

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

This policy provides guidance to all Trident staff and associates to protect children, young people, and adults at risk from maltreatment, abuse, or neglect, and to prevent impairment to their health, development, or well-being. It sets out the Group's commitment to safeguarding and maintaining a proper focus on the protection of beneficiaries.

2. Scope

This policy applies to:

- All employees (permanent, casual, temporary) of Trident and its subsidiaries
- Sub-contractors' staff, associates, and freelance staff working for or on behalf of the Group.
- Volunteers and anyone engaged in Group activities who may come into contact with children, young people, or adults at risk.

3. Definitions

- **Child / Young Person:** Any person under 18 years of age, including an unborn baby.
- **Adult at Risk:** Any person over 18 who is, or may be, in need of additional support from community care services. This includes individuals with learning disabilities, older adults, people with physical or sensory disabilities, or those with mental health conditions.
- **Abuse and Maltreatment:** Includes physical, sexual, emotional/psychological, financial/material abuse, neglect, acts of omission, or any impairment to personal and social development.

4. Designated Persons for Safeguarding

The designated safeguarding officers for Trident are:

- Liz Friar
- Sarah O'Sullivan
- All staff must report any safeguarding concerns or allegations immediately to one of the Designated Persons.

5. Statutory Framework and Legal Compliance

This policy is aligned with the following UK legislation and guidance:

- Children Act 1989 & 2004
- Care Act 2014
- Safeguarding Vulnerable Groups Act 2006
- Working Together to Safeguard Children 2018
- Keeping Children Safe in Education (KCSIE), where applicable
- Rehabilitation of Offenders Act 1974
- Data Protection Act 2018 and UK GDPR

6. Responsibilities

Trident and its staff are committed to:

- Respecting and promoting the rights, wishes, and feelings of all beneficiaries.
- Implementing appropriate procedures to safeguard their well-being and protect them from abuse.
- Training and supporting staff to adopt best practices in safeguarding and protect themselves.
- Requiring all staff to adopt and abide by this policy.
- Responding promptly to any allegations of misconduct or abuse in accordance with this policy and statutory guidance.

7. Communication

The Group's safeguarding approach is communicated to all staff:

- During recruitment and induction.
- Through refresher training at least every two years.
- Via ongoing updates from line managers and the HR department.

8. Recruitment

- All employees, where appropriate, are subject to DBS (Disclosure and Barring Service) checks in accordance with UK law and the Group's DBS Policy.
- Recruitment processes will ensure suitability for roles involving contact with children, young people, or adults at risk.

9. Training and Development

- All staff, contractors, associates, and freelance staff will receive safeguarding training appropriate to their role, as identified during induction.
- Continuous development and review of safeguarding knowledge is mandatory to ensure effective implementation of this policy.

10. Procurement and Contractor Requirements

- Contractors engaged by Trident subsidiaries must comply with the Group's Safeguarding Policy requirements.
- Compliance will be monitored and enforced through contractual agreements and oversight by the relevant project or line manager.

11. Associated Policies, Procedures, and Guidance

Staff should also refer to related policies to support safeguarding compliance:

- Code of Conduct
- Bullying and Harassment Policy
- Disclosures in the Public Interest (Whistleblowing) Policy
- Equality and Diversity Policy
- DBS Policy

12. Reporting Queries

All safeguarding queries should be referred to the HR department or the Designated Persons listed above.

13. Review

- The Chief People Officer will review this policy at least annually or sooner if statutory guidance, legislation, or operational requirements change.
- Compliance with this policy will be monitored regularly and reported to the Senior Management Team.

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