

Trident Lifting Solutions



Policy Statement - Trident Lifting Solutions Limited ("Trident", "the Company")

Trident Lifting Solutions Limited is committed to high standards of professional conduct, integrity and accountability. As a specialist lifting and crane solutions provider operating in safety-critical environments, we recognise that the behaviour and standards of our people are fundamental to building a strong, respectful culture and protecting our reputation as a trusted industry leader.

We expect everyone working for or on behalf of the Company to act with professionalism, respect and responsibility at all times, reflecting our values and supporting a positive working environment. Clear standards of behaviour are essential to ensure safety, quality and effective collaboration across our projects and teams.

1. Introduction

Trident recognises that fatigue presents a critical safety risk within the construction and civil engineering environment. Managing fatigue is essential to maintaining a safe, healthy, and productive workforce. Fatigue can impair physical and mental performance, increasing the likelihood of incidents and ill-health. This policy outlines our commitment to proactively managing fatigue risks across all sites and projects.

2. Scope

This policy applies to all Trident employees, agency staff, contractors, and subcontractors across all sites, offices, and operational areas. It supports the implementation of project-specific Fatigue Management Plans and aligns with the Health and Safety at Work etc. Act 1974, the Working Time Regulations 1998, and the Management of Health and Safety at Work Regulations 1999.

3. Policy Statement

Trident is committed to:

- Managing fatigue risks using a structured, evidence-based approach.
- Maintaining a safe system of work by planning appropriate shift schedules, monitoring working hours, and promoting recovery and rest.
- Embedding fatigue considerations into risk assessments, daily management processes, and project-specific planning tools (e.g., Fatigue Risk Index).
- Ensuring that no working arrangements pose an unacceptable risk to the health or safety of our workforce.

4. Responsibilities

4.1 Company Responsibilities

Trident shall:

- Implement fatigue risk assessment tools, including the HSE Fatigue and Risk Index.

- Limit shift durations (e.g., max 12 hours including overtime) and ensure 11 hours rest between shifts.
- Schedule regular breaks, with two or more for long shifts, and at least one full day off per week.
- Monitor working hours using digital tools such as the Chimes system, with automatic exceedance alerts.
- Enforce additional controls where exceedances occur (e.g., restricted duties, enforced rest periods).
- Ensure all site staff complete a Working Time Regulation (WTR) opt-out agreement, while maintaining duty-of-care compliance.

4.2 Management and Supervisors

- Conduct fatigue-related checks and supervision, particularly on night or extended shifts.
- Approve and verify shift data, monitor for unauthorised exceedances, and escalate repeated breaches.
- Consult with operatives during the planning of work schedules and shift patterns.
- Complete Fatigue Risk Index assessments before implementing rosters.

4.3 Employees and Contractors

- Present themselves fit for work and manage their own sleep and recovery.
- Avoid engaging in secondary employment that affects fitness for duty.
- Report any symptoms of fatigue or concern without fear of reprisal.
- Participate in training and cooperate with company fatigue mitigation procedures.

5. Risk Management Approach

Fatigue is considered a foreseeable and manageable workplace risk. Trident applies a layered approach:

- **Assessment:** Use of HSE Fatigue Risk Index tool during planning stages.
- **Controls:** Shift rotation planning, avoiding quick transitions (e.g., night-to-day), applying rest-day protocols, and enhanced supervision on high-risk shifts.
- **Monitoring:** Hour tracking, Level 1 and 2 exceedance reporting, and reviews after incidents or near misses.

Exceedance Controls:

Exceedance Level	Description	Actions Required
Level 1	≥60 to <72 hours in a rolling 7-day period	Risk review, restrict safety-critical duties, inform timekeeper
Level 2	≥72 hours in a rolling 7-day period	Immediate 24-hour rest, removal from safety-critical and driving duties
Multiple L2 Events	>1 exceedance in 13 weeks	Report to Directors, implement fatigue reduction actions
Workforce >25% exceedance	13-week review trigger	Full rostering review and organisational response

6. Training and Awareness

Fatigue management awareness is included in:

- Induction programmes
- Toolbox talks
- Supervisor development
- Site-specific fatigue briefings

Topics include sleep hygiene, recognising fatigue, reporting protocols, and mental wellbeing. Supervisors receive additional training to support staff and escalate concerns appropriately.

7. Monitoring, Review, and Improvement

- Shift hours and rest data will be tracked digitally (e.g., via Chimes).
- Regular audits will review compliance with WTR, shift planning, and fatigue controls.
- The policy will be reviewed annually or post-incident to ensure continued relevance.

8. Communication and Culture

- The Fatigue Management Policy and supporting plans will be shared via inductions, posters, and digital platforms.
- A culture of open dialogue is encouraged—fatigue-related disclosures will be respected and acted upon without prejudice.
- Employee Assistance Programme (EAP) is available 24/7 for confidential wellbeing support.

AUTHORISED AND SIGNED

SIGNED



Chris Conway
Director

Review: Annually
Date: 28/08/2026
Next Review: 28/08/2027

SIGNED



Martina Oyite
Chief People Officer

Review: Annually
Date: 28/08/2026
Next Review: 28/08/2027

