

Updated to reflect the Employment Rights Act 2025 changes effective from 6 April 2026.

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 that bereavement can be a deeply distressing and challenging time. This policy sets out the support available to employees following a bereavement, explains relevant statutory rights, and confirms the additional compassionate support offered by the Group.

2. Scope

This policy applies to all employees of Trident. Some statutory rights described in this policy have specific eligibility rules, which are explained below.

3. Policy Principles

Trident will handle bereavement-related requests sensitively, fairly and confidentially. Managers must consider both the employee's immediate needs and any statutory entitlement that may apply. This policy does not remove any statutory right an employee may have under employment legislation.

4. Statutory Rights

Employees may have one or more statutory rights depending on the circumstances of the bereavement.

Parental Bereavement Leave and Pay

Eligible employees are entitled to up to two weeks' parental bereavement leave following the death of a child under the age of 18, or a stillbirth after 24 weeks of pregnancy. Employees who meet the statutory qualifying conditions may also be eligible for Statutory Parental Bereavement Pay.

Bereaved Partner's Paternity Leave

From 6 April 2026, eligible employees have a day one right to Bereaved Partner's Paternity Leave where the child's mother, primary adopter or main intended parent dies on or after 6 April 2026, within the first year of the child's life or adoption. This statutory leave is unpaid unless the Group confirms otherwise. In qualifying cases, up to 52 weeks' leave may be available and it must be taken in one continuous block in accordance with the statutory rules.

Time Off for Dependants

Under the Employment Rights Act 1996, employees are entitled to a reasonable amount of unpaid time off to deal with certain unforeseen emergencies involving a dependant, including the death of a dependant and any immediate arrangements that need to be made.

Personal Bereavement and Other Requests

Where no specific statutory right applies, requests for time off will be considered under this policy, annual leave arrangements, unpaid leave provisions or any other applicable family leave policy.

5. Trident Additional Bereavement Leave

In addition to any statutory entitlement, Trident offers the following paid compassionate leave:

Immediate family member

Up to five working days' paid bereavement leave following the death of a spouse, partner, child, parent, sibling, grandparent or grandchild.

Flexibility

Bereavement leave does not need to be taken consecutively and may be split where this is reasonable, for example to cover funeral arrangements, probate matters, travel, cultural or religious observance, or other practical matters arising from the bereavement.

Additional time off

Where further time off is needed, employees may request annual leave, unpaid leave or any other relevant form of statutory or contractual leave. Managers should consider requests sympathetically and in light of the circumstances.

6. Notification and Evidence

Employees should notify their line manager as soon as reasonably possible if they need time off under this policy. Where appropriate, employees should explain the relationship to the deceased, the likely duration of absence and any practical requirements, such as overseas travel or funeral arrangements. Trident will not normally require formal evidence at the outset, but may ask for reasonable information where this is necessary to administer statutory or payroll-related entitlements.

7. Manager Responsibilities

Managers must respond with sensitivity, confirm the type of leave being approved, make sure payroll is notified correctly where payment applies, and signpost employees to available support. Where the circumstances may engage a statutory family leave right, managers must involve HR promptly.

8. Support and Wellbeing

Trident encourages employees to access the confidential Employee Assistance Programme (EAP), where available, and any other wellbeing support offered by the Group. Managers should hold a supportive return-to-work discussion to consider wellbeing and any temporary adjustments, such as flexibility, reduced hours, a phased return or changes to duties, where appropriate.

9. Cultural and Religious Considerations

Bereavement practices vary across cultures, religions and personal circumstances. Trident will consider reasonable requests for time off, flexible arrangements and other supportive measures in a fair and inclusive way.

10. Appeals and Concerns

If an employee believes a request under this policy has been handled incorrectly, they should raise the matter with HR or the next level manager without unreasonable delay. Concerns will be reviewed as promptly as possible.

11. False or Misleading Requests

Any knowingly false or misleading request for leave under this policy may be treated as a disciplinary matter.

12. Review

This policy will be reviewed regularly to ensure it remains legally compliant, operationally effective and aligned with Trident practice. Trident may amend this policy from time to time to reflect legislative, regulatory or organisational change.

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**

