



Injury Management and Return to Work Policy

At APA we aspire to the goal of zero harm for our people by providing employees with a safe and healthy work environment. It is recognised however, that work related injury or illness may unfortunately occur and APA understands the benefits of early intervention and workplace rehabilitation to support the affected person's recovery and safe return to work.

APA is committed to an equitable and effective injury management program that provides for a comprehensive, coordinated approach to the management of the injury/illness, compensation claim, rehabilitation and impact to the affected person and our business.

APA will achieve this commitment by:

- Complying with applicable legislative obligations;
- Early intervention and support to facilitate remaining at work or early return to work being the normal and expected practice where possible;
- Providing suitable duties where practicable, consistent with the nature of the injury/illness and appropriate medical advice;
- Ensuring that affected personnel are not disadvantaged while participating in workplace rehabilitation;
- Clearly defining expectations and responsibilities for injury management through implementing procedures;
- Providing suitable internal and where required external resources to facilitate the management of work related injuries and illness;
- Providing employees with training in injury management, including awareness of their role and legislative rights and responsibilities;
- Consultation and engaging with injured employees and other stakeholders whilst preserving confidentiality and privacy;
- Measuring injury management performance and adopting opportunities for improvement.

APA requires its employees to participate in the implementation of this injury management policy, its injury management procedures and to comply with applicable legislation and other injury management requirements.

A handwritten signature in black ink that reads 'Rob Wheals'.

Rob Wheals - Managing Director/CEO