

Fatigue Management Policy Statement

As part of our commitment to provide and maintain a safe and healthy working environment, ANC will provide a fatigue management framework, designed to ensure that employees and contract carriers are fit for duty.

This framework ensures:

- Employee and contract carrier rosters allow for adequate breaks for recovery between shifts
- All drivers receive appropriate training in relation to fatigue management
- All driver working hours are recorded and collected regularly for monitoring;
- Quarterly internal reviews are conducted to ensure compliance. These reviews will cover a minimum of ten percent (10%) of the records for each individual driver, i.e. (10% check / per driver / per quarter)
- All records of driving hours are retained for a minimum of six (6) months.

ANC will use risk assessment tools (including fatigue monitoring software and education and training programs) to measure, mitigate and monitor the risks associated with fatigue.

At no time should an employee or contract carrier put themselves or others at risk.

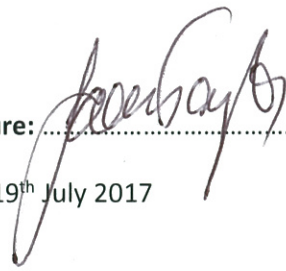
ANC, our employees and our contract carriers each have a shared responsibility to avoid fatigue-related performance impairment.

Workers have a duty of care to ensure adequate sleep and rest is obtained between shifts and out of hours activities do not cause fatigue or impair performance. If an individual assesses they are not fit to work because they are fatigued, they have a responsibility to report the matter to their supervisor/manager.

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Signature: 

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