

# Workers' Compensation and Injury Management Policy

Asia Iron Australia is committed to assisting workers who sustain injury or illness in the workplace through the workers' compensation claim process and provide appropriate injury management and support to enable them to return to work as soon as medically appropriate.

Asia Iron Australia will comply with the requirements of the relevant workers' compensation and injury management legislation and strive to provide leading practice processes and support to achieve our objectives.

Our workers' compensation and injury management objectives are to:

- Minimise the impact to injured workers and treat them with respect;
- Support injured workers to have a successful and appropriate return to work outcome;
- Manage workers' compensation and injury management processes to a standard that meets legislative and business requirements.

To achieve our workers' compensation and injury management objectives we will:

- Establish a "risk aware" workforce who apply a risk based approach to work activities in order to minimise the risk of injury in the workplace;
- Ensure employees and contractors are aware of this Policy, supporting processes and their responsibilities, obligations and rights;
- Treat all injured workers medical, rehabilitation and return to work information as confidential;
- Comply with all applicable workers' compensation and injury management legislation and regulations, industry codes and standards and other agreements to which we are a signatory;
- Provide early injury management intervention and support to promote an injured workers return to work as soon as reasonably practicable;
- Provide injury management support, where possible, for our workers who have non work related injuries in order to prevent further injury in the workplace;
- Provide, where possible, suitable duties with regard for an injured workers' medical restrictions and where this is not possible, ensure injured workers achieve the most appropriate return to work outcome;
- Support line management in the execution of their workers' compensation and injury management responsibilities; and
- Annually review this Policy and communicate it to all internal and interested external parties.

All Asia Iron Australia personnel are responsible for the application of this Workers' Compensation and Injury Management Policy.

 2014.7.8

**Guo Deyong**  
**Managing Director**

Date: 8<sup>th</sup> July 2014

