



QUATTRO PLANT LTD – MANAGING FATIGUE POLICY STATEMENT

Quattro Plant Limited recognises fatigue as a critical safety risk that can significantly impair judgement, reaction time and decision making. We are fully committed to proactively identifying, assessing and controlling fatigue risks to protect the safety of our staff.

Our policy, procedures and management system have been developed in accordance with our responsibilities under the following:

- HSWA 1974,
- MHSWR 1999,
- Working Time Regulations 1998,
- Regulation 25 of the railways and other guided transport systems (safety) regulations 2006 (ROGS),
- NR/L2/OHS/003 – Fatigue Management.

To achieve this, we will:

- Develop and implement a robust fatigue risk management system (FRMS) which will form part of our Safety Management System,
- Commit the necessary resources to develop and sustain the FRMS on an ongoing basis,
- Include fatigue as an agenda item in Health & Safety meetings comprising of managers and employee representatives,
- Introduce effective controls at individual, job and organisational levels,
- Ensure all staff representative groups are included during fatigue discussions,
- Monitor working hours and shift patterns and assess the risk of fatigue whilst planning resource allocation.
- Have in place processes to manage and mitigate the risks of the workforce becoming fatigued,
- Monitor and review current fatigue controls for continued effectiveness,
- Collect and use the necessary data including the fatigue reporting system for reporting errors, adverse events and concerns which could have a fatigue element,
- Identify arrangements for training, communication and information for all staff on fatigue issues.

It is essential that management show commitment to monitoring and managing fatigue and the whole Company co-operates. Managing fatigue will only be realised with the full involvement and commitment of leadership and staff alike at every stage of the process including the creation of an organisational culture in relation to fatigue, where staff and managers feel encouraged to honestly share, discuss and process fatigue issues.

John Murphy
Managing Director
Quattro Plant Ltd
May 2026

As HR Manager of Quattro Plant Ltd, I countersign this policy statement and shall ensure it is communicated and implemented.

Melanie Webb
HR Manager
Quattro Plant Ltd
May 2026

THIS POLICY REMAINS VALID UNTIL IT IS REVISED AND/OR RE-ISSUED