

## Fatigue Management Policy

### **POLICY STATEMENT:**

It is the policy of Diverse Group Australia Pty Ltd to ensure that employees do not place their own health and safety or the health and safety of others at risk. To achieve this, we are committed to providing and maintaining a working environment in which workers are not exposed to hazards arising from the impairment from fatigue resulting from excessive or unreasonable working hours.

### **AIMS AND OBJECTIVES:**

The company will strive to ensure that all employees engaged by Diverse Group Australia Pty Ltd either as employees or contractors are in a fit condition to safely carry out their work and that workers are not impaired in any way by the effects of fatigue or stress. To achieve this, no person will be allowed to enter a workplace or carry out work while suspected of being impaired by or suffering adverse effects of fatigue or stress. Self-reporting for fitness for work issues is always encouraged.

### **RESPONSIBILITIES:**

Diverse Group Australia Pty Ltd will take all reasonable precautions in the placement of employees to ensure that hours of work, shifts, rosters and workplace conditions do not create an unacceptable risk of fatigue. Employees will not be required to work more than 10 hours per day wherever possible, and work in excess of these hours will be subject to a risk assessment and management approval to ensure the safety and well-being of employees is assessed and appropriately managed.

All employees must ensure that they report to work in a physical, mental and behavioural condition that will allow them to perform their duties competently and in a manner that does not place themselves or others at the workplace at risk. This will require that employees ensure that they obtain sufficient rest before commencing work to ensure that they can carry out work during their shift in a safe and effective manner, and to observe any other relevant fatigue management strategies that they have been instructed in and are required to carry out.



**Jason Bull**  
Managing Director  
Diverse Group Australia Pty Ltd

Date: 19/06/18

## Our Values

### Safety

Our focus is on ensuring the health, safety and wellbeing of our people, community and the environment.

### Teamwork

We work in collaboration to achieve common objectives by communicating openly, honestly and supporting each other.

### Respect

We celebrate diversity and strive for a workplace where interactions with our team, our clients, traditional land owners and the environment are based on respect and mutual reward.

### Innovation

Our commitment to researching the latest advances in technology, equipment and work practice ensure a culture of continual innovation.

### Versatility

Our flexibility and adaptive approach enable us to meet our clients' needs with agile responsiveness which deliver positive outcomes.

### Expertise

We offer a broad range of skills, knowledge and experience to our clients while working with them to deliver positive outcomes and solutions.