

SEXUAL HARASSMENT POLICY

Introduction

L Lynch Plant Hire & (Haulage) Limited is committed to providing a workplace that is safe, respectful, and free from sexual harassment. Sexual harassment in any form is unacceptable and will not be tolerated. We believe that every individual has the right to work in an environment where they are treated with dignity and respect. This policy outlines our approach to preventing sexual harassment, addressing complaints, supporting affected individuals, and promoting a culture of openness and accountability.

This policy applies to all employees, contractors, agency workers, suppliers, visitors, and anyone else associated with L Lynch Plant Hire & (Haulage) Limited.

Statement of Intent

L Lynch Plant Hire & (Haulage) Limited is committed to maintaining a workplace where all individuals can work free from intimidation, humiliation, or unwanted conduct of a sexual nature. We are dedicated to promoting a culture of equality, respect, and professionalism. Any form of sexual harassment—verbal, non-verbal, physical, or digital—will be taken seriously, investigated promptly, and dealt with appropriately.

Definition of Sexual Harassment

Sexual harassment is unwanted conduct of a sexual nature which has the purpose or effect of violating a worker's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that worker.

Sexual harassment can be considered even if the behaviour has one of these effects and was not intended or where the behaviour was intended but did not have one of these effects.

Examples of sexual harassment include:

- Persistent suggestions to meet up socially after a person has made clear that they do not welcome such suggestions
- Suggestions of sexual activity
- Unwanted physical contact or touching
- Showing or sending offensive or sexual material by any method (e.g. by text, email or social media etc.)
- Unwelcome sexual advances, suggestive behaviour or propositions
- Offensive comments about appearance or dress, innuendo or lewd comments
- Making sexually suggestive gestures
- Spreading gossip and speculation about a person's sexual orientation or status, including spreading rumours.

Policy Aims

1. **Prevention:** We aim to prevent sexual harassment by raising awareness, providing appropriate training, undertaking appropriate workplace risk assessments, ensuring that line managers understand their role in preventing and stopping bullying and harassment from occurring, encouraging and welcoming concerns and complaints being raised, and by promoting respectful behaviour across all levels of the business as documented in the employee handbook.

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2. **Protection:** We will protect the rights and dignity of all employees and stakeholders. Any report of sexual harassment will be handled with sensitivity and urgency, ensuring that complainants are supported throughout the process.
3. **Responsibility:** Every employee, contractor, and stakeholder is responsible for ensuring that their behaviour does not cause harm or offense to others. All managers have a duty to lead by example and take immediate action if they observe or are made aware of inappropriate conduct.
4. **Confidentiality:** All reports and investigations will be handled with the highest degree of confidentiality. Information will only be shared where absolutely necessary and in line with legal requirements.
5. **Zero Tolerance:** Sexual harassment will not be tolerated under any circumstances. Proven misconduct will result in disciplinary action, up to and including dismissal, termination of contract, or reporting to relevant authorities where required.
6. **Reporting:** Employees and stakeholders are encouraged to report any incident of sexual harassment, whether they are directly involved or a witness. Reports can be made through the Company's Grievance Procedure as outlined in the Employee Handbook.
7. **Whistleblowing:** If you witness sexual harassment elsewhere in the business, you are encouraged to report it under our whistleblowing policy. Reports made in good faith will be protected, and retaliation against whistleblowers will not be tolerated.
Support and Resources: We will provide appropriate support to anyone who experiences or witnesses sexual harassment, including access to counselling services.
8. **Fair and Timely Resolution:** All complaints will be investigated promptly, impartially, and fairly. Appropriate action will be taken based on the outcome of the investigation.
9. **Review and Improvement:** This policy will be reviewed annually or sooner where necessary to ensure its ongoing effectiveness and compliance with legal requirements and best practices.

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: 16/02/2026

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