

FATIGUE MANAGEMENT POLICY

QC891



A Sterling & Wilson Group Company

GCo Australia is committed in managing fatigue in its places of work so its employees and sub-contractors present fit for duty with minimal risk of physical and mental fatigue related health issues and incidents.

GCo Australia will manage fatigue in the following way:

- Ensure employees and sub-contractors are made aware of GCo Australia's fatigue management procedures through inductions, awareness training and job planning risk assessment measures.
- Ensure that fatigue management practices align with current legal and best practice principles for managing fatigue across the industries GCo Australia operate, through reviews of its fatigue management procedures and checklists and journey management plans.
- Ensure people considered unfit for duty due to fatigue are treated in a fair and constructive manner.
- Undertake assessments of planned and actual rosters to identify and manage work-related fatigue issues.
- Encourage employees to have adequate sleep between shifts and adequate rest breaks between periods of continuous work so they can work in a safe manner.
- Develop a culture of shared responsibility for fatigue management.
- Promote a healthy lifestyle, both at work and at home.

A handwritten signature in black ink, appearing to read 'Murray Hadley', with a large, stylized loop at the end.

Murray Hadley

CEO

| | | | |
|-----------------------|------------------------------|--------------------------|-------------|
| Document Type: Policy | Draft Date: 12/03/2010 | Revised Date: 30/11/2021 | Page 1 of 1 |
| Version Number: 5 | Next Review Date: 30/11/2024 | Reviewed By: HSE Manager | QC891 |