

## ***FATIGUE MANAGEMENT POLICY***

**D.J. Ruskin Machining and Maintenance** will provide a fatigue management framework designed to ensure that employees are fit for duty at all times. This framework will provide adequate opportunity for recovery between shifts to ensure an employee's performance is not impaired by fatigue.

D.J. Ruskin Machining and Maintenance will use appropriate risk assessment tools to measure, mitigate and monitor the risks associated with fatigue. In addition, mitigation strategies will be reviewed and audited to ensure compliance with Occupation Health and Safety requirements.

Both D.J. Ruskin and its employees have a shared responsibility to avoid fatigue related performance impairment. D.J. Ruskin will ensure that in the context of the performance required, employee rosters allow adequate breaks for recovery between shifts.

Individuals have a duty of care to ensure adequate rest is obtained between shifts and that out of hours activities do not cause fatigue or impair performance. When this is not the case, employees have a further responsibility to report the matter to their supervisor / manager. At no time should an employee put themselves or others at risk.