

SOCIAL DIALOGUE & EMPLOYEE CONSULTATION POLICY

CONTENTS

SECTION	TITLE	PAGE
1	Policy Statement	1
2	Scope	1
3	Commitment to Social Dialogue	1
4	Implementation & Workforce Consultation Mechanisms	2
5	Quantitative Objectives	2
6	Governance & Oversight	3
7	Review	1

DATE POLICY REVIEWED	June 2026
BOARD SIGN OFF STATUS	APPROVED

1. POLICY STATEMENT

Loppingdale Plant Limited t/a LPL Construction Services is committed to maintaining open, transparent and constructive dialogue with all employees. The Company recognises that effective workforce consultation strengthens safety, operational performance, wellbeing and organisational trust.

As a privately owned SME, LPL operates a direct engagement model in which employees have regular access to site management and senior leadership. The Company supports the principles of freedom of association and the right of employees to raise concerns without fear of retaliation.

2. SCOPE

This policy applies to all directly employed staff, apprentices and temporary workers engaged by LPL Construction Services across all operational sites and office locations.

3. COMMITMENT TO SOCIAL DIALOGUE

LPL commits to:

- Maintaining regular two-way communication between management and employees
- Providing structured workforce consultation through site briefings and toolbox talks
- Ensuring all employees can raise concerns directly with line management or senior leadership
- Operating a formal grievance procedure
- Operating a confidential whistleblowing mechanism
- Protecting employees from victimisation or retaliation
- Respecting employees' rights to freedom of association in accordance with UK legislation

4. IMPLEMENTATION & WORKFORCE CONSULTATION MECHANISMS

LPL delivers social dialogue through the following structured mechanisms:

Site-Level Engagement

- Daily task briefings and weekly coordination meetings where workforce feedback is actively encouraged.
- Documented toolbox talks covering safety, operational matters, wellbeing, and lessons learned.
- Open discussion periods during briefings to allow employees to raise concerns or suggestions.
- Monthly Board meetings
- Appraisal & feedback

Management Accessibility

- Direct access to line managers and senior leadership, including directors.
- Directors regularly visit (SMT) active projects and engage directly with site teams.

Formal Procedures

- A documented grievance procedure allowing employees to formally raise concerns.
- A confidential whistleblowing channel for reporting serious matters.
- Formal investigation process led by management where concerns are raised.

Health & Safety Consultation

- Workforce consultation undertaken in line with UK Health and Safety legislation.
- Employee input considered during risk assessments, method statement development and incident reviews.

Continuous Feedback Loop

- Actions arising from consultation discussions are communicated back to teams to ensure transparency and accountability.
- Trends in concerns or recurring issues are reviewed by senior management.

5. QUANTITATIVE OBJECTIVES

LPL has established the following measurable commitments:

- 100% of active projects to deliver regular documented workforce briefings (minimum monthly).
- 100% of formal grievances acknowledged within 5 working days and investigated in accordance with company procedure.
- Zero tolerance for retaliation against employees raising concerns.

Compliance with these objectives is monitored through internal management review and project documentation checks.

6. GOVERNANCE & OVERSIGHT

This policy forms part of LPL's Labour & Human Rights framework and is integrated within the Company's Health, Safety & Wellbeing management systems.

Senior management maintains oversight of workforce consultation practices and reviews grievance and whistleblowing matters at director level where appropriate.

Performance against the policy commitments is reviewed annually, with corrective actions implemented where necessary.

7. REVIEW

This policy is reviewed annually or following any significant legislative or organisational change.