

# Fatigue Management Policy Statement



Taylor is aware of its duty under the relevant Work Health and Safety Legislation to prevent and/or minimise fatigue in the workplace, as far as reasonably practical. This will be achieved through adequate consultation and risk management.

## What is fatigue?

Fatigue may be a serious risk to health and safety of workers and others. Fatigue is an acute, ongoing state of tiredness that leads to mental or physical exhaustion and prevents people from functioning within normal boundaries. It is more than feeling tired and drowsy, it is a physical condition that can occur when a person's physical or mental limits are reached. Fatigue may include feeling sleepy, physically or mentally tired, weary or drowsy, feeling exhausted, or lacking energy.

Fatigue prevents a person from being able to function normally. It decreases alertness and affects a person's ability to think clearly, therefore increasing the potential for accidents or injuries to occur.

## Who is responsible for managing fatigue?

Fatigue management is a shared responsibility between the Company (Taylor), its workers, and other persons conducting a business or undertaking ("PCBU's") affecting or connected with the company's workplace, as it involves factors that occur both in and outside of the workplace.

Site Supervisors, Site Managers, and Project Managers are responsible for ensuring efficient rest breaks between shifts and weekend rosters, thereby contributing to fatigue management.

Workers are reminded that they are required under the legislation to take all reasonable care for their own health and safety, as well as that of others in the workplace.

## What are the factors that may contribute to fatigue?

There are a number of different factors that may contribute to fatigue, with lack of sleep being the most common. These factors may arise from the workplace, any personal issues the employee is experiencing, the person's lifestyle choices, or a combination of these. For example, lifestyle choices such as nutrition, fitness, and health issues like drug and alcohol abuse which can lead to overexertion and exhaustion, significantly contributing to fatigue.

Personal issues like balancing work and personal demands, managing family life, and dealing with external factors can also play a crucial role. Additionally, work schedules, time pressures, resource availability, and engaging in repetitive tasks can further exacerbate fatigue levels.

Refer to fatigue management procedure QSE-P-021.

## What is the impact on the workplace?

Fatigue can have significant repercussions in the workplace. It can affect safety by

diminishing workers mental and physical health, as well as jeopardising the health and safety of those around them, such as co-workers, customers and members of the public.

Fatigue increases the likelihood of incidents and injuries in the workplace, particularly during safety-critical tasks where errors can have significant consequences. It can result in reduced productivity and an increase in near misses, incidents, and injuries, even when the signs of fatigue may not be obvious.

This policy will be reviewed in January 2026.

**George Bardas**  
Chief Executive Officer