

## WORKPLACE INJURY MANAGEMENT AND RETURN TO WORK POLICY

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SMS Geotechnical Pty Ltd is committed to the prevention of illness and injury to its employees by providing a healthy and safe working environment with a focus on employee wellbeing. This Policy should be read in conjunction with our Work Health and Safety Policy.

The purpose of this policy is to support our injury management and equitable return to work program which provides a framework for a coordinated and integrated approach to workplace injury and illness. SMS Geotechnical recognises that both management and workers have a role to play in the promotion of safe and equitable return to work for all employees.

SMS Geotechnical is committed to a workplace that:

- Provides a scheduled and active program supporting a mentally healthy workplace environment.
- Ensures that management of all injuries result in an equitable return to work for our employees; and
- Embraces employee diversity.

Across all our operations, we develop, implement, and maintain effective Workplace Injury Management and Return to Work Procedures that are compliant with our legislative requirements. This is achieved by:

- Appointing a workplace-based Return to Work Coordinator;
- Ensuring an injury management plan for injured employees with a significant injury is created;
- Ensuring that contact is made with the injured employee as soon as practicable after the injury;
- Ensuring a return to work as soon as possible;
- Ensuring that participation in return-to-work program does not disadvantage employees in any way;
- Providing access to accredited rehabilitation providers, where required, to ensure the provision of quality rehabilitation services. An employee may however choose their own rehabilitation provider;
- Consult with our employees and the representatives regarding the rehabilitation program; and
- Cooperating with any onsite reporting and rehabilitation requirements.

All workers are committed to:

- Complying and cooperating with the requirements of this policy and any supporting documents or processes effectively.

### Authorising Officer

**Name:** Darren Shotton

**Position:** Managing Director

**Signature:**



**Date:** January 2022

**Review Date:** January 2025