

### Fatigue Management

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AmcoGiffen (Amalgamated Construction Ltd and Giffen Group Ltd) recognises that the effective management of fatigue is a key element in ensuring the continued health, safety and wellbeing of our employees, sub-contractors or others working on our behalf.

We will take all reasonable steps through the implementation of an effective Fatigue Management process to:

- Identify all safety critical workers and other workers who have the potential to be affected by fatigue in the workplace;
- Implement appropriate measures to identify, manage and mitigate the risks which can cause fatigue;
- Implement appropriate working patterns, shift roster arrangements and working hours which minimise the risk of fatigue occurring;
- Limit the opportunity for employees to work excessive hours;
- Monitor the effectiveness of measures put in place to control fatigue;
- Educate employees, sub-contractors and others working on our behalf to the significant risks caused by fatigue, how the symptoms of fatigue can be identified and how they can be managed.

Breaches of this Policy will be fully investigated, within a 'Just Culture' using the Company's HR Procedures. Our aim will always be to achieve a beneficial outcome that prevents recurrence and delivers continuous improvement.

This Policy is supported by company procedure HS62 (Fatigue Management and Working Hours) which is a fully integrated part of the overall Business Management System for the management of health, safety and employee wellbeing.

This Policy shall be reviewed at least annually to ensure its ongoing suitability and effectiveness.



**John Booth**  
Managing Director