

Trident Lifting Solutions



Policy Statement - Trident Lifting Solutions Limited ("Trident", "the Company")

Trident Lifting Solutions Limited is committed to high standards of professional conduct, integrity and accountability. As a specialist lifting and crane solutions provider operating in safety-critical environments, we recognise that the behaviour and standards of our people are fundamental to building a strong, respectful culture and protecting our reputation as a trusted industry leader.

We expect everyone working for or on behalf of the Company to act with professionalism, respect and responsibility at all times, reflecting our values and supporting a positive working environment. Clear standards of behaviour are essential to ensure safety, quality and effective collaboration across our projects and teams.

1. Purpose

Trident recognises its legal and moral duty under the Health and Safety at Work etc. Act 1974, the Management of Health and Safety at Work Regulations 1999, and associated legislation to ensure, so far as is reasonably practicable, that employees, contractors, subcontractors, and others affected by its work activities are not exposed to avoidable risks.

Where risk cannot be eliminated, Trident will take all reasonably practicable steps to minimise it through effective planning, communication, supervision and control measures.

This policy sets out the expectations and responsibilities for contractor management and defines how risk will be controlled and managed across Trident's operations.

2. Scope

This policy applies to all Trident personnel, including employees, consultants, agency workers, labour-only subcontractors and third-party contractors engaged to carry out work on behalf of the company. For the purpose of this policy, these parties are collectively referred to as "workers".

This policy is applicable at all Trident-controlled workplaces, including project sites, offices, client premises and during any work-related activity such as business travel, site visits, meetings, industry events or client functions.

3. Definitions

Contractor: Any individual, company or entity engaged by Trident to provide a service or perform work, who is not directly employed by the company.

Worker: Any person (employee or contractor) who performs work under the control or direction of Trident.

Under this policy, contractors are considered workers and are expected to comply with all applicable company policies, site rules, and health, safety, environmental, and quality (HSEQ) standards.

4. Responsibilities

Trident Will:

- Ensure that contractors are competent, trained, and suitably qualified to carry out their work safely.
- Conduct appropriate risk assessments, method statement reviews (RAMS), and prequalification checks prior to engagement.
- Provide contractors with site-specific inductions, briefings, and relevant safety information.
- Monitor and audit contractor performance against agreed HSEQ standards.
- Take corrective action where a breach of safety or contractual obligation is identified.

Contractors Must:

- Comply with this policy, all site rules and statutory health and safety obligations.
- Ensure their personnel are trained, fit for work and competent to carry out the task.
- Provide and maintain safe systems of work, equipment and appropriate PPE.
- Report any hazards, near misses, incidents or concerns immediately to a Trident supervisor or manager.

All Workers:

- Must take reasonable care of their own health and safety and that of others.
- Must co-operate with any policy or procedure implemented by Trident in the interest of safety or legal compliance.

5. Breach of Policy

Any failure by a worker or contractor to comply with this policy or Trident's safety procedures may result in disciplinary action, up to and including removal from site, contract termination, or formal escalation through the company's disciplinary procedures.

6. Policy Review and Variation

This policy will be reviewed annually or following any significant legislative change or incident. Trident reserves the right to update, vary, or withdraw this policy at any time. All updates will be communicated appropriately to all relevant personnel and supply chain partners.

AUTHORISED AND SIGNED

SIGNED



Chris Conway
Director

Review: **Annually**
Date: **28/08/2026**
Next Review: **28/08/2027**

SIGNED



Martina Oyite
Chief People Officer

Review: **Annually**
Date: **28/08/2026**
Next Review: **28/08/2027**