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INJURY MANAGEMENT POLICY

Pacific Industrial Company is totally committed to preventing illness and injuries at work.

We will provide a safe and healthy working environment for all employees. However we recognise the fact that occupational illness or injury may still occur. Therefore all workplace incidents shall be reviewed, and steps taken to prevent recurrence.

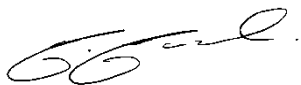
Pacific Industrial Company firmly understands that occupational injury management is mutually beneficial to everyone and should commence as soon as practicable following injury or illness. At all times the rights, welfare and confidentiality of the employee must be respected in accordance with the requirements of the Workers Compensation directorate.

The Pacific Industrial Company Injury Management Program is a managed process involving early provision of necessary and reasonable services, including a suitable duties program to ensure the injured employees' earliest possible return to meaningful work. A team approach to Injury Management is used with co-operation and consultation being key requirements for all parties determined by the needs of the injured party. As part of the team approach an Injury Management Co-ordinator has been appointed to manage the process and will provide the necessary links between treating medical practitioners, injury management service providers and the workplace.

The goal for Pacific Industrial Company and the injured party, through the Injury Management Program, is to return the injured person to their normal duties, with approval from the medical practitioner, in a timely and effective manner. The program shall be regularly reviewed and updated accordingly.

Pacific Industrial Company will continually monitor the Injury Management program to ensure its ongoing effectiveness.

Dated this 5th day of May 2020.

A handwritten signature in black ink, appearing to read 'Marco Mosole', is positioned above the printed name and title.

Marco Mosole
Managing Director