

LAND RECOVERY

TRANSPORT INFRINGEMENTS POLICY

Land Recovery Ltd and Land Recovery Rail Ltd (from herein all references to Land Recovery Ltd also apply to Land Recovery Rail Ltd) recognises its responsibility and is unreservedly committed to operating in full compliance with the relevant traffic legislation and ensure its drivers obey those rules. When a transport related infringement is received, this will be recorded, investigated and corrective action taken. Infringements are to be dealt with in a timely manner and in all cases within the time constraints set by the infringement.

The receipt of any of transport related infringements is an allegation that the company, one of our vehicles and/or our drivers has failed to comply with a legal requirement and therefore it is of paramount importance to record the event, investigate it and respond accordingly to the issuing authority. Furthermore, the outcome of our investigation must determine whether control measures have failed and if operational improvements can be made where the infringement has been found to have been from a failure to observe the control measure, appropriate training/disciplinary action will be taken.

Land Recovery Ltd will:

- Provide drivers with training to ensure they are trained and competent to safely drive and use the equipment they are provided with correctly and safely.
- Identify driver infringements and inform the drivers of issues on a regular basis.
- Have a one-to-one meeting with the driver to sign acknowledgement of their infringements.
- Identify and analyse any trends and root causes of infringements.
- Where required, provide additional training and mentorship to prevent future infringements.
- Retain documentation associated with infringements for the length of the employee's service with the company.
- Monitor and review driver performance to ensure the correct driving standards are maintained.

Where persistent, lesser infringements or more serious infringements occur, these will be investigated in line with LRLP021 Fair and Just Culture procedure, and in turn may result in disciplinary procedure being implemented against the driver. Failure to improve driver performance after a final written warning will result in the driver being dismissed.

Sub-contractors who continually persist with infringements will not be tolerated and the sub-contract will be terminated.

The Managing Director and Directors fully support this policy and will actively communicate and promote the importance and relevance of it to all our staff.

This policy will be made available to all staff at induction, via the Company One Drive and on company notice boards. The Policy is available to view by interested parties via the Land Recovery Ltd upon request.

This policy shall be reviewed as a result of any significant changes or at least annually as part of the Management Review process defined in the Land Recovery Ltd Business Systems Manual.

Signed



Dan Beecroft

Date

January 2024

Title

Managing Director