

## INJURY MANAGEMENT POLICY

Hawkesbury Cranes Pty Ltd is totally committed to preventing illness and injuries at work. We believe in providing a safe and healthy working environment for our employees. However, we recognise that injury or illness may still occur and therefore all incidents shall be reviewed with steps being taken to prevent recurrence.

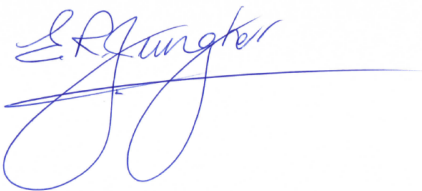
Hawkesbury Cranes Pty Ltd firmly believe that occupational injury management is of benefit to everyone and should commence as soon as possible following injury or illness. At all times the rights, welfare and confidentiality of the employee will be respected in accordance with the requirements of Workcover NSW.

Hawkesbury Cranes Pty Ltd Injury Management Program is a managed process involving early provision of necessary and reasonable services, including a suitable duties program, to ensure the injured employees' earliest possible return to work. A team approach to Injury Management is used with co-operation and consultation being key requirements for all parties involved remaining focused on the needs of the injured party.

Our dedicated Injury Management Co-ordinator provides the necessary link between the treating medical practitioners, injury management service providers and the workplace.

The goal for Hawkesbury Cranes Pty Ltd and the injured party through the Injury Management Program is to return the injured person to their normal duties with approval from a doctor in the first possible instance. The program shall be regularly reviewed and updated accordingly.

This program will be monitored by the Injury Management Co-ordinator.



**Ernie Jungherr,**  
General Manager

**Date: 5<sup>th</sup> November 2013**