FATIGUE MANAGEMENT POLICY

SPL Powerlines UK Ltd, SPL Powerlines Ireland (SPL) and Power & Infrastructure Resourcing Ltd (PIR) is committed to an effective Fatigue Management 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)
- The Working Time Regulations (Northern Ireland) 2006
- The Organisation of Working Time Act 1997
- Network Rail Standard NR/L2/OHS/003, Fatigue Risk Management.

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

The entities will take measures, as far as is reasonably practicable, to ensure that all employees and sub-contractors are aware of and adhere to the guidelines for managing fatigue applicable to the legislation in force.

Work is planned to reduce fatigue to the lowest practicable level.

The use of rostering software provides metrics to inform roster planning and scheduling in order to avoid unacceptable fatigue risks and exceedances in accordance with legislative requirements and contractual expectations.

A Risk Assessment shall be completed in the event of these limits being exceeded.

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:

- Working hours shall include travel time to and from site and should not exceed 12 hours in total. Where this is not possible, a total maximum of 14 hours may be permitted.
- In circumstances where a shift (including travel time) exceeds 14 hours, hotel accommodation MUST BE PROVIDED and monitored to ensure usage.
- The following shift shall be scheduled to provide opportunity for a minimum 12 hour rest period.

SPL/PIR has developed internal procedures to prevent employees or sub-contractors 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.

Signed by:
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