

Fatigue Management Policy

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

Cetix recognise that there are human performance risks from fatigue which may cause accidents and that fatigue cannot be overcome by an individual making more effort.

Cetix will take all reasonable steps to ensure that all employees and subcontractors are aware of the risks surrounding fatigue and will proactively manage fatigue related risk associated with project work on a case-by-case basis.

We are committed to plan and implement suitable working patterns.

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.

Our Senior Managers recognise that fatigue management is not a one-off activity – it is a continuous improvement system that requires an ongoing commitment of resource to support to be effective, along with ongoing fatigue controls.

We will encourage individuals to:

- Make appropriate use of off-duty periods provided in the working pattern to obtain sufficient sleep to carry out their work safely, including taking future duty times into account when planning their off-duty lives.
- Take reasonable steps to ensure that their sleeping environment, nutrition, use of caffeine, alcohol, drugs and medications, and their travel arrangements do not adversely affect their ability to carry out their duties safely.
- Participate in fatigue-related education and training activities arranged by Cetix.
- Inform their line 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.
- Declare any second job which could reasonably be expected to adversely affect their level of fatigue and their consequent ability to carry out their duties safely.
- Inform their line 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 Cetix which are aimed at controlling risks from fatigue.

All employees and others working on behalf of Cetix are required to comply with this policy. It is accessible via the management system, noticeboards, and available on request. Subcontractors and other interested parties can access this Policy via the company website or is available on request.

Signed:



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Paul Deehan
CEO, Cetix LTD