

REASONABLE ADJUSTMENT POLICY

Introduction

The purpose of this policy is to set out Lynch Plant Hire & Haulage Limited's position on Reasonable Adjustment. Lynch Plant Hire & Haulage Limited is committed to ensuring that its business is conducted in accordance with ethical, professional, and legal standards in a fair, honest, and open manner. We will endeavour to ensure that this is reflected in every aspect of the business and that we all act with high ethical standards.

We are committed to the implementation of an inclusive and accommodating workplace environment for all employees, workers, contractors, self-employed individuals, and job applicants. We recognise the importance of making reasonable adjustments to remove or reduce disadvantages related to disabilities. This policy outlines our commitment to implementing reasonable adjustments in accordance with the Equality Act 2010.

Definitions

Reasonable adjustments are changes made to the workplace, working arrangements, methods of work, equipment, services, or support provided to accommodate the needs of individuals with disabilities. These adjustments are aimed at removing or reducing disadvantages experienced by individuals due to their disabilities. The cost of implementing reasonable adjustments will be covered by the business.

Statement of Intent

This policy statement applies to all employees who work for Lynch Plant Hire & Haulage Limited. It is expected that all staff and other stakeholders will act with integrity and honesty. If they have any concerns, then they should be raised with their immediate line manager who will treat any such concern(s) in confidence.

Assessment of Reasonable Adjustments

When considering reasonable adjustments, we will carefully assess each situation to determine:

- Whether the adjustment will remove or reduce the disadvantage faced by the individual, and consultation with the employee will be conducted.
- The practicality of implementing the adjustment.
- The affordability of the adjustment.
- Any potential health and safety risks to others.

Equality Act 2010 Compliance

We understand our legal obligations under the Equality Act 2010, which require us to make reasonable adjustments for:

- Employees and workers.
- Contractors and self-employed individuals hired to personally do the work.
- Job applicants.

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Examples of Reasonable Adjustments

Examples of reasonable adjustments that may be implemented include, but are not limited to:

- Making changes to the workplace:
- Adjusting lighting in work areas.
- Modifying the layout of workspaces or building entrances.
- Providing accessible parking spaces.
- Conducting job interviews in accessible locations.
- Changing someone's working arrangements:
- Altering working patterns.
- Redistributing breaks throughout the day.
- Offering flexible or hybrid working arrangements.
- Allowing reasonable adjustments for absence, including time off for medical appointments and treatments.
- Facilitating phased returns to work after absences.
- Finding a different way to do something:
- Redistributing workload within teams.
- Adjusting job responsibilities or offering alternative roles.
- Providing additional time for tests or alternative methods of assessment during recruitment processes.
- Offering alternative training methods for individuals who find classroom-based training challenging.
- Providing equipment, services, or support:
- Supplying additional or adapted equipment such as chairs, computer software, or phones.
- Providing emails and documents in accessible formats.
- Offering one-to-one support to help individuals prioritise their work.

Individual Assessment

All reasonable adjustments will be assessed on an individual basis to ensure they are specific to the needs of each person.

Conclusion

L Lynch Plant Hire & (Haulage) Ltd is dedicated to promoting diversity, inclusion, and accessibility in the workplace. By implementing reasonable adjustments, we aim to create an environment where all individuals can thrive and contribute their fullest potential.

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This policy will be communicated to all employees and organisations working on our behalf, 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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