

# Whistleblowing Policy

## Introduction

L Lynch Plant Hire & Haulage Ltd (the Company) is aware of its legal responsibility to make sure that there are internal mechanisms in place to enable you to raise legitimate concerns; as well as setting out what external redress you may have, if you believe that the concerns you have raised have not been satisfactorily resolved. The Company's directors support this policy and employees are encouraged to raise genuine concerns without fear of reprisals.

Questions regarding the content or application of this policy should be directed in the first instance to our Compliance Department.

## Policy Aims

If you believe that the Company or any employee of the Company is intending to take, has taken, or has failed to take, action(s), which you reasonably believe will lead or amount to:

- A criminal offence.
- Financial mismanagement, e.g. Fraud, stealing assets or the improper use of assets.
- Failure to meet any legal obligations.
- A miscarriage of justice.
- Danger to the health and safety of any individual.
- Damage to the environment or
- The deliberate concealment of information tending to show any of the matters listed here.

Please note that this policy should **NOT** be used to address any issues of concern that you have about your employment. The Grievance procedure must be used in those circumstances.

Normally, concerns should be raised with your immediate manager or your supervisor. This does, however, depend on the seriousness and sensitivity of the issues involved and who is suspected of the malpractice. Where there is doubt, concerns may be raised with Merrill Lynch, Director.

It is important that these types of issues are dealt with sensitively and quickly. Anonymous disclosures are strongly discouraged as they are likely to hinder effective investigation. However, if you disclose information in accordance with this procedure, your identity will be kept confidential insofar as it is reasonably practicable.

The Company will promptly investigate your allegation and will take whatever action it considers appropriate. We may need your help during the investigation. Your allegation will be addressed seriously, and you will be told of the outcome of the investigation as soon as practicable.

If you reasonably believe that the nature of your concern relates to any of the areas set out here and you disclose this information to the appropriate person under this procedure in good faith no action will be taken against you for making the disclosure.

However, the Company will take appropriate action against you if you are:

- Found to be victimising another employee for using this procedure or
- Deterring any worker from reporting genuine concerns under it or
- Making a disclosure/allegation maliciously or vexatiously, or where there were no reasonable grounds for believing that the information supplied was accurate.

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A breach of these rules by any employee may be regarded as gross misconduct and could result in summary dismissal.

This policy will be communicated to all employees and organisations working on our behalf, displayed at our offices, on our intranet and is available to defined interested parties.

This policy will be reviewed annually or sooner by senior management to ensure its suitability. Where necessary it will be amended, reissued, and communicated to all employees, subcontractors and people working on its behalf.



Rob Lynch  
Joint Managing Director

Date: 15/10/25

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