

## INJURY MANAGEMENT & RETURN TO WORK POLICY

ConsMin is committed to creating and maintaining a safe, healthy and productive workplace for all our People. In the event of a work-related injury or illness, ConsMin will ensure that necessary assistance is available for our People to remain at work, or recover and return to work as soon as possible.

ConsMin will also take all necessary steps to prevent such an incident from re-occurring.

ConsMin's Injury Management Program aims to restore employees who have suffered a work-related injury or illness to their fullest possible work capacity.

### ConsMin is committed to:

- Caring for, and respecting, our People throughout the Injury Management and Return to Work process;
- Treating our People with fairness and dignity during the Injury Management and Return to Work process;
- Preventing injuries and illness by providing safe and healthy working environments;
- Promoting early reporting, treatment, intervention and management of all workplace injuries and illnesses;
- Providing an injured employee with immediate first aid or medical treatment;
- Immediately investigating the incident that caused or contributed to the injury;
- Devising and implementing corrective actions and / or strategies to reduce and / or prevent the occurrence of similar incidents and injuries;
- Ensuring that employees who are injured at work, are able to return to work as soon as possible in a safe and sustainable way;
- Providing suitable duties for all employees injured at work;
- Encouraging employees to be actively involved in the effective management of their injuries and illnesses;
- Consulting with employees and their representatives in order to ensure that injury management programs operate effectively;
- Ensuring compliance with all relevant Workers Compensation, Injury Management and Occupational Health and Safety legislation, regulations and guidelines;
- Ensuring that all information about an employee's injury or illness remains confidential and
- Providing a process for dispute resolution if a Return to Work plan cannot be agreed; and
- Ensuring that participation in injury management programs is of benefit to all employees with a work-related injury or illness.

**Shiyao Jin**  
**Managing Director**

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