024

Zero Tolerance of Sexual Harassment

Ptarmigan Capital Limited (“Ptarmigan”) does not tolerate sexual harassment by anyone and it is unlawful.

Under the Equality Act 2010, we must take reasonable steps to prevent sexual harassment of our workers.

Harassment or victimisation may lead to disciplinary action up to and including dismissal. Our Staff Handbook defines sexual harassment and the factors that will be taken into account in deciding what disciplinary action we will take. It also contains a detailed complaint procedure. A copy of the Staff Handbook is available to our employees, consultants and other staff and upon request.

We will not tolerate third party sexual harassment (such as by customers, suppliers or visitors to our premises) and our workers are encouraged to report it if they experience it. Ptarmigan Capital will take steps to remedy a complaint and prevent it from happening again, including warning a customer, supplier or visitor about their behaviour, banning such a person, reporting any criminal acts to the police or sharing information with the offender’s employer.