

48 HOUR WORKING WEEK OPT-OUT AGREEMENT

1. DEFINITIONS

1.1. In this Agreement the following definitions apply:

“Agency Worker” means: The Applicant

“Assignment” means the period during which the Agency Worker is supplied to provide services to the Hirer;

“Hirer” means the person, firm or corporate body using the services of the Agency Worker;

“Employment Business” means FIRST CALL CONTRACT SERVICES LIMITED, Company Registered No. 03296899, Registered Office Collingham House, 6-12 Gladstone House, Wimbledon, London SW19 7QT; and

“Working Week” means an average of 48 hours each week calculated over a 17-week reference period.

1.2. References to the singular include the plural and references to the masculine include the feminine and vice versa.

1.3. The headings contained in this Agreement are for convenience only and do not affect their interpretation.

2. RESTRICTION: The Working Time Regulations 1998 provide that the Agency Worker shall not work on an Assignment with the Hirer in excess of the Working Week unless s/he agrees in writing that this limit should not apply.

3. CONSENT: The Agency Worker hereby agrees that the Working Week limit shall not apply to the Assignment.

3.1 The worker agrees that they are able to work in excess of 60 hours in a seven day week if there are exceptional circumstances. The worker also

understands that this will not be applicable to a normal week.

3.2 This agreement will only apply to assignments outside of the Mobile Workers Working Time Regulations 2005.

4. WITHDRAWAL OF CONSENT

4.1. The Agency Worker may end this Agreement by giving the Employment Business 4 weeks' notice in writing.

4.2. For the avoidance of doubt, any notice bringing this Agreement to an end shall not be construed as termination by the Agency Worker of an Assignment with a Hirer.

4.3. Upon the expiry of the notice period set out in clause 4.1 the Working Week limit shall apply with immediate effect.

5. THE LAW:

This Agreement is governed by the law of England & Wales and is subject to the exclusive jurisdiction of the Courts of England & Wales.