

## INJURY MANAGEMENT

Georgiou is committed to assisting workers who suffer a work-related injury or illness to return to work as soon as medically appropriate and will adhere to the requirements of the relevant workers compensation and injury management legislation in the jurisdictions in which we operate.

Georgiou is committed to the task of planning, implementing and maintaining an effective injury management program to:

- ensure the occupational rehabilitation process is commenced, including a return to work program, as soon as possible after the occurrence of an injury or illness in a manner consistent with medical judgement and in accordance with the requirements of the relevant Workers' Compensation Act;
- expediently treat and rehabilitate to minimise disruption to peoples wellbeing and operations;
- provide appropriate duties to injured workers, where practicable, as an integral part of the rehabilitation process;
- consult with employees to ensure our rehabilitation programs operate effectively;
- ensure participation in a rehabilitation program will not, in itself, prejudice an incapacitated employee; and
- maintain confidentiality of worker information during the return to work and rehabilitation process.

Management supports the injury management process and recognises success relies on the active participation and cooperation of the injured worker. Workers are required to support and cooperate with their rehabilitation program. Whenever possible, suitable duties will be arranged internally having regard for the injured worker's medical restrictions.

All persons who work for Georgiou have a personal responsibility for implementing this Policy.



John Georgiou  
Chief Executive Officer  
September 2017

