

FATIGUE MANAGEMENT POLICY

DIG management believes in providing a safe and healthy work environment, consistent with the provisions of the applicable State Legislation.

All personnel have a responsibility to take reasonable care to protect their own health and safety and that of others whilst at the workplace. Part of that duty of care is to ensure they present fit for work in an appropriate physical, mental and emotional state that enables them to perform assigned tasks in a manner that would not impact on their own or another's safety or work performance.

The Company will endeavour to accomplish these objectives by:

- Requiring individuals to:
 - recognise the importance of presenting oneself for work in a fit condition,
 - recognise the awareness of the health and safety implications of fatigue,
 - recognise the onset of fatigue and regularly self-assess their level of fatigue,
 - inform their line manager or escort if they have fatigue concerns, and
 - inform line supervisor, if an individual is observed showing signs of fatigue or has concerns that an individual is fatigued that may influence their fitness for duty.

- Managing fatigue through:
 - considering fatigue risks when undertaking risk assessments,
 - providing education, training, and instruction in identifying symptoms of and managing fatigue,
 - the organisational design framework (including through its rostering and workforce planning),
 - defining the maximum hours and days any person may work as part of their normal roster (including appropriate rest periods),
 - any variations to acceptable hours of work limits are risk assessed and authorised,
 - providing tools to assess and manage fatigue risks, and
 - support and professional advice for individuals managing fatigue related issues.

Company Fatigue Management procedures shall be established and maintained to reflect the requirements and detail the guidelines in relation to this policy.

This Policy shall be reviewed for continued suitability on an annual basis.

Edwin Davey - Managing Director

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