Third party harassment and sexual harassment statement

Effective date: November 2026

Our commitment

BA is committed to providing a respectful and inclusive environment for everyone we work with. To meet our legal obligations and our commitment to safety, we are taking **all** reasonable steps to prevent sexual harassment and harassment related to a protected characteristic.

This commitment extends beyond our employees to **all third parties** who work or interact with us, including but not limited to; contractors, agency workers, suppliers, partners, customers, and visitors.

We expect everyone who represents, works with or provides services to BA to uphold the same standards of dignity, respect and professionalism that we expect within our own organisation.

What we mean by harassment

Harassment can take different forms. It can occur in person or through online platforms and can arise during meetings, events, conferences, business travel, social activities connected with work, or other work-related interactions.

Harassment related to a protected characteristic

Harassment is unwanted conduct related to a relevant protected characteristic that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

The relevant protected characteristics for these purposes are:

- Age
- Disability
- Gender reassignment
- Race
- Religion or belief
- Sex
- Sexual orientation

Harassment related to a protected characteristic may include, but is not limited to:

- Offensive, derogatory or degrading comments, jokes or remarks
- Insults, ridicule or inappropriate stereotyping
- Inappropriate or unwanted comments about a person's identity, appearance, background or personal characteristics
- Displaying, sharing or sending offensive material
- Deliberately excluding, intimidating or humiliating someone in circumstances related to a protected characteristic
- Other unwanted conduct related to a protected characteristic that creates an intimidating, hostile, degrading, humiliating or offensive environment

A person does not need to possess the protected characteristic themselves for conduct to amount to harassment. For example, harassment may relate to another person's protected characteristic or to a characteristic that someone is perceived to have.

Sexual harassment

Sexual harassment is unwanted conduct of a sexual nature which has the purpose or effect of:

Violating a person's dignity, or

Creating an intimidating, hostile, degrading, humiliating or offensive environment.

Examples include, (but are not limited to):

- Unwelcome sexual advances, touching or physical contact
- Comments or jokes of a sexual nature
- Displaying or circulating sexually suggestive materials
- Inappropriate sexual gestures or remarks
- Requests for sexual favours, whether implied or explicit

Our expectations of third parties

We expect all suppliers, contractors, agency workers, suppliers, partners, customers, visitors and other third parties who work or interact with BA to:

- Treat everyone they interact with through BA with dignity and respect
- Always maintain appropriate and professional standards of behaviour
- Refrain from sexual harassment, harassment related to a protected characteristic, discrimination and victimisation, as well as other inappropriate or bullying behaviour
- Take reasonable steps within their control to prevent inappropriate behaviour by their employees, workers, representatives or subcontractors when interacting with BA
- Support a culture in which concerns can be raised safely and appropriately
- Take concerns raised with them seriously and respond appropriately
- Cooperate with BA in reviewing or investigating alleged misconduct where appropriate
- Where appropriate, BA will engage with suppliers to provide guidance on our standards and will periodically review our third-party relationships to ensure our commitment to a harassment-free environment is maintained.

These expectations apply across all interactions connected with BA, including meetings, events, conferences, business travel, social activities connected with work, or other work-related events.

Raising concerns

We encourage anyone who experiences, witnesses or becomes aware of sexual harassment or harassment related to a protected characteristic involving a BA employee or a third party acting on behalf of, or in connection with, BA to report their concerns.

Reports will be treated seriously, sensitively and, where possible, confidentially. We are committed to ensuring that individuals who raise concerns in good faith are not subjected to retaliation, victimisation or disadvantage as a result. Please be aware that disclosures regarding sexual harassment may constitute a "protected disclosure" (whistleblowing) under current legislation, which provides specific legal protections.

Concerns may be raised through the appropriate BA contact, or the HR team **(hr@byba.co.uk).**

How we respond

Where concerns are raised, BA will review the matter promptly and take appropriate action. Depending on the circumstances, this may include:

- Investigating or otherwise reviewing the concern
- Requiring corrective or preventative action
- Restricting participation in BA activities or events
- Ending a contractual or commercial relationship
- Reporting matters to relevant authorities where appropriate

The action taken will depend on the circumstances of each case and the nature and seriousness of the conduct.

Our ongoing commitment

We recognise that preventing harassment is a shared responsibility. Through our policies, standards and ways of working, we aim to foster an environment in which everyone who engages with BA can do so safely, confidently and with respect.

We expect our suppliers, freelancers and business partners to support this commitment and help us maintain a workplace and business environment that is professional, inclusive and free from sexual harassment.

Next review: November 2029