

## INJURY MANAGEMENT/REHABILITATION POLICY

Acqua Drill Resources considers health and safety as a priority and focuses on a safe working environment for our employees.

However if employees are injured at work we provide a comprehensive injury management and rehabilitation system which complies to the relevant workers compensation legal framework.

Our injury management and rehabilitation process primarily focuses on the wellbeing of any injured employee. The program encourages our employees to:

- Remain at work following a workplace injury or illness;
- Resume their normal duties within the workplace quickly and safely, in accordance with medical opinion and management.
- Work collaboratively with us where an immediate return to work is not possible.

Injury management and rehabilitation is a workplace managed process, involving Acqua Drill Resources, the insurer, our employee and various medical practitioners and providers and targets the return to pre-injury duty as soon as practicable or the assigning of suitable alternative duties.

Rehabilitation may also include the services of vocational rehabilitation providers which assist in creating alternative options to assist our employees.

Acqua Drill Resources also works collaboratively with medical providers to assist them in determining the best strategies in a managed return to work, consistent with available duties or work methods and the physical and mental capacity of our employee.

Acqua Drill Resources management team is required to plan and manage any injury management or rehabilitation requirements for our employees.



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