

PYBAR MINING SERVICES PTY LTD (PYBAR) is committed to making provision for the injury management and vocational rehabilitation of all employees who have sustained a compensable work related illness, injury or disability.

The Company recognises the importance of early intervention in workplace injury management and is dedicated to the implementation of this policy (in consultation with medical and legislative guidelines).

The Company will achieve this unambiguously through the provision of a structured Injury Management Plan and will undertake to:

- prevent injury and illness through the provision of a safe and healthy working environment;
- ensure early intervention after injury to achieve an outcome of early return to work;
- ensure that injured workers are aware of their rights and responsibilities, including the right to choose a treating doctor and accredited rehabilitation provider where necessary;
- provide Suitable Duties for an injured employee as soon as possible and in accordance with medical certification;
- provide support to the injured worker;
- maintain confidentiality of all injury management records;
- consult and communicate with employees in the development and review of injury management strategies as well as individual return to work plans; and
- ensure that participation in a return to work plan will not in itself prejudice an injured employee.



**Brendan Rouse**  
**Chief Executive Officer**  
**PYBAR MINING SERVICES PTY LTD**

Date: 19/07/2017