

# VOLUNTEERING POLICY

## Introduction

L Lynch Plant Hire & Haulage Ltd considers effective management of community involvement to be of prime importance to the sustained success of the business.

We recognise that we have an important part to play in contributing to a more sustainable world, either directly from our own works or indirectly through our clients and supply chain and we are committed to making a positive impact.

## Purpose

We value all our internal and external communities and wish to support both through volunteering. Our employees are part of the local community, and our projects are in the local community and therefore we feel passionately about supporting with the skills that we have. This policy is to help guide, inspire and promote our involvement in the wider society.

We believe that volunteering helps in the development of our people with health and wellbeing, new skills, and a sense a purpose.

## Aims

We will:

- provide employment and support the local economy with work placements, apprenticeships,
- use our skills, fleet, plant, and associated operators for local projects,
- organise external volunteering activities with nominated charities,
- organise internal and external fundraising events,
- allow all employees to have 1 day per year to volunteer with a registered charitable organisation subject to line manager approval,
- monitor, measure, and improve the social value we bring to the communities where we work and in support of our clients.

The implementation of this policy is the responsibility of our management team and effective implementation of this policy is a condition of employment, partnership, and supply. This policy will be communicated to all employees and organisations working on our behalf and is available on our intranet and to defined interested parties.

This policy will be reviewed annually or sooner by senior management to ensure its suitability. It will be integrated into the business plan and where necessary it will be amended, reissued, and communicated to all employees and people working on its behalf.



Rob Lynch  
Joint Managing Director

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Owner: People & Culture Dept	Version: 4	QP59
<b>Uncontrolled if printed or copied. Always check for latest version.</b>		Page 1 of 1