



RETURN-TO-WORK Policy Statement

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Kluane Drilling Ltd. is committed to cooperate in returning injured/ill workers to safe and suitable employment.

The company will meet its obligation to injured/ill workers by having an authorized representative contact the worker as soon as possible after the injury to jointly work on developing a Return-To-Work plan. The plan will be based on the individual needs of each worker and will incorporate all relevant information. Any options identified for workers injured on the job will be assessed in accordance with the Yukon Workers' Compensation Health and Safety Board's Rehabilitation Policy CS-11.

If an employee is unable to return to their pre-injury position as a result of work related injury/illness, the company will consider alternate options in accordance with Human Rights Act and with the assistance of the YWCHSB.

All workers will be treated fairly and consistently and if injured/ill are expected to participate and cooperate in the Return-To-Work plan developed.

All managers are expected to understand and value the importance of returning injured/ill workers to work and must provide assistance where appropriate.

Any personal information received or collected that can lead to the identification of an injured/ill worker will be held in the strictest of confidence. Information of a personal nature will be released only if required by law or with the approval of the worker who will specify the nature of the information to be released and to whom it can be released.

This statement reflects the views of both management and employees of this organization and has been developed in full consultation with employee representatives.

This statement will be reviewed at least annually and may be updated or changed as required.

A handwritten signature in black ink that reads 'James Coyne'.

James Coyne
Kluane Drilling Ltd.