

INJURY MANAGEMENT & REHABILITATION POLICY

Pan Process is committed to the provision of effective and pro-active injury management to facilitate the rehabilitation of all employees who have sustained a work-related injury, illness or disability and, where possible, non-work related illness or injury. Pan Process will coordinate and implement a process to facilitate an employee's efficient and cost-effective return to suitable employment as soon as practicable.

Injury management objectives include:

- the adoption of a structured, systematic workplace based approach to injury and claims management for all employees who have sustained an injury, illness or disability;
- the coordination of an employee's safe return to productive employment at the earliest opportunity, through effective communication and participation of key parties at all stages of the return to work process;
- the provision of alternative duties to facilitate an employee's recovery and return to suitable employment;
- the development of a workplace culture supportive of early return to suitable duties as soon as practical following a workplace illness, injury or disability;
- assistance to injured employees with a permanent disability, into available alternative employment within the organisation, or to offer resources to assist in their redeployment into new employment;
- compliance with all relevant legislation, regulations, codes of practice, relevant standards and company and site specific policies and procedures.

All individuals have the responsibility and accountability to comply with the Company injury management and rehabilitation systems.

This policy is fundamental to the Company's management of health and safety.

A blue ink signature of Dave Edwards, consisting of stylized initials and a surname.

Dave Edwards
Managing Director
20 July 2012

A blue ink signature of Dave Lunn, consisting of stylized initials and a surname.

Dave Lunn
Director
20 July 2012