

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 a safe and secure environment for all employees, contractors, clients, and stakeholders. As an organisation using the Disclosure and Barring Service (DBS) to assess applicants' and employees' suitability for positions of trust, Trident complies fully with the DBS Code of Practice. We treat all applicants and employees fairly, responsibly, and in line with current UK legislation.

2. Scope

This policy applies to all Trident employees, job applicants, and contractors where a DBS check is required.

3. Equality and Fair Treatment

Trident actively promotes equality of opportunity and does not unfairly discriminate against any applicant or employee on the basis of a conviction or other information revealed in a DBS check. We have a separate written policy on the employment of ex-offenders, which is made available to all applicants at the outset of the recruitment process. Selection decisions are based solely on skills, qualifications, experience, and the relevance of any disclosed information to the role.

4. DBS Checks – Proportionality and Relevance

A DBS check will only be requested after a thorough risk assessment confirms that it is both proportionate and relevant to the position. Where a DBS check is required:

- Job descriptions, application forms, adverts, and recruitment briefs will clearly state that a DBS check may be required.
- Applicants will be encouraged to disclose relevant convictions at an early stage. Certain spent convictions and cautions that are 'protected' under the Rehabilitation of Offenders Act 1974 (as amended) are not subject to disclosure and will not be taken into account.
- For most positions, only unspent convictions will be considered.

5. Disclosure and Consideration

- During interviews or discussions, Trident will provide a confidential, open, and measured opportunity for applicants or employees to discuss any relevant offences.
- Failure to disclose relevant information may lead to withdrawal of an offer of employment or, for existing employees, disciplinary action up to and including termination, where lawful and proportionate.
- Any relevant disclosure revealed by a DBS check will be discussed with the individual before any decision is made to withdraw an offer of employment or take action affecting an existing role.

6. Current Employees

If a current employee's DBS check reveals information that makes them unsuitable for their existing role, Trident will consult with the individual to explore suitable alternative roles within the Group where possible.

If no suitable alternative exists, action may be taken in accordance with UK employment law, potentially leading to termination for a substantial reason, after full consultation.

7. Confidentiality and Data Protection

All information disclosed through a DBS check is handled in strict confidence, in accordance with the Data Protection Act 2018, UK GDPR, and Trident's Data Protection Policy. Access to DBS information is strictly controlled and limited to those with a legitimate business need.

8. Compliance

This policy is designed to comply with:

- Rehabilitation of Offenders Act 1974 (as amended)
- DBS Code of Practice
- Equality Act 2010
- Data Protection Act 2018 / UK GDPR

9. Policy Review

This policy will be reviewed at least annually, or sooner if legislative changes occur, to ensure continued compliance with UK law and best practice.

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**