

The CIS Group is committed to preventing and managing risks associated with fatigue in the work environment.

Consequently, through its Integrated Excellence Management System (IEMS), the CIS Group *shall* incorporate the following fatigue management principles:

1. Ensure adequate opportunity is available for employees, contractors and visitors to have sufficient rest before commencing work, through working time arrangements.
2. Monitor and control working hours, including overtime, to provide time arrangements that do not require excessive periods of wakefulness.
3. Identify, develop and implement a fatigue management plan with control strategies to address fatigue-related risks within the workplace in consultation with the employees.
4. Provide training and awareness for employees, their families, and contractors to foster a common understanding of fatigue management.
5. Develop a culture of shared responsibility for fatigue management.
6. Implement an appropriate employee awareness programme to assist in managing fatigue.

Yannick Morillon, CEO