

# INJURY MANAGEMENT POLICY

## Our Standard

The Company is committed to preventing injury or illness by providing a safe and healthy work environment. In the event of a work related injury or illness, the Company will actively support and facilitate the employee's recovery.

## Our Commitment

Our primary goal is to restore the employee to their pre-injury status in a safe and timely manner. In order to achieve this goal, a coordinated injury management programme will be provided. Our aim will be to return the employee to their pre-injury duties and to minimise the social and economic effect of the work related injury or illness.

### The Company is committed to:

- Ensuring injured or ill employees are treated in a fair and equitable manner where their rights, welfare, and privacy are preserved and respected;
- Ensuring an early intervention approach is undertaken to minimise the effects of injury or illness;
- Actively supporting and facilitating the employee's recovery to minimise the effects of injury or illness;
- The process and merits of occupational rehabilitation and work attendance, and therefore ensuring that an early return to work is the normal practice and expectation;
- The engagement of skilled and credentialed medical and rehabilitation service providers;
- Consulting with employees, and where applicable employee representatives, to ensure the injury management programme works effectively and efficiently;
- Ensuring participation in a rehabilitation programme will not, of itself, prejudice an injured or ill employee; and
- Where and when appropriate, supporting the redeployment of injured or ill employees to alternative employment.

## Responsibilities

Our injury management programme has shared responsibilities between employees and management. In summary:

### Management is to:

- ◆ Implement the injury management policy and the associated procedures in their respective area of control;
- ◆ Oversee and periodically review the injury management process;
- ◆ Foster a work environment supportive of injured or ill employees;
- ◆ Provide sufficient resources to maintain the injury management programme; and
- ◆ Be responsible for the cost of injury management within their area of control.

### Employees are to:

- ◆ Report all work related injuries or illnesses immediately to their supervisor or manager;
- ◆ Comply with the injury management policy and the associated procedures;
- ◆ Foster a work environment supportive of injured or ill employees; and
- ◆ Actively participate in the injury management process.



**Gerhard Poelzl**  
**Managing Director Pacific**