



FATIGUE MANAGEMENT POLICY

Steelstruct will provide a fatigue management framework designed to ensure that employees (including labour hire workers) are fit for duty at all times. This framework will provide adequate opportunity for recovery sleep between shifts to ensure an employee's performance is not impaired by fatigue.

With the objectives of our organisations policies in mind, our company will use appropriate risk assessment tools to measure, mitigate and monitor the risks associated and audited to ensure compliance with Occupational Safety and Health requirements.

The Fatigue Management Framework will be designed to provide;

- Input from employee representatives and independent professionals;
- Appropriate management of risks associated with shift work;
- Both employer and employee responsibilities to ensure legal OSH compliance;
- Objective assessment of planned and actual rosters to identify and manage work-related fatigue issues;
- An auditable system to monitor planned and actual rosters to ensure employee fatigue does not give risk to an unacceptable risk;
- Induction training and education designed to assist managers, employees and their families, in addressing shift work and fatigue related issues;

Our organisation and employees have a shared responsibility to avoid fatigue related performance impairment.

As a business we will ensure that, in the context of the performance required, employee rosters allow 10 hour breaks for recovery between shifts.

Individuals have a duty of care to ensure adequate sleep is obtained between shifts and out of hours activities do not cause fatigue or impair performance. When this is not the case, employees have a further responsibility to report the matter to their Supervisor or Manager. At no time should an employee put themselves or others at risk.

Working hours for individuals shall be limited to a total of 12 hours per shift and a maximum of 13 consecutive working days. A maximum of a 14 hour shift may be worked if agreed and approved by the employees Manager. It is the responsibility of the employees Manager to ensure that rosters are produced according to this policy.