

Fatigue Management Policy

Amalgamated Pest Control Pty Ltd is committed to providing a safe and healthy work environment.

Amalgamated Pest Control recognizes that fatigue may impair an individual's ability to perform work in a safe manner. It is the policy of the Company to protect it's workers, assets, the community and the environment in which it operates from hazards arising from fatigue in the workplace.

As such, Amalgamated Pest Control required the performance of its workers to be unimpaired by fatigue whilst performing work for Amalgamated Pest Control.

⌘ Definitions

For the purposes of this policy:

- "Site" shall include any motor vehicle or plant, Office, Workshop, Store, crib room or the like whether located at the site or at another location.
- "Work" shall include any time from the time an employee leaves for work until he/she returns home from work. (i.e. journey time or travel time)
- "Employee" includes an employee on salary or wages, a sub-contractor, or a contractor that is engaged by Amalgamated Pest Control in performing work on site.

⌘ Objectives of this Policy

Amalgamated Pest Control is committed to ensuring its workers operate in an environment that is as safe and as healthy as possible. If there is a situation where fatigue may contribute to the realization of a safety or performance risk, the Company accepts responsibility to protect it's workers, operations, clients and the community in which it operates.

Amalgamated Pest Control Pty Ltd recognizes the value of it's workers in achieving the health, safety environment and business goals and is committed to assisting employees with fatigue problems through appropriate information and education.

This policy and associated procedure is designed:

- To assist managers, supervisors and employees to recognise work situations that may lead to employee fatigue and other detrimental effects.
- To provide guidelines for minimising the effects of working extended hours.
- To provide guidelines for managing situations where fatigue may be an issue.

⌘ Responsibilities

⌘ Managers are to:

- Establish procedures for recognising and managing work situations that may lead to employee fatigue.
- Ensure all supervisors and employees receive training and instruction on minimisation of fatigue in the workplace.
- Monitor the work situation for early identification of fatigue indicators.
- Take action to manage the situation where fatigue becomes an issue in the workplace.

⌘ Supervisors are to:

- Monitor the work arrangements to identify situations that may lead to employee fatigue.
- Implement recommended procedures for managing extended hours work and minimising the occurrence of fatigue.
- Report situations that are difficult to manage to your manager to seek assistance.

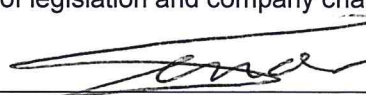
⌘ All employees and sub-contractors are to:

- Report situations where fatigue is becoming an issue.
- Follow procedures that are implemented to reduce the effects of working.

⌘ Review

This policy will be regularly reviewed in the light of legislation and company changes.

Policy Authorised by:



Date: 1 October 2016