



### Early & Safe Return to Work Policy 2026

As our employees are the most important asset to the company, Limen recognizes the value and importance of good health for its employees. The management of Limen is dedicated to providing a safe and healthy workplace for all employees. Limen is committed to the greatest degree possible to make workplace injuries and illness its primary prevention goal. Occupational injuries can occur at any time and in any workplace. Each employee of Limen should also recognize this and be vigilant in working safely to reduce the possibility of experiencing an injury. Limen will provide all equipment and instruction on safe work practices required for personal health and safety, in keeping with applicable standards.

Employees have the ability to perform safe and productive work while recovering from an occupational injury or illness. Returning to regularly scheduled work and life activities can help speed up the recovery process by allowing the employee to maintain positive relationships with co-workers minimize wages lost while away from work and, continue to participate in productive work. The Limen Return to Work (RTW) Program strives to provide accommodation for an employee who is temporarily unable to return to their pre-injury duties as a result of an occupational injury or illness. The program focuses on the employee's abilities and provides opportunities to perform the regular job with modifications or, when available, to perform alternative temporary work that meets their functional abilities.

The Limen RTW Program is available to all employees, both unionized and non-unionized, and all management members. The RTW Program is a collaborative and outcome-based process to assess, plan, implement, coordinate, monitor and evaluate the options and services required to meet an employee's needs. Determining safe, suitable, and appropriate work will involve a team-based approach including the injured employee, their immediate Superintendent/Supervisor, HSE Team and Claims Advisor, Union, WSIB/ Worksafe BC, and Healthcare Professional together, to enhance the employee's recovery. Success of the Limen RTW Program will involve creating a partnership amongst the team members. All members of this partnership share a common goal of maximizing the employee's chance of recovery.

As the employer, Limen will ensure all appropriate steps are taken to ensure the confidentiality of the information collected and used in the RTW Program. Limen will ensure that the individual(s) responsible for the RTW Program and coordination have the appropriate training and understanding of the confidentiality and security of employee information, as they relate to return to work.

All Limen policies are reviewed at minimum annually by Senior Management.

*Antonio Lima*

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*Founder, President & Chief Executive Officer*

**Date:** March 26<sup>th</sup>, 2026