

## Pacy & Wheatley Fatigue Management Policy

Pacy & Wheatley are committed to the health and safety of all personnel and others impacted by our work activities. The purpose of this policy is to protect the health and safety of Pacy & Wheatley employees and others by restricting their works while impaired by fatigue.

This policy applies to all Company employees and outlines responsibilities for management, site management and site operatives.

While not all employees will be affected by fatigue in the same manner, studies have shown that fatigue may lead to:

- Reduced concentration
- Impaired coordination
- Compromised judgment
- Slower reaction times.

All Company employees must know the signs of fatigue and how to recognize them, how fatigue can affect a person's ability to work safely and what actions can be taken to manage fatigue.

### Responsibilities

#### Management responsibilities

- Conduct fatigue risk assessments and implement appropriate preventative measures
- Consult with staff, when assessing risk of fatigue and developing preventative measures
- Provide employees with education, training and resources to manage fatigue
- Consider travel distances & working hours when planning site labour
- Provide accommodation to reduce the hours worked in a day when working away from home
- Provide fatigue management information to all staff to help them better prepare for work

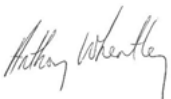
#### Site Management responsibilities

- Ensure site operatives know how to manage fatigue and have the necessary resources to follow fatigue management procedures
- Respond appropriately to observed or reported signs of site operative fatigue
- Monitor job performance of site operatives based on quality of work, workload, deadlines, shifts, etc.

#### Site Operative responsibilities

- Participate in fatigue risk management processes
- Carry out work according to fatigue management policy and safe work procedures
- Report any signs of fatigue to site management
- Practice good fatigue management between work shifts

Signed:



Date: 13/05/2019

Next review date: 13/05/2020