



INJURY MANAGEMENT RETURN TO WORK POLICY

The Cava Group of Companies acknowledges the significance of its workforce and is dedicated to preventing injuries and illnesses by fostering a secure and healthy working environment. In the unfortunate event that an employee experiences an occupational injury or illness, the company is equally committed to the procedures of workplace injury management and occupational rehabilitation.

Aligned with the guidelines set forth by Work Health and Safety Queensland (WHSQ) and the Injury Prevention and Management program (IPaM) of WorkCover Queensland, the Cava Group of Companies pledges to:

- Prevent injuries and illnesses by ensuring a safe and healthy work environment.
- Initiate injury management promptly after an incident, following medical advice.
- Provide effective support to aid staff recovery and facilitate a return to work after a work-related injury.
- Handle workers' compensation claims promptly and fairly.
- Engage in consultations with employees to ensure the effectiveness of the workplace injury management program.
- Assure that participation in the program will not, in itself, prejudice or disadvantage an injured worker.
- Safeguard the confidentiality of all injury management and rehabilitation information in accordance with WorkCover Queensland and privacy guidelines.
- Ensure that the designated Rehabilitation & Return to Work Coordinator facilitates and coordinates the injury management of affected employees.

Cava Group of Companies expects both employees and management to:

- Promptly report any injuries without compromising medical care.
- Participate in return-to-work programs to facilitate an early return to work.
- Engage in and support reasonable workplace changes designed to aid in rehabilitation.

However, in the event an employee sustains an occupational injury or contracts an occupational illness, Cava Group of Companies is equally committed to the process of workplace injury management and occupational rehabilitation.

Mick Tully
Director

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