

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 is committed to ensuring the health, safety, welfare, and fair treatment of young people in the workplace. This policy sets out how we manage the employment, work experience, and training of young people in line with UK legislation, ensuring they are given the right support, supervision, and development opportunities.

2. Scope

This policy applies to:

- **Young workers:** Employees aged 16–17 who have reached the minimum school leaving age.
- **Children:** Those under the minimum school leaving age (usually under 16) who may be engaged for work experience, internships, or permitted light work.

3. Legal Compliance

We will comply with all relevant legislation, including:

- Working Time Regulations 1998 (as amended)
- Management of Health and Safety at Work Regulations 1999
- Health and Safety (Young Persons) Regulations 1997
- Children and Young Persons Act 1933
- Local authority by-laws governing the employment of children

4. Employment Restrictions

4.1 Minimum Age for Employment

- Children under 13 cannot be employed in any capacity.
- Children aged 13–15 may only undertake light work and must comply with local by-law restrictions.
- Young workers (16–17) can be employed in a wider range of roles, subject to risk assessment and health & safety protections.

4.2 Prohibited Work

Young people must not be employed in work that:

- Is beyond their physical or psychological capacity.
- Exposes them to harmful substances or dangerous machinery.
- Involves extreme temperatures, noise, or vibration.
- Involves risk of accidents they cannot recognise due to lack of experience or training.

5. Working Time and Breaks

5.1 Young Workers (16–17)

- **Maximum working hours:** 8 hours per day, 40 hours per week.
- **Rest breaks:** At least 30 minutes after 4.5 hours of work.
- **Daily rest:** 12 consecutive hours in every 24-hour period.
- **Weekly rest:** 48 consecutive hours per week.
- **No night work** between 10:00pm and 6:00am (exceptions for certain industries with proper supervision).

5.2 Children (Under 16)

- **Maximum 2 hours** on a school day or Sunday.
- **Maximum 12 hours per week** during term time.
- **During school holidays:** Up to 8 hours per day (13–15 years), subject to a maximum weekly limit under local by-laws.

6. Health, Safety, and Welfare

- A specific risk assessment will be completed before a young person starts work.
- Young people will receive a tailored induction and training programme.
- Close supervision will be provided by a competent person at all times.
- Personal protective equipment (PPE) will be provided where required.
- First-aid and welfare facilities will be accessible at all times.

7. Recruitment and Safeguarding

- Any recruitment involving young people will follow Trident's Safer Recruitment principles.
- Roles involving contact with under-18s may require Disclosure and Barring Service (DBS) checks for supervisors or mentors.
- Parents/guardians must provide written consent for employing or offering work experience to anyone under 18.

8. Pay and Benefits

Young people will be paid at least the National Minimum Wage rate applicable to their age group. This is reviewed annually in line with UK Government guidance.

9. Training and Development

- Young people will have access to training to develop their skills and understanding of the workplace.
- Feedback and guidance will be provided regularly.⁷

10. Responsibilities

- **Managers:** Ensure compliance with working time limits, health & safety, and safeguarding.
- **HR:** Maintain records, obtain necessary permissions, and monitor compliance.
- **Employees:** Support the safe integration of young colleagues into the workplace.

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