

## FATIGUE MANAGEMENT POLICY STATEMENT

Kilnbridge Group Limited and its subsidiary companies recognise the potential health and safety risks because of fatigue from excessive working hours whilst engaged in safety critical work activities.

This policy applies to all personnel working for the Company as a 'safety critical worker' either under a contract of employment, under a contract via another organisation or as a self-employed person. The Directors, Senior Management and Supervisors are responsible for the implementation and maintenance of this policy.

This policy is supplemented by a documented procedure for the monitoring of Safety Critical Working Hours that defines the process, responsibilities and arrangements for ensuring compliance with associated legislation and the requirements of relevant Network Rail and London Underground Standards.

The Company requires that all safety critical work is planned to comply with the following:

### **Maximum number of period of duty/shifts**

The consecutive days that may be worked before a rest period shall be either:

- 6 consecutive days, followed by a rest period of not less than 24 hours.
- 12 consecutive days, followed by 2 consecutive rest days, each of which is not less than 24 hours.
- Within any 14 day period, two rest periods, each of which is not less than 24 hours.

### **Maximum hours worked**

- Work not more than 12 hours in any one period of duty/shift (to include breaks).
- Work not more than 72 hours within any 7 day period.

### **Minimum rest period**

- Have a minimum 12 hours rest between periods of duty/shifts.

Travelling will be limited to a maximum of 1 hour to and from the work site where shifts are of 12 hours duration.

The Company shall ensure that all works are planned appropriately to eliminate the risk of the above requirements being exceeded or breached. Exceedances of the above limits in emergency situations shall only be permitted once the risk of fatigue has been assessed and authorised in accordance with documented arrangements.

This policy is reviewed annually to ensure that it remains effective and compliant. This policy and any subsequent changes to it will be communicated to all employees and contractors and will be made available to all interested parties.



**Dermot McDermott**  
**Chief Executive Officer**