

# Ancon Homes (NSW) Pty Ltd

## Fatigue Management Policy

Ancon Homes (NSW) Pty Ltd recognises that it has a responsibility to avoid or minimise fatigue of all employees resulting from working more hours than the normal work day hours.

Protecting our employees from fatigue related illness is a priority and will be managed by those authorised to allocate work.

The objectives of our Fatigue Management Policy is to:

- Improve awareness of the risks of fatigue through monitoring of work hours for each employee;
- Training and communication about the health risks resulting from fatigue;
- Providing accommodation for overnight stays before and after shifts in remote areas;
- Encouraging employees to consult with management in regard to rosters that are unachievable in normal work hours;
- Ensuring that employees are given breaks (as per the appropriate award recommendations) that will maintain their need for sleep and time to relax;
- Ensuring that driving hours are not extended beyond a reasonable time span and that breaks from driving are taken every two hours;
- Maintain compliance with our WHS obligations to employees.

The success of our Fatigue Management Policy depends on:

- Employees taking responsibility for their health;
- Understanding the needs for sleep and breaks;
- Encouraging the work team to be aware of others who may display signs of fatigue;
- Open and honest communication between Ancon Homes (NSW) Pty Ltd and our employees and contractors;
- Knowledge of the warning signs of fatigue including;
  - Yawning
  - Tired eyes
  - Drowsiness
  - Micro sleeps
  - Oversteering
  - Lack of concentration
  - Straying out of lane

**Jason Commisso**

Director

Signature

**28th March 2024**

Date