



## Policy for Injury Management

Negri is committed to providing a safe working environment for all personnel. However, in the event of injury, we believe that the effective management of rehabilitation is in the best social and economic interests of both an injured employee and the Company. Collectively, we aim to mitigate the impact of injury and illness by actively fostering the principles of:

### **Personal Responsibility**

As individuals we are personally responsible for fostering open communication to ensure a consultative approach between all parties involved in the injury management process

### **Accountability**

At all levels in our organisation we are accountable for assisting injured employees to return safely to meaningful and productive work at the earliest opportunity. We achieve this goal by maintaining a successful injury management programme and by:

- Integrating into the workforce employees under our area of control who have been injured
- Understanding the scope of any restrictions and/or physical limitations faced by injured workers, and for ensuring such restrictions and limitations are understood by fellow employees

### **Risk Management**

Working with the treating medical practitioner, we facilitate successful timely management by:

- Ensuring immediate accurate medical assessment
- Promoting an early return to work as a normal and expected practice
- Returning employees to their usual workplace during rehabilitation
- Providing alternative duties until workers are fit to resume their usual occupation
- Retraining workers for alternative employment where necessary

### **Learning Culture**

We encourage an attitude in the workplace where every effort is made to foster awareness and understanding of the benefits of employee rehabilitation for all parties, including the provision of specialist intervention as required

### **One Consistent Approach**

We implement procedures and apply them consistently on the understanding that a uniform approach to rehabilitation is beneficial. The establishment and maintenance of this policy is controlled by the Company's Injury Management Coordinator and is implemented by line managers and employees throughout the organisation

### **Privacy**

All information gained through the injury and rehabilitation process is treated in strict confidence. Written permission is requested from injured employees prior to granting access to rehabilitation or medical records

*As Director, Quality of Negri I am accountable for the Implementation of this policy and I encourage you to commit personally to the principles that drive our success*

Director, Quality  
**E. A. Negri Pty Limited**  
**Hamilton Civil Plant Limited**  
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