

## Domestic Abuse Policy

### Purpose

Grant Thornton is committed to ensuring that all employees have access to the right supports in the event that they are impacted by domestic abuse. Domestic abuse is a widespread problem that does not discriminate against gender, marital status, family status, socioeconomic status, age, ethnicity, race, sexual orientation, religion, or disability and it can occur in a variety of intimate adult relationships.

### Eligibility

This policy covers all employees in the firm who are experiencing any form of domestic abuse and persons directly affected.

### Application and Procedure

Employees will be entitled, as a minimum, to the provisions set out in the Work-Life Balance and Miscellaneous Provisions Act 2023.

All employees experiencing any form of domestic abuse will be entitled to up to 10 days of paid leave in any 12-month period. This will be distinct from other existing leave entitlements and may be taken as an entire block or split into individual days. This leave may be taken without notice and the entitlement to leave extends not just to employees but also to situations where an employee needs to support a 'relevant' person who is experiencing domestic abuse, such as a spouse/partner, friend, co-habitant, child or dependent.

The most common types of domestic abuse are outlined but not limited to the below;

- **Coercive Control:**  
Coercive Control is a persistent pattern of controlling, coercive and threatening behaviour including all or some forms of domestic abuse. This can have a serious impact including the fear of violence, cause serious alarm and distress and can result in a person giving up work, changing their routines or losing contact with family and friends. Coercive control can damage a person's physical and emotional well-being.
- **Physical Assault:**  
Causing or intending to demonstrate deliberately aggressive or violent behaviour by one person toward another that results in bodily harm.
- **Emotional or Psychological Abuse:**  
Causing or attempting to cause psychological harm to the other person including non-physical behaviour that intends to control, isolate or intimidate an individual.
- **Financial Abuse:**  
Controlling or attempting to control the other person by means of financial control and blackmail.

- **Social Abuse:**  
This involves the isolation of one person in the relationship from their work colleagues, family and friends and social activities, by physically or emotionally preventing the victim from meeting or interacting with others.
- **Harassment; including Social Media or Online Harassment & Sexual Harassment:**  
Harassment is behaviour used to bully, pursue, stalk or intimidate the other person in the relationship. Sexual harassment includes any form of sexual activity that takes place without the full and freely given consent of one of the individuals involved.

Our employees have the right to live in an environment free from violence, bullying or harassment and a right to be treated with dignity and respect. The firm will accommodate and support any victims of domestic abuse to the best of our ability.

All requests should be recorded on Workday as special leave upon the return to work.

## Support

As an employer, we have a duty of care to all our employees and will take necessary action while maintaining confidentiality where possible. We will work in conjunction with the local authorities and governing bodies where appropriate.

In addition, employees experiencing domestic abuse can avail of our Employee Assistance Programme (EAP), which is delivered by VHI. The EAP offers a range of free and confidential services for all employees and their immediate family members. This includes free and confidential counselling services and financial guidance that can be of support to employees and their families during a difficult time. The firm will also facilitate any change of payment method requests (e.g. banking details) in a timely manner and work proactively with employees to accommodate flexible working.

This policy is linked to our Dignity and Respect in the Workplace policy which you can find in the employee handbook for more information.

## Responsibility and Review

The HR Department will be responsible for ensuring that this policy is communicated to employees and that it is implemented in a fair and consistent manner. The policy will be reviewed by the HR Department on a continuous basis and updated at the sole discretion of the firm, as required to comply with legislation.