



# WORK SAFE POLICY

## Introduction

L Lynch Plant Hire & Haulage Ltd is a leading plant hire and haulage company that operates in the highways and roads, rail, utilities and civil engineering sectors. We are committed to ensuring that our plant hire and haulage operations are carried out to the highest standard in order to meet or exceed our customers' needs and expectations in line with our core values.

## Statement of Intent

L Lynch Plant Hire & Haulage Ltd is committed to ensuring the company's operations are undertaken by trained staff, observing safe working practices which are designed to protect the health, safety and welfare of its employees, customers, suppliers, contractors and the public. Lynch will provide adequate resources, information and training to ensure that the Management Team can deliver this policy and its objectives.

## Policy Aims

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. Therefore the Company will adopt the following steps in support of its stance on this issue.

- During induction and briefings, staff are encouraged to bring to the attention of management or Supervisors any issues they feel compromises their health, safety or welfare, at any time;
- No penalty or imposition will be incurred by the individual, even if their concerns proved to be unfounded;
- If a safety issue is brought to the attention of the person in charge, they will immediately investigate this and take whatever steps are necessary to remove the risk of harm to any persons until such time as everybody involved is satisfied that no further risk or hazard remains;
- Training initiatives adopted by Lynch Plant Hire & Haulage Limited include tool box talks, formal safety training and Induction and site briefings;
- If an employee honestly considers that the work activity he/she is being asked to undertake involves an unacceptable risk of injury or damage to equipment he/she has the right to refuse to continue work until risk is reduced to an acceptable level. The 'Refusal to Work' procedure is issued to each employee emphasising that in making a reasonable complaint, they are safe from disciplinary action;
- The Client responsible for the supervision and direction of the work has an obligation to investigate and record the complaint, and if justified, take such measures as are necessary;
- If it is considered that the complaint is not justified, the responsible person must attempt to explain or demonstrate that the level of risk is acceptable and then require that work continues;
- If agreement cannot be reached, the complainant should vacate the work area and contact his employer for further advice and instructions, the work will be suspended until a safer method can be found;

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- An employee raising concerns over these issues will be supported and an investigation will be carried out to determine if the concerns are well founded;
- In the event of no substantive evidence of the concerns being justified, the complainant will be asked to carry out the task.

This policy will be communicated to all employees and organisations working on our behalf and displayed at our offices and on our intranet. This policy 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.



Liam Lynch, Managing Director

Date 30/01/2020

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