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Fatigue Management Policy

Enable Investment Holdings Limited is an award-winning consortium that provides a complete, in-house solution to infrastructure projects. Enable Infrastructure, Enable Infrastructure (Ireland) Ltd, Enable Hire, Enable Design and Enable Resourcing are customer-focused organisations operating across the UK and Ireland in rail, highways and utility sectors. Our philosophy is to maintain and continually improve our record of providing work of the highest quality, in accordance with the clients' requirements, on time and within budget. We endeavour to work as a team in a spirit of co-operation with our clients' and their professional representatives, investing in social value through the delivery of integrated project solutions.

The Enable Group will take all reasonable steps to ensure that all employees and subcontractors are aware of the risks surrounding fatigue and our company process for the management of these risks.

Fatigue has been identified as a factor in accidents and incidents which can lead to reduced vigilance and alertness, increase errors, impair decision making and deterioration in mood and motivation. The Enable Group recognise that there are human performance risks from fatigue which may cause accidents and that fatigue cannot be overcome by an individual making more effort.

The Enable Group will proactively manage fatigue related risk through the process of shift pattern and fatigue risk assessment. Furthermore, we will collect and review the associated data in accordance with our Fatigue Management procedure.

Fatigue is managed through open two-way communication with our employees and subcontractors. It is a joint responsibility to manage this effectively. All employees and subcontractors will be encouraged to honestly discuss and progress any fatigue issues that they may have.

Our Senior Managers recognise that fatigue management is not a one-off activity – it is a continuous improvement system that requires an ongoing commitment of resource to support to be effective, along with ongoing fatigue controls. We are committed to involving employees and subcontractors in implementing and monitoring our fatigue risk control measures and to setting objectives and targets around its management.

We will encourage individuals to:

- Make appropriate use of off-duty periods provided in the working pattern to obtain sufficient sleep to carry out their work safely, including taking future duty times into account when planning their off-duty lives
- Take reasonable steps to ensure that their sleeping environment, nutrition, use of caffeine, alcohol, drugs and medications, and their travel arrangements do not adversely affect their ability to carry out their duties safely
- Participate in fatigue-related education and training activities arranged by the Enable Group
- Inform their line manager as soon as possible if they believe that they or a colleague are, or are likely to become, too tired to carry out their duties safely
- Declare any second job which could reasonably be expected to adversely affect their level of fatigue and their consequent ability to carry out their duties safely
- Inform their line manager if they become aware that they may have a condition such as a sleep disorder which could make them more liable to potentially dangerous levels of fatigue at work
- Report any other concerns they may have regarding risks from fatigue
- Co-operating with other reasonable requirements or requests of the Enable Group which are aimed at controlling risks from fatigue

This policy statement should be read in conjunction with our Fatigue Management procedure.

This Policy Statement and associated IMS procedures apply to all activities and work undertaken by the Enable Group. All employees and subcontractors are required to comply with this policy. They will be briefed and made aware of our expectations during the induction process and following any subsequent amendments. It will be accessible to all interested parties via SharePoint, noticeboards, the company website and will be available on request.

The Directors of the Enable Group are committed to this Policy and are responsible for ensuring its arrangements are implemented and upheld. It will be reviewed annually and revised as often as may be deemed appropriate.

Shane O'Halloran
Chief Executive Officer
 January 2025

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