

WORKPLACE INJURY MANAGEMENT AND REHABILITATION

Saunders International Limited is committed to the prevention of workplace injury and illness for its employees by providing a safe and healthy work environment.

The Company recognizes that early implementation of injury management and occupational rehabilitation assists the injured worker to achieve the utmost in physical, psychological, social, vocational and economic effectiveness.

To enable this to occur, the Company shall ensure that: -

- The Injury Management system is maintained and continuously improved to provide appropriate and timely intervention, based on the professional assessment of the injured workers treatment and rehabilitation needs
- A return to work coordinator is responsible for the facilitation of the Injury Management System in accordance with Company process and procedures
- Injured workers should work collaboratively with the Company to assist them to return to work
- Injured workers participating in a return to work program are not disadvantaged
- That suitable duties are identified and developed through consultation with the injured worker, the treating medical practitioner, the return to work coordinator, supervisor and where indicated the rehabilitation provider
- Assistance is provided to injured workers deemed permanently unfit for pre-injury duties to gain a meaningful role within the larger community
- Assistance of outside agencies, such as rehabilitation providers and other resources, is provided to assist in the effectiveness of the injury management and rehabilitation process

This policy will be subject to annual review to ensure it remains relevant, adequate and effective.

The goal of this policy and program is to assist any injured worker to achieve timely and complete recovery, to enable them to remain engaged effectively in the workforce and community.

09 February 2021

DATE



MARK BENSON

Managing Director & Chief Executive Officer