

Workers Compensation & Rehabilitation Policy

It is the policy of Bardavcol Pty Ltd to ensure so far as is reasonably practicable that all employees are, whilst at work, safe from injury and risks to health.

Should any Bardavcol employee suffer injury or contract an illness whilst at work, Bardavcol will encourage, assist and support the employee to recover from their incapacity and return to meaningful and productive work in a timely manner. This will be done without exposing the worker or other persons to an increased risk of injury or illness.

To achieve this objective, Bardavcol will:-

- Ensure that all work-related injuries, accidents and illnesses are reported promptly, recorded appropriately, and treated confidentially
- Liaise with each injured worker to monitor their condition and ensure they are fully informed of their rights and responsibilities, and the implications of any decisions they make in respect of their rehabilitation.
- Consult with injured workers, their medical care providers, rehabilitation providers, and other appropriate specialists to develop and implement suitable and effective return-to-work plans.
- Where possible, provide suitable alternative work activities with regard to the worker's limitations and any necessary associated training, to facilitate the return-to-work plan.

Bardavcol employees incapacitated by injury or illness at work are required to:-

- Participate actively in the development of their return-to-work plan, and
- Undertake agreed medical treatments and abide by agreed medical constraints, and
- To the best of their ability, comply with the agreed return-to-work plan

All Bardavcol employees are required to assist and facilitate incapacitated workers to return to work in accordance with their agreed return-to-work plan, and to encourage them in their rehabilitation throughout their period of recovery.

A handwritten signature in black ink, appearing to read "Darren Foster".

Darren Foster
Executive Chairman