

POLICY

E & B Oilfield Services, Inc. has adopted this policy to inform employees of the Fatigue Management Plan. This ensures the safety and health of the employees.

RESPONSIBILITIES

Fatigue Management is a shared responsibility between the Company and its employees.

Employer Responsibilities

- Ensuring all employees are physically fit and capable to perform the job duties assigned
- Training personnel to recognize and manage fatigue
- Responding quickly to eliminate workplace hazards
- Providing adequate rest breaks
- Ensuring employees follow safe job procedures
- Reviewing job hazard analysis whenever there is a significant change to any element of the job or there has been an injury or illness

Supervisor Responsibilities

- Establishing and maintaining safe and healthful working conditions
- Monitoring employee fatigue
- Ensuring employees are not impaired by illness or medication use
- Setting good examples, instructing their employees, making sure they fully understand and follow safe procedures

Employee Responsibilities

- Notifying their supervisors if they are fatigued to the point of not being able to perform their duties safely
- Ensuring they are physically and mentally fit to perform their job functions safely; they must take responsibility for their own safety as well
- Notifying their supervisor if they are taking prescription or over-the-counter medications
- No employee is expected to undertake a job until he/she has received instructions on how to do it properly and safely, and is authorized to perform the job
- No employee will undertake a job that appears to be unsafe
- Employees are to report to a superior or designated individual all unsafe conditions encountered during work
- Personal protective equipment must be used when and where required, and properly maintained

TRAINING

E & B Oilfield Services, Inc. will provide initial and annual training on how to:

- Recognize fatigue
- Control fatigue through appropriate work and personal habits
- Reporting of fatigue to supervision

PROCEDURES

Control of Worker Fatigue

To control worker fatigue, allow for sufficient sleep, and increase mental fitness, E & B Oilfield Services, Inc. will set work hour limitations and will control job rotation schedules.

It is the policy of E & B Oilfield Services, Inc. to provide equipment such as:

- Anti-fatigue mats for standing
- Lift assist devices for repetitive lifting and other ergonomic devices as deemed appropriate
- Chairs to sit in periodically

E & B Oilfield Services, Inc. will provide periodic rest breaks for personnel and will also periodically evaluate and improve work tasks to control fatigue.

Reporting Fatigue and Tiredness

It is the policy of E & B Oilfield Services, Inc. that all employees feeling fatigue, tiredness or lack of mental acuity must report to their supervisor immediately.

Supervision must take appropriate actions to prevent loss.

Over-the-Counter and Prescription Drugs

E & B Oilfield Services, Inc. will ensure that employees do not use over-the-counter or prescription drugs to increase mental alertness.

All employees of E & B Oilfield Services, Inc. are discouraged from taking any substance known to increase fatigue, including fatigue that sets in after the effects if the drug wears off.

