



Fatigue Management Policy

As part of our overall health and safety policy, Lynx Precast Ltd recognises that fatigue is a major health and safety risk that we must control effectively. The Company is fully committed to managing and mitigating fatigue risks and ensuring staff receive enough rest to perform their duties safely.

To achieve this, we will

- Develop and implement a fatigue risk management system which will form part of our Safety Management System
- Commit the necessary resources to develop and sustain the system on an ongoing basis
- To include fatigue as an agenda item at our Health & Safety meetings comprising of managers and employee representatives
- Introduce effective controls at individual, job and organisational levels
- Ensure all staff representative groups are included during fatigue discussions
- Have in place processes to manage and mitigate the risks of the workforce becoming fatigued
- Monitor and review current fatigue controls for continued effectiveness
- Collect and use the necessary data and its effects, including the incident reporting system and Corrective Action Reporting system for reporting errors, adverse events and concerns which could have a fatigue element.
- Identify arrangements for training, communication and information for all staff on fatigue issues.

Control measures adopted by the Company include the following:

Staggering start times

The Company has identified certain tasks where to reduce fatigue on workers, a staggered start time has been introduced to reduce the number of hours worked by individuals.

Ensuring Rest breaks at work

Workers have the right to one uninterrupted 20 minute rest break during their working day, if they work more than 6 hours a day. This could be a tea or lunch break.

Daily rest

Workers have the right to 11 hours rest between working days, e.g. if they finish work at 8pm, they shouldn't start work again until 7am the next day.

Weekly rest

Workers have the right to either:

- an uninterrupted 24 hours without any work each week
- an uninterrupted 48 hours without any work each fortnight



The Company shall ensure that all works are planned appropriately to eliminate the risk of any of the above requirements being breached or exceeded.

All breaches of the policy will be tackled promptly and with sufficient resources, to ensure that they are dealt with adequately.

It is essential that management show commitment to monitoring and managing fatigue and the whole Company co-operates. Managing fatigue will only be realised with the full involvement and commitment of management and staff alike at every stage of the process including the creation of an organisational culture in relation to fatigue, where staff and managers feel encouraged to honestly share, discuss and process fatigue issues.

A handwritten signature in black ink that reads "A. Teasdale".

A very faint, illegible handwritten signature.

A handwritten signature in black ink, appearing to be a stylized name.

Signed:

Andy Teasdale
Managing Director

Date: 7th January 2022

This Policy will be reviewed every 3 years.