



FATIGUE MANAGEMENT POLICY

The Acqua Drill Resources HSE management program requires that operations and tasks are assessed to identify conditions and processes that must be managed to minimise employee exposure to fatigue.

Fatigue is defined as a combination of the physical effects of insufficient sleep, mental or physical stress, inadequate diet, use of substances or stimulants, general health and physical fitness levels that may cause reduced alertness levels and reaction speed.

Our employees undertake a diverse range of tasks and activities, including drilling operations, vehicle driving and maintenance activities. All activities become a high risk if employees are sustaining fatigue.

Acqua Drill Resources is committed to:

- Complying with all legislation, standards and codes of practice related to fatigue management.
- Rostering working shifts for employees which manage and do not adversely affect fatigue.
- Ensuring that fatigue-related risks are identified and assessed in operational and equipment risk assessment processes.
- Including effective fatigue management processes are documented in operational plans.
- Considering the vulnerability of an individual to fatigue is considered when assigning tasks.
- Giving such training and awareness so that employees understand the causes and effects of fatigue.
- Adopting a risk managed approach, ensuring that all employees understand the signs of worker fatigue and that individual issues are identified and that fatigue related hazards are reported.
- Effectively managing processes to prevent and control fatigue-related risk to an acceptable level.

A handwritten signature in black ink, appearing to read 'B Elford'.

Brendon Elford

**Operations Manager
Acqua Drill Resources Pty Ltd**