

**MWH
Treatment
Limited****Policy
Statement**

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

MWH Treatment recognise that there are human performance risks from fatigue which may cause incidents and that fatigue cannot be overcome by an individual making more effort.

MWH Treatment will take all reasonable steps to ensure that all employees and subcontractors are aware of the risks surrounding fatigue and our company process for the management of these risks (HR24).

MWH Treatment will proactively manage fatigue related risk through the process of job design and fatigue risk assessment. This process is reflected within the Employee Induction and staff contracts.

We are committed to plan and implement suitable working patterns, collect, and review the associated data in accordance with our Fatigue Management Policy and Guidance.

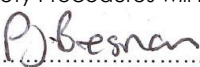
Fatigue is managed through open two-way communication with our employees and subcontractors. It is a joint responsibility to manage this effectively. All employees and subcontractors will be encouraged to honestly discuss and progress any fatigue issues that they may have.

Fatigue can be caused by many factors, for example – job design and workload, the working environment, non-work-related factors, and number of hours worked. Fatigue can reduce mental alertness and concentration and affect performance and perception of risk. To avoid this, the Company ensures that employees:

- Employees are aware of how many hours of work their job involves and do not exceed these.
- Employees are encouraged to take regular rest breaks throughout the day in addition to their meal and refreshment breaks.
- Employees are encouraged to have regular eye tests.
- Employees take their full holiday entitlement.
- Employees participate in fatigue-related education and training activities arranged by MWH Treatment
- Employees inform their line manager as soon as possible if they believe that they or a colleague are, or are likely to become, too tired to carry out their duties safely
- Employees declare any second job which could reasonably be expected to adversely affect their level of fatigue and their consequent ability to carry out their duties safely
- Employees 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.
- Line Managers monitor the workloads to ensure that staff are not overloaded.
- Line Managers offer discretionary time off for personal and family commitments within the working day to leave personal time free for rest.
- The working environment is comfortable e.g. Good ventilation, lighting and temperatures.
- DSE assessments are complete biannually (or when a significant change occurs).
- Encourage staff to be vigilant in looking out for the signs of fatigue and recognising symptoms in their fellow workers.
- Line Managers and supervisors are authorized to prevent any member of staff commencing their work or continuing their work if they believe the person is unfit due to fatigue.
- HR monitor timesheets to identify excessive hours and take the appropriate action to address.
- Co-operating with other reasonable requirements or requests of MWH Treatment which are aimed at controlling risks from fatigue

Every member of staff is reminded that they have a duty of care not just for their own safety, but also for their colleagues and others, and must ensure they are fit for work. Any breach of this Fatigue Management Policy will lead to our SYPD08-02 Just and Fair Culture process being implemented.

This Statement will be displayed prominently at all sites and workplaces and copies of the Policy and Safety Procedures will be made available for reference as required.

.......... September 2023

Paul Bresnan (MWH Treatment Chief Executive)
Signed for and on behalf of MWH Treatment Limited