



Workforce Agreement Statement

It is agreed that the company and the employees will adopt the flexibility permitted by the regulations as set out below. This agreement will remain in force for a period of 5 years when we will establish another workforce agreement:

- We will calculate your average working time over a 26-week fixed calendar reference period. The reference period we will use begins at midnight on the 1st of March every year.
- The second reference period begins at midnight on the 1st of September every year.
- Night work: A night worker's normal hours of work may exceed the limit of 10 hours in each 24 hour period. I confirm my agreement with the above