

Worthwhile Recruiting (WWR), through its Workplace Injury Management and Work Health & Safety Management systems, is committed to:

- preventing injury and illness in the workplace through the provision of a safe and healthy working environment and with best practice approaches to risk, claims and injury management;
- encouraging employees to identify workplace hazards, so they may be assessed and controlled in a consultative manner;
- fully investigating all identified hazards, incidents and accidents;
- ensuring employees are informed of their rights and obligations concerning workers compensation through the provision of information and services contained within the WWR Recover@Work Program; and
- rehabilitating employees who are injured, or become ill, in the course of their employment.

WWR has consulted with management and staff to ensure that the WWR Recover@Work Program operated in an effective manner for the purpose of implementing WWR's return to work objectives which are to:

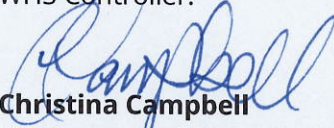
- commence the injury management process as soon as possible following injury, irrespective of an employee's compensation claim status;
- facilitate an individual Recover@Work Plan following a work-related injury or illness as soon as possible;
- ensure that the provision of suitable duties as part of an injured employee's Recover@Work Plan, is an integral part of the injury management process;
- work cooperatively to resolve disputes regarding an employee's workers compensation claim, return to work, or the employee's individual Recover@Work Plan itself; and
- ensure that participation in a Recover@Work Plan will not, of itself, prejudice or disadvantage an injured employee.

WWR has appointed qualified Return to Work Coordinators, who will oversee individual Recover@Work Plans and coordinate all activities designed to support employees undertaking rehabilitation.

The injured employee has the right to select their own medical practitioner and accredited rehabilitation provider or use independent medical practitioners and WWR's appointed accredited rehabilitation provider Actevate. Employees must cooperate with the WWR Return to Work Coordinator, medical practitioner and rehabilitation provider to enable compliance with WHS and Injury Management obligations, including return to work.

This Recover@Work Policy forms a component of WWR's overall Workplace Health & Safety and Injury Management Systems. It should be read in conjunction with the WWR Incident and Accident Management Procedures and WHS Incident/Accident Reporting and Investigation Procedures embedded in WWR's online employee and WHS management tool.

This Recover@Work Program shall be reviewed at regular intervals of no greater than 2 years and updated accordingly. For further details about the Recover@Work Program, please contact the WHS Controller.



Christina Campbell
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