

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