

## MANAGEMENT of FATIGUE POLICY

It is company policy to ensure that any person selected for a work team or for driving is not likely to exceed the limits imposed in the Network Rail Hours of Work Policy, Company Standard NR/L2/OHS/003 and the HSE fatigue risk index calculator by working planned shift(s) and that they will be sufficiently rested before commencing each shift.

This process also ensures that all staff working on Managed Infrastructure do not work more than 12 hours per shift or 60 hours per 7-day rolling period or 13 shifts in any 14-day period and have had at least 12 hours rest between shifts. All proposed work on Managed Infrastructure must be planned in advance and working hours rostered so that staff are not required to work in excess of the prescribed times.

Additionally, we recognise our responsibilities whilst on LU Infrastructure and will conform to the requirements of the TfL Standard S1552 contract QUENSH. We will:

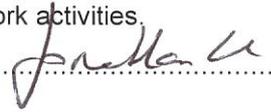
- Not work more than 6 shifts within any 7 consecutive days.
- Not work more than 12 consecutive shifts within any 14-day period without two consecutive rest days, each of which is not less than 24 hours.
- Not work more than 72 hours within 7 consecutive days.
- Have a minimum of 11 hours break between shifts
- In any one shift, work not more than 12 hours or other lesser period, considered as appropriate to the health and safety requirements for the particular task to be undertaken

In accordance with company standard **NR/GN/INI/001** door to door time should not exceed a maximum of 14 hours provided the working shift does not exceed 12 hours. There is no maximum travel time within the 14-hour limit, but a suitable risk assessment process for managing periods of travel time they consider excessive is in place. These limits may be reduced for shift or other workers who are subject to the FRI process.

Our operatives are aware of the Worksafe procedure and are encouraged not to work excessively if they consider it to be unsafe. The calculation of working hours must take into account any time worked off the railways for the Company in accordance with Company Standard **NR/L2/OHS/003**. Employees have agreed to report any work undertaken elsewhere.

In general, operative rostering is arranged by the company to ensure that the operatives do not work during the twelve hours before commencing site works. The operatives are asked to confirm that they have not worked in the preceding twelve hours before they are rostered. They will also be asked by the client during the site briefing. Rostering for site activities may be carried out by the client. Operatives must be aware that unauthorised exceedances will not be paid for.

The company will be operating a fatigue risk indicator (FRI) to assist in the management of fatigue and a fatigue management plan will be created if an exceedance has been triggered. Employees must co-operate with the management by reporting any issues of fatigue arising from their work activities.

Signed .....  ..... Date: 26/01/26

MANAGING DIRECTOR