



INJURY MANAGEMENT POLICY

Decmil Australia Pty Ltd is committed to assisting injured employees to return to work as soon as medically appropriate and will adhere to the requirements of *applicable state, territory or federal legislation in Australia* in the event of a work related injury or illness.

It is our policy to:

- Maintain a workers' compensation insurance policy that covers all employees, in accordance with the relevant state, territory or federal legislation.
- Develop a documented injury management system to describe the steps that will be taken when a work related injury or illness occurs.
- Appoint an Injury Management Coordinator who will be responsible for the injury management system.
- Promote, display and provide training on the documented injury management system for all our employees.
- Establish and implement an appropriate, documented return to work program with the involvement and consent of the injured employee and treating medical practitioner.
- Arrange suitable duties internally having regard for the injured employee's medical restrictions, wherever possible.
- Engage an approved vocational rehabilitation provider in the event that a work related injury or illness prevents an employee from resuming their former position within our organisation.
- Continuously review our injury management system in order to meet or exceed best practice.

Management (including supervisors) are responsible for supporting the injury management process and ensuring that early intervention is taken to minimise the potential impact of a work related injury or illness.

Injured employees are required to actively participate and cooperate with management to ensure the success of the injury management system.

Decmil Australia Pty Ltd is committed to this Injury Management Policy and shall review its content on an annual basis, in accordance with the review date set.



TOM FALLON
General Manager