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## Disciplinary Policy

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### Disciplinary Policy

It is the aim of the RMD management team to behave in a way that ensures everyone is treated fairly and without bias or discrimination.

We will foster and encourage behaviours that support and enable the delivery of the client's expectations.

We will also behave in a way that encourages and fosters self discipline and therefore high morale, and promotes the RMD charter (please refer to your induction).

Where appropriate, the RMD management team will impose disciplinary measures upon people who behave in a way that detracts from RMD's ability to deliver to its client(s), detracts from the RMD charter or is in any way perceived to adversely affect the business objectives of RMD.

In dealing with such disciplinary measures, the RMD management team will act consultatively, while maintaining the teams focus on the overall business objectives. We will ensure that actions are taken to encourage appropriate behaviour.

A handwritten signature in black ink, appearing to read 'Ian Lawrence', is written in a cursive style.

Ian Lawrence  
Managing Director