

CONTROL OF FATIGUE POLICY

- *Note: This policy supplements the Health & Safety Policy statement.*

Employees are expected to report where they believe fatigue may affect their ability to work safely. Where fatigue is identified or suspected, appropriate action will be taken to protect the safety of the individual and others.

Managers and supervisors will consider fatigue when planning work, taking account of working hours, rest periods, travel requirements and the nature of the activity. Where there are reasonable concerns that fatigue may affect an employee's ability to work safely, appropriate action will be taken.

To support safe working practices, fatigue risks will be managed through appropriate planning of working hours, rest periods, travel and work activities.

Where work is undertaken on rail infrastructure, fatigue and working hours will be managed in accordance with applicable client and rail industry requirements, including Network Rail Standard NR/L2/OHS/003 – Fatigue Risk Management, where applicable.

Inspectahire Instrument Company Ltd will manage working arrangements using the following fatigue controls: -

- ***Shifts will normally be limited to a maximum of 12 hours inclusive of travel.***
- ***A minimum period of 12 hours will normally be provided between consecutive shifts.***
- ***Extended working periods required to meet client operational needs, including offshore rotations and overseas deployments, will be planned and managed to ensure adequate rest and appropriate control of fatigue risk.***

Travel to and from the workplace will be kept to the minimum possible distance each way where a 12-hour shift is worked.

Where these limits need to be exceeded due to exceptional or emergency circumstances, fatigue risk must be assessed, and appropriate controls are agreed before work continue.

The Managing Director has overall responsibility for the implementation of this policy, supported by the management team and appropriate external professional support where required.

This policy will be reviewed as part of the Company's routine review process and whenever changes to legislation, operational requirements or other relevant circumstances indicate that an update is required.

Authorised by:


Cailean Forrester (Sep 4, 2026 15:15:37 GMT+1)

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Title: Managing Director

Date: 04/09/2026 (Review period is within 13 months)

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Final Audit Report

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