


**Black Mountain Mining (Pty) Ltd**

	<b>HEALTH SAFETY AND ENVIRONMENTAL COMPLIANCE</b>	Doc #	BMM-HSE-GEN-POL-0009
		Version #	4
Approval / Owner:	General Manager	Implementation Date:	2015/08/21
Author:	VOH Manager	Last Reviewed/Update Date:	2024/09/09
		Sanction:	General Manager & NUM Health & Safety Chairperson

**FATIGUE MANAGEMENT POLICY**

Black Mountain Mine has a duty of care obligation under the Mine Health and Safety Act of 1996 and OHS Act of 1993 (Act No. 85 of 1993) to provide a safe working environment by creating a safety culture that minimises the risk of injury to all individuals on site.



In acknowledging that fatigue is indeed a health and safety risk, the mine has developed a Fatigue Management Policy to ensure that all individuals on site are fit for work. The policy and its associated procedures will apply to all sites and activities and includes all employees, contractor business partners(CBP) and visitors. The policy is designed to address the major threats posed to Fitness for Work including medical and physical conditions, inappropriate alcohol and drug use, fatigue and stress. The mine seeks the co-operation of its work force in achieving these aims. The mine will provide education, training, awareness and counselling through the Wellness Programme to assist employees to manage their fatigue as the preferred means of addressing any such issues. The mine will also review and adapt its procedures to ensure that environmental working conditions, rosters and shift patterns are designed so that they do not cause individuals to be fatigued.

Under the Fatigue Management Policy, all individuals have the responsibility to come to work fit for work and not being fatigued. It is the responsibility of every employee to inform his/her Supervisor of personal factors like private commitments, daily commuting issues, chronic illnesses, sleeping disorders and environment difficulties, psychological issues and medication that may cause fatigue. As with any other safety issue, every individual has the responsibility to advise the mine of any person or situation in which this policy may have been breached.

Black Mountain Mine will periodically assess individuals' fatigue through a range of strategies at various times including prior to employment, annual medical, after accidents or incidents, where individuals appear fatigued and at random times. Individuals will also have the opportunity to assess themselves prior to entering the workplace. However, the Supervisors must observe any signs of fatigue and consult with employees on their fatigue status;

Black Mountain Mine will ensure that all employees who are deemed fatigued, are dealt with as per the fatigue management process. This will include protection of employees' job security and promotional opportunity and the use of sick leave for treatment. Individuals who breach the policy and its associated procedures will be offered professional assistance to assess and address any issue that cause them to be fatigued. However, individuals will be held responsible for demonstrating that they have resolved and exhausted all avenues of the fatigue management process prior to returning to work, and repeated breaches may render them liable for disciplinary action.

The Fatigue Management Policy and Procedures will be subject to regular review on reporting and reviewing organisational progress toward FMP goals, by the Fatigue Management Committee

<b>Authorisers</b>		Date: 10 Sep '24		Date: 12 Sep '24
	<b>Black Mountain Mine General Manager</b>	<b>NUM Health and Safety Chairperson</b>		