



## STRESS AND FATIGUE POLICY STATEMENT

Fatigue (including driver fatigue) can manifest as anxiety, lack of motivation, poor performance and sleepiness. This can result from inadequate rest/sleep, continued physical or mental inactivity and disrupted biological rhythms.

No matter the cause or the effect of fatigue IRCH/TMCH shall take the following steps to manage fatigue:

1. CONSULT employees, contractors and subcontractors,
2. EVALUATE work hours, breaks and shifts to create a balance with employee's needs, and
3. TRAIN and EDUCATE Management and Employees to recognise fatigue AND what to do about it.

To reduce the onset of fatigue and its effects, IRCH/TMCH Management shall:

- Systematically identify, assess, control and review fatigue.
- Actively monitor employee's work time.
- Promote carpooling where possible.
- Provide PPE and PPC that reduces the effects from the environment on fatigue levels.
- Engage employees in discussions related to fatigue.
- Clearly define job descriptions.
- Drive employees home from site if they are fatigued.
- Deliver vehicles (e.g. cranes) to site the day before if an early start is required.

Signed: IK Roebuck

Director

Stress in the workplace is an adverse reaction to excessive pressure and demands placed on individuals and how an individual perceives they are unable to cope.

IRCH/TMCH believes that we work together as a team, therefore if a member of the team is stressed causing them to be under pressure and reduce their work performance, significantly affects our team. IRCH/TMCH Management are highly committed to ensure good health of our team members and shall promote a low-stress working environment by:

1. Assessing the work environment for the presence of stressors and take action to control and minimise its effects,
2. Providing support to those who admit to suffering stress,
3. Ensuring adequate preparation for roles and responsibilities,
4. Sharing information through strong communication with employees, and
5. Understanding the pressures involved with all operations of the business.

IRCH/TMCH employees have a responsibility to minimise the risk of any kind of harm to themselves and their colleagues and to co-operator with IRCH/TMCH in our efforts to manage work-related stress and fatigue.

Date: 20 8 15