



INJURY MANAGEMENT POLICY (NZ)

This document outlines the Downer policy for Injury management and applies to the Downer Group, excluding Australia; hereafter referred to as Downer.

OUR PURPOSE

Our goal is Zero Harm and the management of injury to Downer employees with work-related and non-work injury or illness.

OUR COMMITMENTS

To achieve our purpose, we will:

- take a progressive, integrated, and multi-disciplinary approach to caring for our people.
- provide injured or ill employees with information and assistance regarding their rights and responsibilities in relation to their return to work.
- engage with our employees and their support person, if nominated, to provide timely and quality rehabilitation and return to work programs, which commence as soon as possible after an injury or illness has occurred.
- provide suitably qualified and experienced persons to undertake injury management and return to work coordination duties; to assist injured or ill employees to stay at or return to work safely at the earliest opportunity.
- assist employees to identify suitable duties which are consistent with their assessed medical requirements to facilitate their safe and effective return to work.
- consult with injured or ill employees, their supervisors, and key stakeholders, including treating practitioners concerning treatment and work arrangements in accordance with rehabilitation objectives.
- meet our legal obligations and the requirements of external parties, including our customers, insurance partners and regulators.
- review this policy and accompanying procedures as required to continue to provide the most effective and timely information and support to our workers and to meet jurisdictional and legislative requirements.

All of our workers share our commitment by presenting for work in a safe and fit manner, complying with instruction, procedures, training, supervision and Cardinal Rules, promptly reporting injuries and illnesses; and actively participating in, and cooperating with, their return to work and injury management programs

A handwritten signature in black ink, appearing to read 'Peter Tompkins', written in a cursive style.

Peter Tompkins
CEO and Managing Director
Downer Group