

BULLYING & HARASSMENT POLICY

Introduction

At L Lynch Plant Hire & (Haulage) Limited, we are committed to maintaining a safe and respectful work environment for all employees and stakeholders. We believe that everyone has the right to be treated with dignity and respect, and we do not tolerate any form of bullying or harassment. This policy outlines our commitment to preventing and addressing such behaviour, promoting a culture of inclusivity, and ensuring that our workplace remains free from any form of mistreatment. This policy applies to all employees, contractors, visitors, and anyone else associated with L Lynch Plant Hire & (Haulage) Limited.

Statement of Intent

L Lynch Plant Hire & (Haulage) Limited is dedicated to fostering a workplace where everyone is treated fairly, with respect, and dignity. We are committed to maintaining an environment that is free from bullying, harassment, discrimination, and victimisation. Our aim is to create a positive and inclusive work culture that encourages open communication, teamwork, and mutual respect. By implementing this policy, we strive to ensure the well-being and safety of all employees while promoting a harmonious and productive work environment.

Policy Aims

- Prevention:** We aim to prevent bullying and harassment from occurring by promoting awareness, education, and training throughout the organization. We will implement preventive measures to foster a respectful and inclusive workplace culture.
- Protection:** We are committed to protecting the rights and dignity of all individuals working for or with L Lynch Plant Hire & (Haulage) Limited. Any complaints of bullying or harassment will be treated seriously, investigated promptly, and appropriate actions taken to address the issue.
- Responsibility:** Every employee, contractor, and stakeholder have a responsibility to treat others with respect and fairness. We will ensure that everyone understands their role in preventing and reporting any incidents of bullying or harassment.
- Confidentiality:** We will handle all complaints and investigations with utmost confidentiality to protect the privacy of those involved. Information will be shared only on a need-to-know basis and in accordance with legal requirements.
- Zero Tolerance:** L Lynch Plant Hire & (Haulage) Limited maintains a zero-tolerance approach to bullying and harassment. Any employee or individual found to engage in such behaviour will be subject to disciplinary action, up to and including termination of employment or contract.
- Reporting:** Please refer to L Lynch Plant Hire & (Haulage) Ltd reporting procedures in Employee Handbook.
- Support and Resources:** We will provide support and resources to those who experience or witness bullying or harassment. This includes offering counselling services, access to Employee Assistance Programs (EAPs), and guidance on how to report incidents.
- Fair and Timely Resolution:** We will investigate all complaints of bullying and harassment promptly, fairly, and impartially. Appropriate disciplinary actions will be taken against the perpetrator(s) if allegations are substantiated.
- Review and Improvement:** We are committed to regularly reviewing and improving this policy to ensure its effectiveness and compliance with changing legislation or best practices.

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At L Lynch Plant Hire & (Haulage) limited, we believe in adopting a respectful and inclusive work environment which is crucial to the success and well-being of our employees. We encourage all individuals associated with the company to actively support this policy and contribute to a workplace where everyone is treated with dignity and respect.

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 and people working on its behalf.



Rob Lynch
Joint Managing Director

Date: 15/10/25

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