

## Policy: **Fatigue**

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**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:



1. Complete a fatigue risk assessment
2. Create and implement a management plan to eliminate or mitigate, with controls, identified risks
3. Ensure that personnel are educated and informed of fatigue risks 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 Conditions of Employment Act

### **REST BREAKS**

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

### **TRAINING**

- Fatigue awareness training will be provided by competent knowledgeable persons

### **CONTROLS**

- Managers must ensure all employees have 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 from such illness

**Policy Review:** Due to the ever-changing environment in which our business functions it may become necessary to revise our Fatigue Policy from time to time. Policy review will be conducted every year. (Proposed changes will be circulated to management and employees for input)

  
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CEO  
Andries van Heerden

**CONSISTENTLY  
DELIVERING**