

## FATIGUE MANAGEMENT POLICY

### Overview and purpose

Powerhouse aims to conduct its business in a manner that recognises the importance of the health, safety and wellbeing of its employees, contractors, and the public.

This policy relates to the management of fatigue. It is intended that this policy will reduce the risk of fatigue related injuries and incidents in respect of work performed for the Company.

### Scope

This policy applies to all employees and contractors of Powerhouse. In particular, this policy applies to onsite workers who work shift work or extended hours.

### What is Fatigue?

Fatigue is a mental or physical exhaustion that prevent a person from functioning normally and can impair safe work performance. It includes feeling sleepy, feeling physically or mentally tired, and feeling exhausted or lacking energy.

Fatigue can cause reduced concentration, impaired coordination, compromised judgement, and slower reaction times.

### Signs and causes of fatigue.

To help you identify fatigue, the following table provides examples of the causes and signs of fatigue.

Causes of fatigue	Signs of fatigue
<ul style="list-style-type: none"> <li>• Physical or mental exertion</li> <li>• Long periods without sleep</li> <li>• Not enough sleep</li> <li>• Inadequate rest breaks</li> <li>• Health problems</li> <li>• Family and other personal commitments</li> <li>• Medications that cause drowsiness</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of alertness and inability to concentrate.</li> <li>• Poor judgement or memory</li> <li>• Difficulty keeping eyes open.</li> <li>• Excessive yawning</li> <li>• Feeling irritable or restless</li> <li>• Drowsiness or falling asleep (including taking micro sleeps)</li> <li>• Making mistakes</li> </ul>



## Responsibilities

Managers, employees, and contractors of Powerhouse all have responsibilities to ensure that fatigue does not impact on the health, safety and wellbeing of themselves and others.

### Manager responsibilities

Managers of Powerhouse are responsible for the following.

- Identifying and assessing risks with the potential to result in driver fatigue.
- Providing opportunities for employees and contractors to obtain adequate rest from work.
- Monitoring workloads, work patterns and scheduling arrangements to ensure that workers are not put at risk due to fatigue; and
- Providing information, instruction and training about the risks involved with fatigue.

### Employ and contractor responsibilities.

Given that drivers may operate independently of any effective control once they have left a depot or worksite, employees and contractors must actively support and apply fatigue management practices.

Accordingly, employees and contractors of the Company are responsible for the following:

- participating in risk management processes.
- participating in education and training to gain an understanding of fatigue.
- recognising signs of fatigue and reporting these to their manager.
- using time away from work to recuperate to be fit and able for their next shift; and
- avoiding behaviours and practices that contribute to fatigue, e.g. not using time off work to recuperate.

### Other policies also apply.

Employees and contractors must also be aware of other policies of the Company, including the *[work, health and safety policy and Drug and Alcohol Policy]*, which also aims to ensure the health and safety of employees, contractors and the general public.



**Breach of this policy**

Non-compliance of this policy will be viewed as a serious matter. Accordingly, any breach of this policy will expose a worker to disciplinary action, up to and including termination of their employment or engagement without notice.

Corey Dowler,



Michael Jauncey,



Directors, Powerhouse Wiring Solutions Pty Ltd 01/09/23

