

Fatigue Management Policy Statement

D2 Global (known as 'the company') is committed to this policy which meets the requirements stipulated in NR/L2/OHS/003 Fatigue Risk Management (current issue).

The company will take reasonably practicable measures to ensure that all employees (including associates) are aware of and will adhere to the guidelines for hours of work and fatigue management which are detailed below. An exceedance shall be declared when any of these conditions are or might be reached.

- a person exceeds 60 hours of working in a rolling seven-day period. This shall be classed as a level 1 exceedance;
- a person exceeds 72 hours of working in a rolling seven-day period. This shall be classed as a level 2 exceedance;
- a person receives less than 12 hours break between booking off from their shift / period of duty and booking on for their next shift / period of duty;
- a person works more than 12 hours in one shift or period of duty;
- a person works more than 13 consecutive turns of duty in 14 rolling days;
- a person works when they are expected to exceed a Fatigue Risk Index (FRI) fatigue score of 35 during daytime or 45 during night time hours;
- a person works when they are expected to exceed a FRI risk score of 1.6 (regardless of daytime or night time working);
- a person exceeds 14 hours door to door.

As a company when we are planning works we will always aim to include good practice when rostering employees. Although not exhaustive, these elements will include minimising the number of consecutive night or early mornings to reduce fatigue buildup, providing adequate rest between shifts, consider the travelling time and work load.

The HSE Fatigue calculator model will be applied to all staffs shifts in to determine risk score and fatigue level. High risk and fatigue scores will be addressed with employees and a fatigue management plan will be put into place.

Exceptional circumstances where, owing to adverse weather, equipment failure, accident or other incident, extended working exceeding limits set in a working time pattern will be taken into account to reduce the risk to people or significant disruption to services, and where it is not reasonably practicable to make alternative arrangements.

Deviation from the above guidelines will require a risk assessment. Where such changes relate to safety critical work by people employed by, or under the control of contractors engaged by Network Rail.

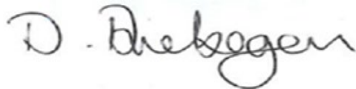
Risk Assessments carried out by the responsible person must contain the following information, and communicated to the people affected identifying:

- Working time patterns and controls presently in place:
- Changes proposed and the related risk assessment of the effects of these changes:
- Proposed control measures and the reduction in risk they are designed to achieve:
- Monitoring arrangements:
- Contingency arrangements in the event of a failure of control measures:
- Contingency arrangements in the event of a level of risk worse than predicted:
- Consultation with affected people

The company shall ensure the following is undertaken to ensure that control of working hours is maintained:

- Brief all employees, potential employees and visitors. Records of these briefs will be kept.
- Records of all hours/shifts worked will be kept and an appointed person will carry out a review of such records, identifying exceedances, as necessary.
- Ongoing exceedances will be reviewed with the employee and a fatigue management plan put into place.
- Records of exceedances will be kept.

This policy will be communicated to all staff and reviewed at least annually for its effectiveness.



Signed
CEO

Date: 14th November 2023
(Rev: 11)