

POLICY STATEMENT

Westgold Resources Limited (“**Westgold**” or the “**Company**”) is committed to make occupational rehabilitation available for all Westgold employees who sustain a work-related injury or illness. The company’s return to work goal, is for every injured worker to return to their pre-injury duties as soon as practicable and safe to do so.

POLICY OBJECTIVES

- Encourage all personnel to report all injuries and illnesses as soon as possible, as this will allow timely, proactive assessment of any injury/illness, which will allow the appropriate level of treatment to facilitate a smooth transition back to the workforce.
- Inform employees of their rights and responsibilities regarding the workers compensation system, their rehabilitation, and involve them in decisions and actions relating to their rehabilitation.
- Promote and assist in the early recovery from injury or illness through participation in Return-to-Work Plans that have been developed in consultation with key stakeholders.
- Provide rehabilitation to all injured employees by progressively returning injured employees to the normal duties of their classification and workplace.
- Ensure the confidentiality of employees’ information in line with legislative requirements.
- Seek continuous improvement in the health and safety standards.

TO ACHIEVE THESE OBJECTIVES, WE WILL:

- Maintain and ensure that all workers are covered by appropriate Workers Compensation insurance.
- Train and educate all employees to immediately report all workplace injuries and in the mandatory requirement to attend medical appointments as scheduled.
- Ensure that the Manager and Supervisor play an active role in the injury rehabilitation process. This would include the development of and implementation of effective return to work plans.
- Develop and maintain effective injury management processes and systems to ensure that our people are treated and supported through both the Injury Management and Workers Compensation processes.

Westgold is committed to providing a successful rehabilitation program, aiming to facilitate a safe return to work through the implementation of this policy and will review the policy for completeness and practicability periodically to ensure compliance with legislative requirements and at least every two years to ensure that the policy remains aligned to the overarching Company purpose, ambition and values.



Wayne Bramwell | Managing Director

