



## INJURY MANAGEMENT POLICY

### PURPOSE

Primero is committed to ensuring the workplace is free from harm or hazard. The purpose of this policy is to demonstrate Primero's commitment to reducing the impact on individuals and the business of lost time injuries through effective injury management.

### OUR AIM

- Adhere to the legislative requirements of the Workers Compensation and Injury Management Act 1981 (WA) as amended from time to time;
- As soon as medically appropriate, return the injured employee to prescribed light duties with the aim of responsibly returning the employee to full and unrestricted duties (when possible);
- Form strong relationships with industrial health specialists who understand Primero and the industry;
- 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 Primero in the management of their claim;
- Demonstrate a commitment by Primero to assist the injured worker by arranging appropriate medical treatment, appointing an Injury Management Coordinator and working with the employee to encourage, develop and manage a return to work program in accordance with the treating practitioner's recommendations;
- Educate the workforce in methods of minimising the risk of further injury caused by delay, inaction or inappropriate medical treatment; and
- Communicate this policy across the whole organisation by effectively utilising resources such as tool box meetings, notice boards, crib-rooms and other forms of electronic communication when appropriate.

### COMMITMENT TO OUR CLIENTS

This policy applies to all Primero personnel, and contractors working across all projects and operations at all times. Managers and supervisors have a responsibility to monitor the work environment and ensure it is free from potential hazards so as to reduce the occurrence of injuries to the workforce.

The board of directors commits to ensuring this policy is enforced and communicated to the workforce.

Cameron Henry  
Director

Dean Ercegovic  
Director

Brett Grosvenor  
Director