

Fatigue Management Policy

Fatigue has been identified as a factor in accidents and incidents which can lead to reduced vigilance and alertness, increase errors, impair decision making and deterioration in mood and motivation.

Geotechnical Observations Limited (“The Company”) recognise that there are human performance risks from fatigue which may cause accidents, and that fatigue cannot be overcome by an individual making more effort.

The Company will take all reasonable steps to ensure that all employees and suppliers are aware of the risks surrounding fatigue and our company process for management of these risks.

The Company are committed to plan and implement suitable working patterns, collect and review the associated data in accordance with our Working Hours and Managing Fatigue Procedures.

Fatigue management is an open two-way communication between all employees and suppliers and is a joint responsibility for fatigue to be managed effectively. All employees and sub-contractors are encouraged to honestly discuss and progress any fatigue issues that they may have.

Our Senior Managers recognise that fatigue management is not a one-off activity – it is a continuous improvement system that requires an ongoing commitment of resource to support effective, ongoing fatigue controls and are committed to involving employees and sub-contractors in implementing and monitoring our fatigue risk control measures.

Geotechnical Observations Ltd will encourage individuals to:

- Make appropriate use of their off-duty periods provided in the working pattern to obtain sufficient sleep to carry out their work safely, including taking future duty times into account when planning their off-duty lives;
- Take reasonable steps to ensure that their sleeping environment, nutrition, use of caffeine, alcohol, drugs and medications, and their travel arrangements do not adversely affect their ability to carry out their duties safely;
- Inform their line manager as soon as possible if they believe that they or a colleague are, or likely to become, too tired to carry out their duties safely;
- Inform their line manager if they become aware that they may have a condition such as a sleep disorder which could make them more liable to potentially dangerous levels of fatigue at work;
- Participate in fatigue-related education and training activities arranged by Geotechnical Observations Ltd.
- Co-operate with other reasonable requirement or requests of Geotechnical Observations Ltd which are aimed at controlling risks from staff fatigue.

This Policy Statement should be read in conjunction with our Working Hours and Fatigue Management Procedure.

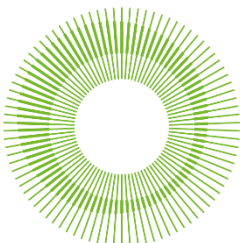
This policy will be communicated to all employees through an induction. It will also be prominently displayed at the Company’s office and freely available on the Company intranet.

Signed: 

(Managing Director)

Date: 24 October 2019

FMP/R4 1019



**Geotechnical
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