

Smartwatch Solutions provides Static Guard, Mobile Patrol, Alarm Response and Keyholding, Virtual Guard, CCTV and Access Systems & Services to a wide range of Organisations.

The Company understands its employees' rights set out in the Working Time Regulations 1998 (WTR) and is committed to ensuring that employees are not overworked, and that their working conditions are appropriate. The Company's working procedures do comply with the regulations set out in the WTR to ensure all employees shall be entitled to the following:

The Company complies with the WTR and ensures that all employees are afforded the correct and necessary daily, weekly and annual rest.

The Company shall always provide you with the adequate time to take your contractual breaks and/or any further required breaks. All breaks must be taken around the middle of your working hours; no breaks should ever be taken at the start or end of your shift. Employees are not permitted to forego their breaks as a means of commencing work late or leaving early.

If any employee wishes to opt out of the 48 hour limit they must put their request in writing to their Line Manager.

If you feel that you are over worked or are not receiving your statutory rights in accordance with the WTR or have any problems concerning your working environment please speak to your Line Manager immediately.

This policy is non-contractual in its effect and does not form part of normal terms and conditions of employment, unless otherwise stated in your contract of employment.

Signed:

Position: Managing Director



Name: Neil Jones

Date: 30/07/2025