

# Workplace Injury Management and Rehabilitation Policy

Aveo recognises the benefits of implementing a proactive workplace injury management system that ensures workers are provided adequate care, support and a safe return to work if an injury or illness is sustained in the workplace or while completing work related activities.

The Board and Management are committed to assisting injured workers to recover at work, or to make an early and safe return after an injury or illness.

Aveo's approach to injury management is focused on early intervention, open and consultative engagement with affected workers and stakeholders, as well as the provision of suitable duties during recovery.

It is expected that workers will prioritise their return to work when it is medically safe to do so.

Aveo will deliver on this commitment by:

- preventing injury and illness, through safe and healthy working environments for all workers;
- providing information, coaching, training and supervision to workers in line with their designated responsibilities;
- working with key stakeholders to establish measurable and achievable goals and targets;
- defining roles, responsibilities and levels of accountability; and
- complying with all relevant statutory requirements, codes of practice and guidelines.

Strategies employed to achieve these objectives include:

- Ensuring incidents are reported and investigated, so adequate controls are implemented to prevent or lower the risk of injury or illness reoccurrence.
- Ensuring managers and supervisors assist in facilitating the provision of effective recover at work strategies that support a return to pre-injury duties, commencing as soon as practicable following an injury or illness in line with medical advice.
- Adopting a multi-disciplinary approach to injury management, coordinated by the Aveo Workplace Health and Safety (WHS) Team.

- Where necessary, appointing an accredited rehabilitation provider to assist in the achievement of successful return to work outcomes.
- Ensuring the timely provision of information to an injured or ill worker regarding their rights and obligations, and involving them in all decisions and actions related to their rehabilitation.
- Distributing workplace rehabilitation and injury management information, including this policy, across all business divisions.
- Consulting with workers, management, medical practitioners and key stakeholders to ensure the injury management process is as effective as possible.
- Ensuring that an appropriate level of support is provided to an injured or ill worker, and that participating workers are not disadvantaged during the workplace injury rehabilitation process.
- Recognising the importance of mental wellbeing and providing mental health support networks and education to workers that require support and guidance.
- Reviewing claims experience and the relationship between Aveo and workers compensation insurers to assess quality of service and identify improvement opportunities.
- Recognising and rewarding excellence in return to work outcomes.

Aveo is committed to the implementation of this Policy and tasks all officers, managers, workers and contractors to be accountable for their decisions and actions in accordance with the above.

Tony Randello  
Chief Executive Officer  
Aveo Group Limited

Approved: May 2021  
Review date: May 2023