

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.

Purpose

This policy sets out the arrangements for managing, compensating, and supporting employees who are required to work unsocial hours. Trident Ltd recognises that working outside of standard hours can impact health, wellbeing, and work-life balance, and is committed to ensuring fair treatment, appropriate compensation, and safe working practices.

Scope

This policy applies to all employees, workers, and subcontractors engaged by Trident Ltd who may be required to work unsocial hours as part of their role or in response to operational requirements.

Definition of Unsocial Hours

Unsocial hours are defined as any time worked outside the organisation's standard hours of 07:00 – 19:00 Monday to Friday, including:

- Evenings (after 19:00)
- Nights (typically 19:00 – 07:00)
- Weekends (Saturday and Sunday)
- Public holidays and recognised rest days

Specific site or client agreements may further define unsocial hours and associated rates.

Principles

- **Health & Safety First** – No employee will be required to work unsocial hours without suitable risk assessment (e.g., fatigue management, lone working, travel, security).
- **Compensation** – Employees required to work unsocial hours will receive enhanced pay, time off in lieu (TOIL), or other compensation in line with contractual agreements, collective bargaining arrangements, or statutory entitlements.
- **Voluntary Basis Where Possible** – Unsocial hours will be filled on a voluntary basis where practicable. Mandatory allocation will only be used where operationally essential.

- **Wellbeing Support** – Additional support (e.g., health surveillance, counselling, rest breaks, transport arrangements) will be made available where required.

Responsibilities

Managers/Supervisors:

- Ensure rotas and schedules comply with Working Time Regulations (1998).
- Undertake risk assessments before assigning unsocial hours.
- Monitor employee wellbeing and fatigue risks.

Employees:

- Attend shifts as agreed.
- Report concerns regarding health, fatigue, or safety.
- Comply with statutory rest breaks and reporting requirements.

Fatigue and Working Time

- Employees should not exceed 48 hours per week on average (unless they have formally opted out under Working Time Regulations).
- Minimum 11 hours rest between shifts must be observed.
- Weekly rest period of 24 hours must be provided (or 48 hours in a 14-day period).

Compensation Arrangements

Compensation for unsocial hours will be confirmed in employee contracts, collective agreements, or project-specific arrangements. Typical provisions may include:

- Pay enhancements (e.g., percentage uplift for nights/weekends).
- TOIL (time off in lieu) at an agreed rate.
- Travel or subsistence allowances if applicable.

Monitoring & Review

This policy will be reviewed annually, or sooner if there are significant changes in legislation, industry practice, or operational requirements.

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