

PURPOSE

Consolidated Group of Companies is committed to providing and maintaining a safe and healthy working environment for all employees and subcontractors. The company recognises that fatigue is a critical risk in mining, construction, and industrial environments and can significantly impact health, safety, performance, and decision-making.

This policy establishes minimum requirements for managing fatigue through effective **rostering, working hours, and recovery periods**, in accordance with the **Working Hours Code of Practice (WA) 2019** and applicable principal-controlled fatigue management frameworks.

Managers and supervisors are responsible for ensuring fatigue risks are identified, assessed, and controlled when work is planned, scheduled, and performed.

OBJECTIVES

This policy aims to:

- Minimise the risk of fatigue-related incidents and injuries
- Ensure rosters and working hours support adequate rest and recovery
- Align site-based work practices with principal fatigue management requirements
- Ensure workers are fit for duty and able to perform work safely

WORKING HOURS AND ROSTERING STANDARDS

All employees and subcontractors undertaking **driving and non-driving work** on site or at Consolidated Group facilities must comply with the following minimum fatigue management standards:

Hours of Work and Breaks

- **Preferred** **Maximum** **Hours**
Twelve (12) hours is the preferred maximum number of hours to be worked before a minimum **12-hour continuous break**.
- **Extended** **Hours** **(Controlled** **Use** **Only)**
In operational or exceptional circumstances, a maximum of **14 hours** may be worked, provided a minimum **10-hour break** is taken and fatigue risks are assessed and controlled.
- **Rest** **Breaks** **During** **Shifts**
A minimum **30-minute break** must be taken after any **6 hours of work**.
- **Paid and Unpaid Breaks**
 - Where employees work **more than 12 hours**, meal breaks are paid
 - Where employees work **10 hours or less**, meal breaks are unpaid (subject to applicable award, agreement, or site conditions)

Rostering Controls

- Rosters must progress **from day shift to night shift**, not night to day.
- A maximum of **14 consecutive day shifts** may be worked.
- For **12-hour night shift sequences**:
 - Less than 7 consecutive night shifts require **½ RDO**
 - More than 9 consecutive night shifts require **two (2) × ½ RDOs**
- A maximum of **833 hours may be worked in any rolling 13-week period**.

Roster Changes and Risk Assessment

- Any roster change outside approved patterns **must be assessed for fatigue risk**.
- An **RCAT (Roster Change Assessment Tool)** must be submitted to the **Principal's Fatigue Management Specialist Team** for approval prior to implementation of roster changes.
- Work must not proceed until approval is received where required by the Principal.

FITNESS FOR WORK

Employees and subcontractors must present fit for work and must not commence or continue work if fatigue is likely to compromise safety.

Workers are encouraged and supported to report fatigue concerns without fear of reprisal.

Policies	POL 41	 consolidatedgroup.com.au
FATIGUE MANAGEMENT & ROSTERING POLICY		

RESPONSIBILITIES

Management

- Ensure rosters comply with this policy, the Working Hours Code of Practice, and principal fatigue requirements.
- Provide fatigue management training and resources.
- Ensure fatigue risks are assessed, documented, and controlled.

Supervisors

- Monitor hours worked, breaks, and fatigue indicators.
- Escalate fatigue concerns and prevent fatigued workers from undertaking high-risk tasks.
- Ensure RCATs and approvals are completed where required.

Employees and Subcontractors

- Comply with roster, break, and fatigue management requirements.
- Accurately report hours worked.
- Report fatigue, fitness-for-work concerns, and unsafe conditions immediately.

Failure to comply with fatigue management requirements may result in removal from duties or disciplinary action.

RELATED PROCEDURES

- **FMG Fatigue Management Procedure**
- Site-specific Fatigue Management Plans
- Working Hours Code of Practice (WA) 2019

COMMITMENT

This policy applies to all Consolidated Group directors, managers, employees, subcontractors, and suppliers engaged in site-based operations.

Approved



Theo Tsorvas

Director

Date 13.12.2025