



WORKPLACE INJURY MANAGEMENT & RETURN-TO-WORK POLICY STATEMENT

(For CGPOL 011 Workplace Injury Management & Return-to-Work Policy)

Cordwell's Group is committed to preventing workplace illness and injury by providing a healthy, safe, and supportive working environment for all employees, contractors, labour-hire personnel, and visitors. We recognise that injury management is a collaborative process, and that management and workers share a social, legal, and economic interest in supporting safe, timely, and sustainable return-to-work outcomes.

We uphold our obligations under the Work Health and Safety Act 2011 (Qld), Mining and Quarrying Safety and Health Act 1999 (Qld), Workers' Compensation and Rehabilitation Act 2003 (Qld), Fair Work Act 2009, and all relevant ISO standards. Our commitment includes early intervention, proactive communication, and coordinated rehabilitation processes that ensure injured workers are treated fairly, respectfully, and in accordance with legislative requirements.

Cordwell's Group will maintain effective Workplace Injury Management procedures, provide access to accredited rehabilitation providers, and ensure participation in return-to-work programs does not disadvantage employees. We will consult with workers and their representatives, appoint a Return-to-Work Coordinator where required, and ensure all injury management processes support our Integrated Management System (IMS), including ISO 9001 quality outcomes, ISO 45001 safety requirements, and ISO 14001 environmental responsibilities.

Through leadership, accountability, and continuous improvement, Cordwell's Group will ensure that injured workers receive prompt support, meaningful suitable duties, and a safe pathway back to work. We are committed to maintaining a workplace culture that prioritises care, early intervention, and lawful, respectful rehabilitation practices.

Signed:

David Cordwell

Director, Cordwell's Group

Date: 14/10/26

Workplace Injury Management & Return-to-Work Policy Statement	Version: 2.0	Next review date: 14/10/2027
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