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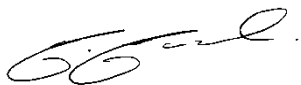
FATIGUE MANAGEMENT POLICY

Pacific Industrial Company are committed to ensuring a safe and healthy work environment and promoting Fatigue Management. In an endeavour to reduce possible risks associated with fatigue and fitness for work. Our system shall ensure:

- All operators employed by the Company are in a fit state for work when presenting for duty.
- Operators are committed to ensuring that safety & the prevention of injury or ill health is socially responsible and good business practice.
- Operators shall present themselves for duty not under the influence of alcohol or drugs, or at any time whilst operating any equipment owned or operated by the Company.
- Operators shall except the guidelines as detailed in the commercial drivers code of practice for Fatigue Management.
- Operators shall participate in any random drug and alcohol test requested by management & completed either internally or by an external source.
- Operators shall take responsibility for Fatigue Management.
- Operators shall advise their immediate supervisor as soon as possible if they are unable to report for duty on that day or should they have any issues in regards to Fatigue Management or fitness for work that may effect their ability to work safely.

Fitness for work and Fatigue Management will be diligently supervised as far as practical.

Dated this 5th day of May 2020.

A handwritten signature in black ink, appearing to read 'Marco Mosole', is written over a light blue horizontal line.

Marco Mosole
Managing Director