

HANES *Brands Inc*

Injury Management Policy

Hanes Australasia recognises that assisting team members to make an early and safe return to work following an injury or illness, minimises the impact on the injured person, their family, the community and the workplace.

Hanes Australasia is committed to:

- Providing a healthy and safe workplace, and in the event of an injury or illness, making sure that injury management procedures are followed
- Encouraging team members to report all injuries or illness to enable early intervention and management of the injury
- Assisting injured or ill team members with their rehabilitation so they can make an early and successful return to meaningful work
- Providing suitable duties for injured or ill team members that are consistent with medical advice
- Consulting with injured or ill team members during the development of a structured and safe return to work program
- Fostering a workplace culture that supports early return to work and acceptance of rehabilitation at work
- Ensuring managers remain directly responsible and accountable for supporting injured or ill team members and that adequate resources are provided
- Complying with legislative obligations with respect to the standards and systems for rehabilitation and the confidentiality of team member medical and rehabilitation information
- Providing adequate storage for rehabilitation files to ensure confidentiality of information is maintained

The principles in this policy apply to all Hanes Australasia locations and businesses. This policy will be reviewed regularly to ensure its ongoing effectiveness and to facilitate continuous improvement of injury management outcomes.



David Bortolussi
President and Managing Director
Hanes Australasia

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