

Industrial Relations Policy

Purpose

The purpose of this policy is to establish a clear, consistent, and transparent framework for managing industrial relations at L Lynch Plant Hire & Haulage Ltd. It ensures that all employees have access to fair and equitable processes for communication, consultation, and resolution of workplace issues. The policy supports the maintenance of a safe, respectful, and productive work environment while promoting cooperative engagement between management and employees.

Context/Scope

This policy applies to all employees of L Lynch Plant Hire & (Haulage) Ltd, regardless of whether they are members of a trade union, a staff association, or neither. It provides guidance on the roles, responsibilities, and mechanisms involved in industrial relations and sets out the standards for communication, consultation, and dispute resolution across all departments and levels of the organisation.

Policy

L Lynch Plant & (Haulage) Ltd is committed to adopting an open, two-way exchange of ideas, feedback, and information with its employees through both formal and informal channels. Formal health and safety matters are governed under Company Standard QP10, Work Safe Policy – Right to Refuse - Work Lynch Plant Hire & Haulage Limited will not penalise an individual who refuses to work because they consider they are exposed to unreasonable risk or danger., which ensures immediate resolution of safety-related concerns on site.

Organisation

The People & Culture (P&C) Director is responsible for overseeing the implementation and delivery of formal industrial relations processes, including engagement with recognised trade unions and staff associations. This role includes ensuring that communication and consultation with employees are consistent, transparent, and aligned with organisational objectives

Planning and Implementation

The P&C Director will:

- Meet formally with the relevant trade unions every three months, or more frequently upon request from the unions.
- Meet formally with the recognised staff association every three months, or more frequently upon request from the association.
- Ensure all industrial relations activities are documented, communicated effectively, and monitored to maintain compliance with legal and regulatory obligations.

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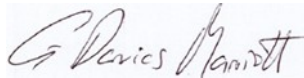
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Measuring Performance

The Head of HSQE & Compliance will monitor and assess compliance with this policy on a bi-monthly basis. Performance indicators will include the effectiveness of engagement, resolution of industrial relations issues, and adherence to consultation and communication schedules.

This policy will be communicated to all employees and organisations working on our behalf, 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. Where necessary it will be amended, reissued, and communicated to all employees and people working on its behalf.



Gareth Marriott - Head of People & Culture
Date: 01/04/2026

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