

Bidvest Noonan launches domestic violence policy and support framework for 27,000 colleagues

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Bidvest Noonan has introduced a new Domestic Violence Policy and Support Framework for its 27,000 colleagues across the UK and Ireland. The announcement comes as the UN marks the International Day for the Elimination of Violence Against Women and Girls, a global reminder of the impact of domestic abuse and the importance of offering understanding and support.

According to *UN Women*, almost one in three women experience physical or sexual violence in their lifetime, and as few as 40% seek help of any kind. Domestic abuse can affect anyone, and these figures underline the importance of clear and accessible support in the workplace.

A central element of the policy is the introduction of up to five days of paid domestic violence leave for all colleagues. This includes colleagues working in the United Kingdom, where there is currently no statutory entitlement to paid leave for domestic abuse. By providing the same level of support across all regions, the company aims to remove uncertainty and make help accessible when it is needed most.

The policy is supported by a wider framework of measures. These include flexible working arrangements, confidential changes to payment methods, time for essential appointments, 24-hour access to the company's Employee Assistance Programme and bespoke workplace safety plans. A Domestic Violence Toolkit and manager guidance have also been developed to help teams recognise concerns and respond appropriately. The company is now preparing to roll out line manager training in partnership with Women's Aid.

Julie Mernagh, Chief People and Culture Officer, said the framework aims to support colleagues during difficult circumstances. “Domestic abuse affects people in ways that are often hidden from view. We want colleagues to feel they can come forward and be met with care and confidentiality. This policy gives people support when they need it, including paid leave and other forms of support. Our focus is on making sure no one has to navigate these situations alone at work.”

CEO Declan Doyle said the new policy reflects the company’s commitment to wellbeing and safety. “Home should be a safe place, but for many people it is not. We want our workplace to be somewhere colleagues feel supported and never alone. By putting these supports in place, we are giving people time, space and understanding when they need it most. Our hope is that this policy helps colleagues feel safer and more protected.”

The Domestic Violence Policy and Support Framework is now in place across all Bidvest Noonan operations.