

## Injury Management Policy

Aspect 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.

This will be achieved by:

- Ensure an employee 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.
- Maintain confidentiality of employee information during the return to work and rehabilitation process.
- Expediently treat and rehabilitate to minimise disruption to the employee's wellbeing and Business operations.
- Provide appropriate duties to injured employees, where practicable, as an integral part of the rehabilitation process.
- Consult with employees to ensure Aspect's rehabilitation programs operate effectively.
- Ensure the workforce understand their rights and responsibilities towards effective injury management including; reporting the injury as soon as possible, taking all necessary steps towards rehabilitation by demonstrating a commitment to their own injury management / recovery and complying with all reasonable and lawful directions of the Company in the management of their claim.
- Appointing an Injury Management representative to work with the employee to encourage, develop and manage a return-to-work program in accordance with the treating practitioner's recommendations.
- Communicate this policy to all employees across the company.

Aspect Management supports the injury management process and recognises that success relies on the active participation and cooperation of the injured employee.

This policy applies to all Aspect personnel working across all projects and operations. All Aspect managers and supervisors have a responsibility to monitor the work environment and ensure it is free from potential hazards to reduce the occurrence of injuries to the workforce.



Justin Giblett - Director

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