

INJURY MANAGEMENT AND REHAB POLICY

At Byte Construct, a commitment to the Injury Management aspect of our Work Health and Safety Management is part of our core business which is Design, Construction and Interior fit-out services for the Commercial and Industrial Sectors.

This is achieved through:

- 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 and report workplace hazards, so they may be assessed and controlled in a consultative manner;
- ensuring employees are informed of their rights and obligations concerning workers compensation through the provision of information and services contained within the return to work program; and

Byte Construct will ensure that the return to work program operates in an effective manner for the purpose of implementing return to work objectives, which are:

- ensuring cooperation, consultation and coordination for the effective rehabilitation of employees who are injured, or become ill, in the course of their employment;
- commence the injury management process as soon as practicable following injury, irrespective of an employee's compensation claim status;
- facilitate a return to work 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 return to 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 return to work program itself; and
- ensure that participation in a return to work program will not, in itself, prejudice or disadvantage an injured employee.

A handwritten signature in black ink, appearing to read "Terry Hare".

Terry Hare
2nd July 2026

A handwritten signature in blue ink, appearing to read "Glen Boulton".

Glen Boulton
2nd July 2026

A handwritten signature in black ink, appearing to read "Siva Kamal".

Siva Kamal
2nd July 2026