Fatigue Management Plan

Management cares for the wellbeing of all staff and recognises its workforce as a meaningful and important contributor towards its core business. It is the Company's Policy to implement and use our Fatigue Management Plan to do all that is reasonable and practical to prevent and mitigate the various stages of fatigue possible at our operations.

Managing fatigue includes the following measures to be undertaken:

- Complete a fatigue risk assessment.
- Create and implement a management plan to eliminate or mitigate, with controls, identified risks.
- Ensure that personnel are educated and informed of fatigue risk and associated factors.

Management undertakes to ensure that the above measures are adhered to and implemented through HR, Health Service Providers, Managers and Employees working together.

HOURS OF WORK

- Will be managed in accordance with the Basic Condition of Employment Act.

REST BREAKS

- Rest breaks consisting of lunch and tea breaks are given in accordance with stipulations in the Basic Condition of Employment Act.

TRAINING

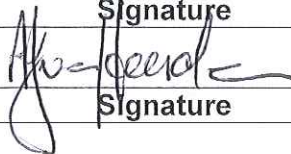- Fatigue awareness training will be provided by competent knowledgeable persons.

CONTROLS

- Managers must ensure all employees has access to sufficient quantities of drinking water.

MEDICAL SURVEILLANCE

- An up to date risk based medical surveillance programme will be maintained to ensure all employees and contractors are fit for duty.
- Chronic illness management programmes are implemented for all employees and contractors suffering of such illness.

This policy will be revised when additional information on this subject becomes available or when circumstances require alterations to the policy.

Compiled by: Letisha van den Berg		
Position: Group SHEQ Manager	Signature	Date
Name: Andries van Heerden		
Position: CEO	Signature	Date
Name:		
Position: Site Manager	Signature	Date
Name:		
Position: Employee Representative	Signature	Date