



FATIGUE MANAGEMENT POLICY

As part of Gongues Constructions' overall commitment to the health and safety of all employees, contractors and visitors, we are actively working together to prevent and manage risk associated with fatigue in the workplace.

Purpose

Gongues Constructions Pty Ltd (Gongues Constructions) acknowledges its legal duty to ensure, so far as is reasonably practicable, that workers and other persons at the workplace are not exposed to risks arising from the business or undertaking. Gongues Constructions aims to eliminate the risks, or if that is not reasonably practicable, minimise the risks so far as is reasonably practicable.

Workers also have responsibilities in connection with managing risks. Workers must comply with this policy as amended from time to time and any relevant code of practice including any relevant regulation and/or state or territory codes of practice, as amended from time to time.

With these duties in mind, this policy endeavours to outline appropriate risk control measures that must be implemented at work by both Gongues Constructions and, where appropriate, workers.

Application of policy

This policy applies to workers (employees, agents, contractors (including temporary contractors as otherwise defined under health and safety legislation) of Gongues Constructions, collectively referred to in this policy as workers.

This policy is not limited to the workplace or work hours. This policy extends to all functions and places that are work related. For example, work lunches, conferences, Christmas parties and client functions.

Objectives

The objectives of the Gongues Constructions Fatigue Management Policy are to;

- ensure adequate opportunity is available for employees, contractors and visitors to gain enough rest before commencing work, through appropriate working time arrangement.
- monitor and control working hours, including overtime, to provide time arrangements that do not require excessive periods of wakefulness.
- use risk management processes to implement control strategies to address fatigue related risks within the workplace in consultation with the employees.
- provide training and education for workers to gain an understanding of fatigue management.
- develop a culture of shared responsibility for fatigue management.
- implement an appropriate employee assistance programme to assist in managing fatigue
- promote a healthy lifestyle, both at work and at home
- to review and make sure the elements of this policy are effectively implemented.

Through the commitment to our Fatigue Management Policy, Gongues Constructions will continue towards its goal of providing a safe and healthy workplace for all employees, contractors and visitors.

The policy is a public document; it shall be clearly displayed and made available to all interested parties.

This policy applies to all sites where Gongues Constructions is performing work and covers all our activities and services.

This policy shall be reviewed every three (3) years to maintain suitability, adequacy, and effectiveness to the organisation and has been authorised for use by the following Directors;

Mr Carlos Gonçalves

Mr Herculano Gonçalves

Mr Aladino Domingues