



INJURY MANAGEMENT POLICY

PURPOSE

Primero has a proactive approach to injury management and works relentlessly in implementing risk management solutions to drive a healthy and predictably safe work environment. 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)
- Under guidance from medical professionals, return the injured employee to prescribed light duties with the aim of responsibly returning the employee to full and unrestricted duties as soon as possible;
- Form strong relationships with 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 injury;
- Demonstrate a commitment 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;
- Protect the confidentiality of information obtained in respect to an employee's injury or illness; and
- Communicate this policy across the whole organisation by effectively utilising resources such as toolbox meetings, inductions, notice boards, crib-rooms, and all other means as 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 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.

Mark Connelly
Non-Executive Chairman

Cameron Henry
Managing Director

Dean Ercegovic
Executive Director

Brett Grosvenor
Executive Director