FATIGUE MANAGEMENT POLICY

Fatigue has been identified as a factor in accidents and incidents which can lead to reduced vigilance and alertness, an increase in errors, impaired decision making and deterioration in mood and motivation.

Capstone Construction's Management recognise that there are human performance risks from fatigue which may cause accidents.

Capstone Construction will take all reasonable steps to ensure that all employees and subcontractors are aware of the risks surrounding fatigue and our company process for the management of these risks.

Capstone Construction will proactively manage fatigue-related risk though measures such as implementing suitable work patterns, providing clean and comfortable work facilities and managing employee hours of work, meals and other breaks.

Fatigue is managed through open two-way communication with our employees and subcontractors. It is a joint responsibility to manage this effectively. All employees and subcontractors will be encouraged to honestly discuss and progress any fatigue issues that they may have.

As part of our commitment to manage fatigue in the workplace, Capstone Construction will encourage individuals to:

- Participate in fatigue-related education and training activities
- Inform their manager as soon as possible if they believe that they or a colleague are, or are likely to become, too tired to carry out their duties safely
- Inform their manager if they become aware that they may have a condition such as a sleep disorder which could make them more liable to potentially dangerous levels of fatigue at work
- Report any other concerns they may have regarding risks from fatigue
- Co-operating with other reasonable requirements or requests of Capstone Construction which are aimed at controlling risks from fatigue

All employees and others working on behalf of Capstone Construction are required to comply with this policy.

Capstone Construction's Management are committed to this policy and responsible for ensuring its arrangements are implemented and upheld. It will be reviewed annually and revised as often as may be deemed appropriate.



Matt Lucarelli
Director