

Lifted Hire

Code of Conduct

Last updated: June 2026

Lifted Hire ("we", "us", "our") refers to Lifted Hire Pty Ltd, the entity operating this business.

1. Purpose

This Code of Conduct sets out the standards of behaviour required of all Lifted Hire personnel, contractors, and equipment operators when operating within Boat Works, at client sites, or in any capacity connected to Lifted Hire's business. Given the safety-critical nature of elevated work platform and scaffold hire, strict adherence to these standards is essential for the safety of all persons and property.

2. Scope

This Code applies to all Lifted Hire employees, contractors, subcontractors, and any authorised operators of Lifted Hire equipment within Boat Works (Coomera) and any other location where Lifted Hire equipment is deployed.

3. Safety First

Safety is the highest priority in all Lifted Hire operations. No commercial, scheduling, or other consideration overrides the obligation to operate safely. All persons connected with Lifted Hire are required to:

- comply with all applicable WHS laws, regulations, and codes of practice, including the Work Health and Safety Act 2011 (Qld) and the Work Health and Safety Regulation 2011 (Qld);
- comply with all Boat Works facility safety rules and signage;
- never operate equipment in an unsafe or unsanctioned manner;
- report all safety concerns, incidents, and near-misses immediately; and
- refuse to carry out work that they reasonably believe to be unsafe.

4. Equipment Operation

- Scissor lifts do not require a High Risk Work Licence (EWP licence) under Queensland law. However, scissor lifts must only be operated by persons who have received an operational briefing from Lifted Hire at the commencement of the hire period and are deemed competent to operate the equipment safely. Where other Lifted Hire equipment includes boom-type elevated work platforms, a current High Risk Work Licence (Class WP or equivalent) is required.
- Equipment must be inspected before each use in accordance with the pre-start checklist. Equipment with identified faults must be taken out of service immediately.
- Maximum load ratings must never be exceeded. Personnel are responsible for knowing and complying with weight limits for each piece of equipment.
- Equipment must only be used on surfaces and in conditions appropriate to its rated capacity. Do not operate on uneven, soft, or unstable ground without assessment and approval.

- Equipment must not be modified, adjusted, or used in a manner inconsistent with the manufacturer's specifications.
- Operators must maintain three points of contact when boarding or alighting equipment where applicable.

5. Working at Heights

- All work at height must be conducted in accordance with the relevant Queensland Code of Practice for Managing the Risk of Falls at Workplaces.
- Appropriate fall protection (harness and lanyard) is required when operating in the platform of scissor lifts or EWP's where required by legislation or site rules.
- Platform gates and guardrails must be closed and secured at all times when operating at height.
- Tools and materials must be secured to prevent them falling from height onto persons below.
- Exclusion zones must be established below elevated working areas.

6. Professionalism within Boat Works

- Treat all Boat Works tenants, staff, clients, and visitors with courtesy and respect at all times.
- Comply with all Boat Works facility rules, including speed limits, access restrictions, and waste disposal requirements.
- Do not obstruct access routes, fire exits, or emergency equipment.
- Noise, dust, and vibration from operations should be managed to minimise impact on adjacent businesses.
- Any damage caused to Boat Works property or third-party property must be reported to management immediately.

7. Alcohol and Drugs

Lifted Hire operates a zero-tolerance policy regarding alcohol and drug use in connection with the operation of equipment. No person may operate any Lifted Hire equipment while under the influence of alcohol, illicit drugs, or any prescription or over-the-counter medication that may impair their capacity to operate safely. Management reserves the right to require drug and alcohol testing.

8. Conduct Towards Clients

- Represent Lifted Hire professionally in all dealings with clients, neighbouring businesses, and the public.
- Communicate clearly and promptly regarding equipment availability, scheduling, and any issues.
- Do not make commitments on behalf of Lifted Hire beyond your authorised scope.
- Do not photograph or record client vessels, property, or operations without prior consent.

9. Equipment Care and Reporting

- Report any equipment fault, damage, or mechanical concern to management immediately.
- Do not attempt to repair or modify equipment without authorisation.
- Ensure equipment is secured, powered down, and left in a safe state at the end of each hire period.
- Complete all required pre-start and post-use checklists accurately.

10. Confidentiality

All information about Lifted Hire's clients, pricing, scheduling, and business operations is confidential. Personnel must not disclose this information to third parties without authorisation. This obligation continues after any engagement with Lifted Hire ends.

11. Reporting Breaches

Any concerns about breaches of this Code should be reported to management at info@liftedhire.com.au. Reports will be treated confidentially. Lifted Hire does not tolerate retaliation against anyone who raises a genuine concern in good faith.

12. Consequences of Breach

Breach of this Code may result in removal from the Boat Works facility, termination of employment or contract, and referral to relevant authorities where the breach involves illegal conduct including WHS offences.

13. Contact

For questions about this Code of Conduct, contact management at: info@liftedhire.com.au