

FATIGUE POLICY

Introduction

As part of our overall health and safety policy, L Lynch Plant Hire & Haulage Ltd recognises that fatigue is a major health and safety risk that we must control effectively.

While not all employees will be affected by fatigue in the same manner, studies have shown that fatigue may lead to:

- Reduced concentration
- Impaired coordination
- Compromised judgment
- Slower reaction times.

All Company employees must know the signs of fatigue and how to recognise them; understand how fatigue can affect a driver's (or operator's) ability to safely operate a vehicle or plant equipment; what actions can be taken to manage fatigue.

Statement of Intent:

We are fully committed to managing and mitigating fatigue risks to ensure staff receive enough rest to perform their duties safely.

The Senior Management team will

- introduce effective controls at individual, job and organisational levels.
- ensure all staff representative groups are included during fatigue discussions.
- have in place processes to manage and mitigate the risks of the workforce becoming fatigued.
- monitor and review current fatigue controls for continued effectiveness.
- comply with Health and Safety legislation and best practice guidelines.
- ensure ownership of this policy across all levels of the company.

Responsibilities:

Management or Supervisor responsibilities

- Conduct fatigue risk assessments and implement appropriate preventive measures.
- Consult with staff, including drivers, when assessing risk of fatigue and developing preventive measures.
- Provide employees with education, training, and resources to manage fatigue.
- Implement driver work schedules with adequate rest time between shifts to mitigate the risk of fatigue.
- Provide fatigue management information to all drivers and staff to help them better prepare for work.
- Ensure all drivers and operators know how to manage fatigue and have the necessary resources to follow fatigue management procedures.
- Ensure all HGV drivers comply with Tachograph Legislation and the Working Time Directive
- Respond appropriately to observed or reported signs of driver fatigue.
- Monitor job performance of drivers based on workload, routes, shifts, etc.

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Driver and/or Operator responsibilities

- Participate in fatigue risk management processes.
- Carry out work according to fatigue management policy and safe work procedures.
- Report any signs of fatigue to supervisor/manager.
- Practice good fatigue management between work shifts
- Refuse work when impaired by fatigue.

Office Staff responsibilities

- Participate in fatigue risk management processes.
- Carry out work according to fatigue management policy and safe work procedures.
- Report any signs of fatigue to their supervisor/manager.

This policy will be communicated to all employees and organisations working on our behalf, displayed at our offices, on our intranet and is available to defined interested parties.

This policy will be reviewed annually or sooner by senior management to ensure its suitability. Where necessary it will be amended, reissued, and communicated to all employees and people working on its behalf.



Rob Lynch
Joint Managing Director

Date: 15/10/25

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