

Third-Party Sexual Harassment Policy

Our approach

You should not have to put up with sexual harassment from anyone - including people who do not work for Milbank. If a customer, client, supplier, contractor, visitor, or any other third party behaves in a sexually inappropriate way towards you, we will act.

What this policy covers

This policy applies when sexual harassment (as defined in our Sexual Harassment policy) is carried out by someone who is not a Milbank employee but who you encounter through your work.

This includes behaviour on our premises, at client or customer sites, at events, or in any other work-related setting - including online.

If it happens to you

Tell your manager as soon as you can. You should not feel that you have to tolerate inappropriate behaviour because the person is a client, customer or someone the business has a relationship with.

We take this as seriously as harassment from a colleague. Your safety and dignity come first - always.

What we will do

We will:

- Listen to you and take your report seriously
- Investigate what happened
- Take appropriate action - which may include raising a formal complaint with the third party's employer, restricting their access to our premises, ending a business relationship, or reporting the matter to the police
- Review the situation to prevent it happening again

We will also consider whether any changes to your working arrangements would help - for example, removing you from a client account or changing a shift pattern.

No retaliation

You will not be penalised for reporting third-party harassment. We will never put a business relationship ahead of your safety.

Questions

If you have experienced harassment from a third party and are unsure what to do, contact peopleteam@milbank.co.uk.

milbankgroup.co.uk

Version	Date	Author	Changes
V1	-	Milbank Group	Creation
V2	30/04/2026	Milbank Group	Approved