

AUSPOL-002 FATIGUE MANAGEMENT POLICY

PURPOSES

To ensure compliance with our moral, legal and ethical 'duty of care' to provide a safe and healthy work environment for workers, contractors, sub-contractors, suppliers, clients and visitors at any work site under our direct control. This is extended to include members of the public and anyone who may be impacted by our operations

This Policy applies to all workers and sub-contractors and forms part of the onboarding inductions and complies with the following State and National Codes relating to the operation of heavy vehicles.

- Heavy Vehicle National Law Act 2012
- WAHVA Management System Standards
- WA Code of Practice for Commercial Drivers
- NT Road Transport Code of Practice

OBJECTIVES

To achieve a safe and healthy working environment and culture within AusLinc Pty Ltd by providing clear and consistent information, support and training to achieve the commitment and cooperation of its management, workers, contractors and sub-contractors at all times when acting on behalf of, or representing, the Company.

To ensure we comply with all relevant legislation and help remove, or significantly reduce, the risk of fatigue by implementing the framework that will provide adequate opportunity for recovery sleep between shifts to ensure a worker's performance is not impaired by fatigue.

AusLinc Pty Ltd will apply a number of initiatives to combat fatigue including, but are not limited to:

- The development, implementation and ongoing and revisions of a Fatigue Management System;
- Adequate supervision of drivers working hours, including subcontractors operating under our system;
- Schedules and journey management plans done in consultation with drivers to ensure realistic timeframes;
- Process in place to enable drivers to take meal and rest breaks more often than set out if required;
- Ongoing internal and external training on health, safety and fatigue management;
- Consistent communication and promotion of safe working practices and information on the risks associated with fatigue;
- Collaboration with drivers in the event of any breaches of this policy or the Fatigue Management Procedure to find resolution to any persistent breaches;
- Ensuring that all scheduling and rostering of long-distance driving is compliant with the relevant State and Territory legislation and Codes of Practice;
- Appropriate reporting and recording requirements;
- Induction, training and education designed to assist managers, employees and their families, in addressing fatigue related issues;
- Ensure there is an auditable system to monitor planned and actual rosters to ensure fatigue does not give rise to an unacceptable risk.

RESPONSIBILITIES

- The Managing Director is accountable for the Company's compliance with this policy and must demonstrate due diligence in all HSE matters.
- The Operations Manager is responsible for ensuring all scheduling and rostering is done in accordance with the requirements of the WAWHS for commercial vehicle drivers.
- The HSE Compliance Officer is responsible for ensuring this policy is maintained and current versions available.
- All line managers and supervisors are responsible for ensuring the correct procedures are implemented.
- Drivers are responsible for driving in accordance with the WA Code of Practice for Fatigue Management for Commercial Vehicle Drivers or of the relevant State / Territory they are operating in.
- Drivers are responsible for declaring themselves fit for work and unaffected by fatigue before every journey
- All employees, contractors, sub-contractors and suppliers are responsible for:
 - working safely to ensure their own safety and health; and
 - making sure their actions do not cause injury or harm to themselves or others; and

- following Company written instructions on safety and health; and
- asking for assistance if they do not understand the information; and
- taking care of any equipment (PPE) in the way instructed and reporting any concerns about it; and
- reporting any hazards, injuries or ill health to the relevant supervisor; and
- cooperating fully with AusLinc Pty Ltd when something needs to be actioned.
- All workers must declare themselves to be fit for work, unimpaired by fatigue, drugs or alcohol, before every shift

RELATED COMPANY WRITTEN INSTRUCTIONS

- AUSPRO-001 Fit for Work
- AUSPRO-002 Fatigue Management
- AUSDOC-098 HSEQ Management Plan
- AUSREG-007 Drivers Hours Register

COMMITMENT:

This policy is fully approved and supported by the AusLinc Pty Ltd management and reviewed on an annual basis, or earlier if changes are required based on changes to legislation or company operating standards.

Approved by: Craig Tait

Managing Director: C Tait 01/12/2024