



Policy for Fatigue Management

The Negri Goal

Negri goal is to always have a safe and healthy workplace, therefore we have strict standards and procedures to ensure everyone at our workplaces is always fit to do their job.

The Negri Commitment

Negri is committed to creating a safe, harm free workplace for everyone, every day.

The Negri Approach

To achieve the Negri goal, and deliver on our commitment, we will:

- Promote a culture that encourages personal responsibility for fatigue management
- Support employees who identify and act on a limitation to their fatigue
- Negri will establish clear standards and procedures for managing fatigue including shift planning, working hour limits and minimum rest break including:
 - No more than 14 hours continuous duty is permitted (travelling time is to be included)
 - No more than 7 consecutive days are to be worked (a mandatory 2-day respite must be observed for the 7th consecutive day)
 - Extension of any limits set in this policy is at the sole direction and authority of the Director, Projects
 - Minimum break of 10 hours between shifts (travelling time is to be included)
 - Maximum continuous active work before a 30-minute break of 5 hours
 - A full 24-hour respite period is required for all workers transitioning from day to night or night to day shifts
- Zero is the only acceptable drug and alcohol level on the project
- Negri will undertake random screening of people at our workplaces for alcohol and other drugs
- Workers are required to notify their supervisor or manager if they are taking a prescription medication that could impair their ability to work safely
- Negri will endeavour to provide suitable alternative duties for people who have an impairment for legitimate reasons such as illness, injury, medication, temporary incapacity or stress
- Negri will train our employees and other workers in our procedures relating to fatigue management
- When Negri applies disciplinary procedures due to breaches of our Fatigue Management Policy and Procedures, Negri will be fair and consistent in their application
- In implementing any aspect of this Policy, Negri will respect people's privacy

As Director, Quality of Negri I am accountable for the implementation of this policy, and I encourage you to commit personally to the principles that drive our success

Director, Quality
E. A. Negri Pty Limited
Hamilton Civil Plant Limited
1 August 2021