

## INJURY MANAGEMENT POLICY

DIG recognises that effective injury management is a beneficial process that promotes the early return to work for injured or ill workers. DIG is committed to implementing workplace principles and practices at our workplace that ensure positive injury management. DIG complies with legislation applicable to the state in which the business operates to govern the management of any injuries that has been sustained whilst performing employed duties.

DIG implements strong 'Return to Work' programs and plans; assisting in the healing process and the timely return to full working duties of any injured DIG worker. The 'Return to Work' process and procedures is governed by senior management and the insuring parties.

All injury management programs aim to provide early intervention of timely and adequate rehabilitation services, including alternate duties programs, which;

- Manage injured or ill workers;
- Facilitate the workers earliest possible return to work;
- Provide alternative duties; or
- Maximise the workers independent function.

Success for the management process requires the commitment of the injured worker, support of co-workers and supervisors and effective injury management coordination. DIG is committed to:

- Providing a safe and healthy work environment;
- Embracing a holistic approach through medical, psychological, social and vocational injury management as required;
- Commencing the management of workplace injuries as soon as practicable in accordance with medical advice;
- Ensuring workers are informed about their rights and obligations;
- Including injured or ill workers in the development of safe and structured return to work programmes, where appropriate;
- Providing medically approved alternate duties for injured or ill workers, where appropriate;
- Ensuring confidentiality to all injury management information as per the governing Privacy Act 1988 (Cth); and
- Complying with legislative obligations for injury management.

Edwin Davey - Managing Director

Signed: 