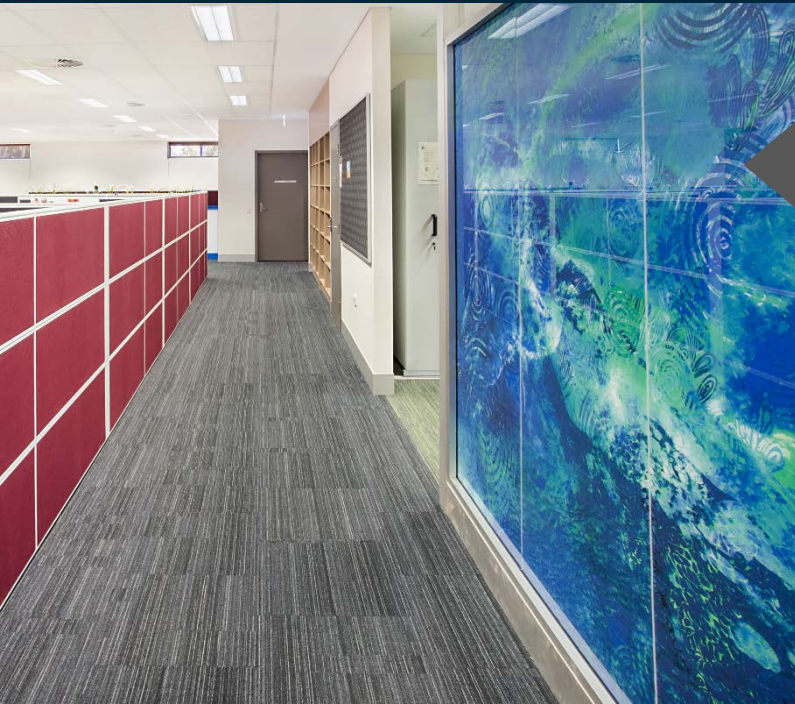


INJURY MANAGEMENT & RETURN TO WORK POLICY



Pindan Contracting recognises the benefits of sound injury management principles and practices and is committed to implementing such practices in all of its workplaces. In conjunction with this commitment Pindan Contracting acknowledges all legislative frameworks which govern and support injury management activities.

This policy constitutes a joint workforce - management agreement to which Pindan Contracting commits to:

- > Provide a safe and healthy work environment, but in the event of injury or illness, make sure workplace injury management is commenced as early as possible in accordance with medical opinion.
- > Make suitable duties available to injured or ill workers to facilitate their safe and early return to work. These duties will be consistent with current medical opinion and be time limited.
- > Maintain confidentiality over medical and injury management information including verbal or written confidentiality.
- > Make workers aware that in the event of injury or illness they will be consulted in the development of a structured and safe return to work program that will not disadvantage their employment position.
- > Comply with legislative obligations with regard to the nature and standard of injury management at the workplace.
- > Adopt a multidisciplinary approach to injury management as required to achieve the best possible outcomes for early return to work.
- > Regularly review this policy and associated programs to ensure Pindan Contracting's commitment continues to meet legislative requirements and the needs of all parties.

I commit to the implementation of this Policy and its supporting framework of workplace injury management procedures, which outline key terms, roles and responsibilities and stages in the return to work process.

Handwritten signature of Tony Gerber.

Tony Gerber
Managing Director
June 2018

Experience has demonstrated that early intervention and management of workplace injury through sound injury management practices greatly assists the healing and recovery process and helps restore workers to normal duties much sooner. Workplace injury management includes early provision of timely and adequate services, including a suitable duties program, and aims to:

- > Maintain injured or ill workers at work or;
- > Ensure the employees earliest possible return to work or;
- > Maximise the worker's independent functioning; and
- > Provide for durable employment

