

INJURY MANAGEMENT POLICY

Global Civil and Mining is an integrated civil and mining service providing surface mining, mine site construction and surface miner rebuilds.

Our Scope is to provide *Surface Mining Operations, Maintenance of Surface Mining Plant and Equipment.*

Global Civil and Mining is committed to assisting injured workers to return to work as soon as medically appropriate and will adhere to the requirements of the *Workers Compensation and Injury Management Act 2023* in the event of a work-related injury or illness.

To implement this Policy we will:

- In the event of a workplace injury or illness provide a process which involves the employee, their treating medical practitioner, the Insured Claims Handler, and the employer to work together to assist the injured employee to achieve safe and sustained return to work;
- Establish and support a Return to Work Plan immediately following a workplace injury or illness with the objective of ensuring the best practical levels of recovery for the employee;
- Engage in consultation with the employee, and where necessary, his/her representative, on a return to work program, that achieves a return to work as soon as possible;
- Ensure that participation in a rehabilitation program does not prejudice the employee;
- Whenever possible, arrange suitable duties internally, having regard for the medical advice and the injured employee's restrictions;
- Facilitate injury management with the goal of returning the employee to pre-injury duties where practicable;
- Support the injury management process and recognise that success relies in the active participation of co-operation of the injured employee

This Policy applies to all personnel engaged in activities under Global Civil and Mining's operational control. Global Civil and Mining Management will use their influence to promote this Policy. Global Civil and Mining will adapt to the higher-level procedure that is applicable to the site standards.

Global Civil and Mining will review this policy annually.



John O'Donnell
Director
17th April 2026