

## Fatigue Management Policy Statement

19.12.2025

This policy applies to all individuals working at all levels of Manning Construction Ltd, including Directors, senior managers, employees, contractors, part-time and fixed-term workers, and any agency staff.

Manning Construction Ltd recognises that the effective management of fatigue is a key element in ensuring the continued health, safety and well being of our employees, subcontractors or others working on our behalf.

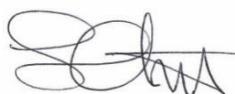
We will take all reasonable steps through the implementation of an effective fatigue management process to:

- Identify all safety critical workers and other workers who have the potential to be affected by fatigue in the workplace
- Implement appropriate measures to identify, manage and mitigate the risks which can cause fatigue
- Implement appropriate working patterns, shift roster arrangements and working hours which minimise the risk of fatigue occurring
- Limit the opportunity for employees to work excessive hours
- Monitor the effectiveness of measures put in place to control fatigue
- Educate employees, subcontractors and others working on our behalf to the significant risks caused by fatigue, how the symptoms of fatigue can be identified and how they can be managed

Breaches of this policy will be fully investigated using the company's internal non-conformance process. Our aim will always be to achieve a beneficial outcome that prevents recurrence and delivers continuous improvement.

Manning Construction Ltd's. Fatigue Management Plan will be fully integrated with and form part of its overall management system for the management of health, safety and employee well being.

This policy shall be monitored during daily and reviewed at least annually to ensure its ongoing suitability and effectiveness.



**Mr. Stephen Euston**  
Managing Director