

FATIGUE MANAGEMENT AND HOURS OF WORK POLICY

SPL Powerlines UK Ltd (SPL)/Power & Infrastructure Resourcing Ltd (PIR) is committed to enforcing an effective Fatigue Management and Hours of Work Policy in accordance with the requirements of:

- The Railways and Other Guided Transport Systems (Safety) Regulations 2006 (ROGS),
- The Working Time Regulations 1998 (and subsequent amendments)
- Network Rail Standard NR/L2/OHS/003, Fatigue Risk Management.

We recognise the importance of such a policy in its contribution towards ensuring the health and safety of our employees, sub-contractors, and all those affected by our works.

SPL/PIR will take all measures, as far as is reasonably practicable, to ensure that all employees and sub-contractors are aware of and adhere to the guidelines for hours of work.

SPL/PIR requires that all employees or sub-contractors shall not:

- Work in excess of 12 hours per turn of duty
- Work in excess of 72 hours per calendar week
- Work more than 13 turns of duty in any 14 day period
- Take less than 12 hour's rest between booking off and on concurrent turns of duty.

Any deviation from the above limits will require a Risk Assessment to be completed.

Travelling Time

All SPL/PIR employees and contractors working on behalf of SPL/PIR will be required to adhere to the following requirement with regard to travelling to and from sites and lodging away:

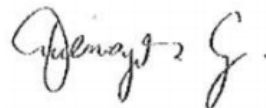
- Travelling each way to and from site should ideally be included in the maximum 12 hours turn of duty. Where this is not possible, the travelling time must not lead to an overall turn of duty time in excess of 14 hours.
- Where travelling will lead to an exceedance of the above 14 hour turn of duty limit, **LODGING WILL BE REQUIRED IN ALL CIRCUMSTANCES.**

SPL/PIR has developed internal procedures to prevent employees or sub-contractors from working excessive hours or shifts. Measurement of the effectiveness of these procedures will be carried out via a continuous monitoring process. Should this monitoring process reveal a departure from the procedures then appropriate action will be taken.

This policy will be reviewed annually as part of the Management review process, to ensure its continued relevance and adequacy.



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Martin Hawley
Managing Director



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Guenter Kielmayer
Managing Director