

# Fatigue Management Policy

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At Aerco NW Electrical Pty Ltd, we are committed to providing a safe and productive workplace by proactively managing fatigue risks. Fatigue can significantly impact safety, decision-making, and overall performance. This policy reflects our dedication to identifying and mitigating fatigue-related hazards to ensure the well-being of our employees, contractors, and stakeholders.

## Our Commitment to Managing Fatigue

- **Identifying and Assessing Risks:** We actively monitor and evaluate factors contributing to fatigue, including workloads, shift schedules, and work environments.
- **Collaborative Responsibility:** Fatigue management is a shared responsibility between Aerco NW Electrical, its employees, and any associated stakeholders.
- **Training and Education:** We provide training to help employees recognize fatigue symptoms, understand associated risks, and adopt preventative strategies.
- **Risk Reduction Measures:** We implement controls to manage work schedules, provide adequate breaks, and monitor workplace conditions to minimize fatigue risks.
- **Compliance with Laws and Standards:** Our practices align with all relevant Australian workplace laws and safety regulations to manage fatigue effectively.

## Our Objectives

- To create a work environment that minimizes fatigue risks and supports employee health and safety.
- To educate employees on recognizing fatigue signs and its impact on safety and performance.
- To establish clear guidelines for scheduling, rostering, and rest periods.
- To develop and implement Fatigue Management Plans (FMPs) tailored to specific roles, particularly for high-risk tasks such as operating vehicles and heavy machinery.
- To encourage a healthy work-life balance and foster a culture of care and responsibility.

## A Shared Responsibility

At Aerco NW Electrical, managing fatigue requires collective effort and adherence to this policy. All employees, contractors, and stakeholders are expected to:

- Report signs of fatigue in themselves or others promptly.
- Adhere to work schedules and take recommended breaks to reduce fatigue risks.
- Participate in training programs and fatigue management initiatives.
- Inform supervisors of personal factors, such as sleep disorders or lifestyle challenges, that may increase fatigue risks.

We are committed to fostering a workplace where safety and well-being are priorities. By embedding fatigue management into our operations, Aerco NW Electrical aims to set a benchmark for safe and responsible workplace practices.