

WORKPLACE INJURY MANAGEMENT AND REHABILITATION POLICY

Saunders International Limited ("Saunders") is committed to the prevention of illness and workplace injury to its employees by prioritising a safe and healthy work environment.

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.

Saunders recognises 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, Saunders will 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 allocated and responsible for the facilitation of the Injury Management System in accordance with company processes and procedures
- Injured workers are provided every means necessary to work collaboratively with the Company to assist them to return to work
- Injured workers participating in a return-to-work program are not disadvantaged
- 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
- Additional support from outside agencies, such as rehabilitation providers and other resources, is provided to assist in the effectiveness of the injury management and rehabilitation process

Workers are responsible for:

- Reporting workplace injuries immediately to their supervisor or manager.
- Participating in early return to work and rehabilitation process.

This Policy is communicated to all employees and subcontractors through the induction process and by placement in workplaces. It applies to all activities undertaken by Saunders.

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



ANGELO De ANGELIS

Managing Director & Chief Executive Officer