

Injury Management Policy

DGO Gold Limited is committed to managing workplace injuries and providing for the occupational rehabilitation of all employees who have sustained a work-related illness, injury or disability. Early intervention with effective injury management provides physical, psychological, social and financial benefits to employees, while minimising disruption to work and reducing costs to the Employer.

The Company supports the injury management process and recognises that success relies on the active participation and cooperation of the injured worker. Whenever possible, suitable duties will be arranged internally having regard for the injured worker's medical restrictions within a supportive work environment.

The objectives of this Policy are to:

- ✓ Establish a systematic approach to injury management services for all employees.
- ✓ Develop and encourage the expectation that it is normal practice following work-related injury, illness or disability for people to return to meaningful, productive employment at the earliest possible time.
- ✓ Establish that rehabilitation is the usual course of action and, when appropriate, the managed, safe and early return to meaningful, productive employment should begin at the earliest possible time.
- ✓ Appoint an injury management coordinator from within the organisation to oversee the workplace based rehabilitation program.
- ✓ To comply with all relevant legislation, regulations, codes of practice, relevant standards and company and site-specific policies and procedures.

All individuals have the responsibility and accountability to comply with the Company injury management and rehabilitation systems. All personnel are invited to suggest system improvements.

Application

The Executive Director of DGO Gold Limited is accountable to the Board of Directors for ensuring that this Policy is implemented and that its effectiveness is reviewed annually. This Policy applies to all DGO Gold Limited sites and will be updated every two years.

This Policy and supporting procedures shall be clearly communicated to all employees and contractors.

Eduard Eshuys
Executive Chairman
16 June 2020