



INJURY MANAGEMENT

Georgiou is committed to assisting employees 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 the employee's wellbeing and operations;
- provide appropriate duties to injured employees, where practicable, as an integral part of the rehabilitation process;
- consult with employees to ensure Georgiou's rehabilitation programs operate effectively;
- ensure participation in a rehabilitation program will not, in itself, prejudice an incapacitated employee; and
- maintain confidentiality of employee 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 employee. Georgiou employees are required to support and cooperate with their rehabilitation program. Whenever possible, suitable duties will be arranged internally having regard for the injured employee's medical restrictions.

All employees, and persons who work with Georgiou, have a personal responsibility for implementing this Policy.

Rob Monaci
Chief Executive Officer
Georgiou Group
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