



K.A KWANSA COMPANY LIMITED

Injury Management Policy

In **K.A. KWANSA COMPANY LTD**, we are guided by a set of values that define who we are and the way we work. With integrity and safety at the core of these values, we are committed to providing a safe workplace, and we strive to ensure that our people return home to their family and friends as healthy as when they start each day.

Until our journey to an injury- and illness-free workplace is complete, we will provide our people who suffer any work or non-work-related illness or injury, with appropriate support and assistance to promote effective and durable rehabilitation.

Consistent with this, **K.A. KWANSA COMPANY LTD.**, will:

- a. Apply a consistent approach to injury management across every **K.A. KWANSA COMPANY LTD.**, operation in Ghana, and to all our people, in line with regulatory requirements;
- b. Maintain and promote a system to ensure that all employees and contractors promptly report injuries or illnesses;
- c. Act promptly to investigate, assess and control the factors that may have contributed to an injury or illness;
- d. Provide timely information to injured employees of their rights and responsibilities, and assist them to exercise those rights and responsibilities, including considerations around privacy and access to dispute resolution processes;
- e. Ensure that managers, supervisors and other **K.A. KWANSA COMPANY LTD.**, employees are also aware of their rights and responsibilities in the injury management process;
- f. Take a progressive and multidisciplinary approach to the provision of rehabilitation and return-to-work programs, commencing as soon as possible after an injury or illness has occurred;
- g. Provide access to suitably qualified rehabilitation and return-to-work professionals, and facilitate rehabilitation and return-to-work, in accordance with medical advice and HSE risks;
- h. Assist employees to remain at work while they recover, or return to work at their earliest opportunity, by providing meaningful suitable duties;
- i. Consult with our people and key stakeholders as appropriate, to ensure that the workplace rehabilitation program and injury management procedures operate effectively.

K.A. KWANSA COMPANY LTD., is committed to implementing this Policy effectively throughout the organization, through the development and implementation of the **K.A. KWANSA COMPANY LTD.**, HSE Framework, and our Workers' Compensation Procedures

Albert Kweku Kwansa (Mr.)
Chief Executive Officer
February, 2018