

This statement sets out the policy of the company in respect of managing hours worked to minimise fatigue for 'Safety Critical Work' carried out by any employee or subcontractor under our control, in compliance with current version of NR/L2/OHS/003 Management of Fatigue – Fatigue Risk Management and the Railways and Other Guided Transport Systems (Safety) Regulations 2006.

The key compliance requirements and implementation guidance of the above referenced standards are integrated into the following policy and associated documents also referenced within the policy to support effective control.

## **Responsibility**

Hercules PLC will take all reasonable measures to ensure that those persons referred to above are made aware of the contents of this policy and the effect of their continued employment by the company in the event of any breach of this policy.

Hercules will risk assess the scheduling of work patterns for safety critical workers following the HSE Fatigue Risk Assessment guidelines to ensure minimum risk of fatigue is achieved and will monitor compliance on an ongoing basis, and, if appropriate, this will be done in liaison with the client, particularly for labour supply of SCW (Safety Critical Workers).

Employees of the company will at all times exercise diligence in monitoring their hours worked, including any other/additional employment working, to ensure overall compliance with the limitations detailed below.

## **Limits on Working Time**

It is a condition of employment with the company that all persons referred to above shall comply with the following:

- No more than 12 hours to be worked per period of duty/shift.
- No more than 60 hours to be worked in any 7-day period.
- No more than 72 hours to be worked in any 7-day period.
- No more than a 14-hour door to door limit.
- A minimum of 12 hours rest between booking off from a period of duty/shift to booking on for the next period of duty/shift.
- No more than 13 periods of duty to be worked in any 14-day period.
- Daytime FRI Fatigue Score of less than 35 and night-time FRI Fatigue Score of less than 45, and FRI Risk Score of less than 1.6.

The company will not accept any deviation from the above conditions unless emergency conditions prevail, in which case a risk assessment will be carried out to ensure necessary additional working hours to those rostered are in compliance with current Company Standards Network Rail Group standards (as relevant to sector) and Contract QUENSH conditions (LUL). Specific additional limitations and requirements (e.g. Level 1 Exceedance) for Network Rail working are fully explained in RO 06 Fatigue Risk Management procedure.

No other employment working times should impact on the above to either exceed the limitations or compromise the flexibility of the workforce of the company.

## **Compliance**

In order to comply with this policy and to maintain the stated and accepted standards of the company, those persons referred to above should, at all times:

- Avoid, wherever possible, other employment work in the company.
- Notify the Hercules Rail Team should other employment working times impact on the limitations outlined.
- Refer to the Hercules Rail Team should a more detailed review of the full document NR/L2/OHS/003 and RO 06 be required to ensure full understanding and compliance.

The responsibility for the implementation of this policy lies with the CEO.

The CEO shall review this policy annually or following significant changes.



Brusk Korkmaz  
Chief Executive Officer  
Hercules PLC

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