



**AUSTRALIAN MINERAL
& WATERWELL DRILLING**

ABN 48 127 948 850

**FIT FOR WORK & FATIGUE
MANAGEMENT
POLICY**

CREATED NOVEMBER 2010

AMENDED MAY 2014

AUTHORISED BY

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FIT FOR WORK POLICY

It is the duty of every employee and sub-contractor to present themselves at the start of every shift, "Fit for Work"

Being in a Fit State for work will include the following:

- Sufficiently rested as per the Fatigue Management Policy.
- Not affected by drugs or alcohol as per the Drug and Alcohol Policy (This includes prescription and over the counter medications).
- In a good emotional state. Leave personal issues at home so that you can concentrate on the job.
- Develop and maintain appropriate muscular fitness as may be required for the job.
- Good health. If you are suffering from colds, flu or other viral complaints, you need to make a decision on whether you will be okay to work. You also need to do your best to prevent spreading the illness to your co-workers. If you are aware of a medical condition which impairs your ability to do your work you must discuss this with the supervisor or manager.

FATIGUE MANAGEMENT POLICY

As part of AMWD Drilling's overall commitment to the safety of our employees, contractors and visitors, the company is committed to minimizing the risks associated with fatigue in the workplace. AMWD is committed to:

- Taking all reasonable steps to ensure that incidents, accidents or injuries are not fatigue related
- Ensuring that all employees, contractors and visitors comply with the Fatigue Management Policy and Procedure
- Increasing employee awareness about fatigue issues and site controls
- Complying with all laws, regulations and other requirements as imposed on AMWD from time to time
- Implementing a fatigue management system
- Managing fatigue related risks; and
- Reviewing this policy and procedure on an annual basis.

All AMWD employees have a responsibility to ensure their own health and safety at work. Outlined below are the responsibilities of the Management team and all employees, contractors and visitors.

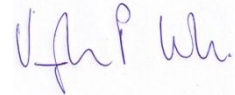
Management Team:

- Develop a plan to identify, assess and manage potential fatigue risks;
- Take reasonable actions to minimise the risk of fatigue related accidents and injuries;
- Communicate the plan with employees;
- Increase employee awareness of the risks associated with fatigue; and
- Review the plan periodically.

All employees, contractors and site visitors:

- Manage personal factors that affect/ cause/ increase fatigue;
- Ensure that they come to work in a fit for work state;
- Use their rest break between shifts to obtain sufficient sleep and rest to minimise the risks of fatigue related accidents or injuries;
- Notify their supervisor if they believe that they may present a risk to themselves or others;
- Report problems with fatigue;
- Participate in the assessment of fatigue risks; and
- Understand and execute their responsibilities under this policy and procedure.

Vaughan Cullen



Managing Director
AMWD PTY LTD
MAY 2014