

PERSONAL PROTECTIVE EQUIPMENT POLICY

Introduction.

The Personal Protective Equipment at Work Regulations 1992 (as amended) impose a duty on employers to provide, assess, maintain personal protective equipment (PPE) and instruct their employees in the correct use and storage of it. PPE is defined as “all equipment (including clothing affording protection against the weather) which is intended to be worn or held by a person at work and which protects him against one or more risks to his health or safety”.

Aims of the policy.

This Personal Protective Equipment policy aims to implement the correct procedures required for ensuring that PPE is issued and used in line with the Regulations.

Employee duty.

- All employees have a duty to take all reasonable steps to ensure that they do not place themselves or others at any health and safety risk.
- All employees are required to fully co-operate with the Company by observing any procedures and policies that can be from time to time introduced with the aim of protecting the safety of staff and visitors.

The Policy.

- The Management of L Lynch Plant Hire & (Haulage) Limited (“the Company”) affirm that, in line with the HSE’s hierarchy of controls, personal protective equipment (PPE) is only to be used as the last resort to reduce exposure to workplace hazards to which the staff are exposed.
- PPE will be provided by “the Company” free of charge to all employees at point of induction and upon request or after an assessment of need.
- “The Company” shall ensure that all PPE is maintained in working order and in good repair.

The failure to follow the PPE policy herein may lead to disciplinary action.

- Basic uniform will be issued to all drivers and yard staff after satisfactory completion of probation. (Standard or extended)
- New starters and agency staff will be supplied with basic PPE clothing Hi Viz waistcoat, gloves, eye and ear protection but will be expected to provide their own clothing and safety boots.
- Each departmental manager will be responsible for the issuing PPE and ensuring compliance of their staff to this policy.
- Full PPE must be worn at all times in the depot yard and workshop. **NO EXCEPTIONS**

Lynch Minimum Standards

- Hi-viz waist coat/jacket - (Hi-viz trousers alone are not acceptable)
- Steel toe-capped boots with ankle supports (Rigger boots are not acceptable)

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Trainers, Hoodies and shorts are not permitted at anytime in the depot yards or workshops

- PPE is not required in the depot carpark or on the pedestrian walkway into the depot yard or at the smoking shelter.
- Any member of staff who fails to comply with this policy will not be allowed to work on site until they are wearing the suitable PPE.
- Replacement items of uniform will only be issued on demonstration of defective/worn items.
- Persistent failures to follow company policy on PPE & Uniform will result in disciplinary action, should you fail to adhere after 2 warnings from your Manager.

Storage of PPE.

- The Depot Driver and Workshop Supervisor are responsible for all personnel in the depot yard in regard to ensuring the correct PPE is worn at all times.
- All PPE is stored in PPE Storage Container and only the named authorized personnel (listed keyholders) can access the PPE and issue it.

Damage to equipment.

- Although all PPE is issued free of charge any damage caused to PPE needs to be reported as soon as practicably possible by the user to the Operations Manager who shall then arrange for the replacement of the damaged PPE.

This policy will be communicated to all employees and organisations working on our behalf and displayed at our offices and 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 and people working on its behalf.



Rob Lynch
Joint Managing Director

Date: 15/10/25

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