

Injury Management and Return to Work

Australia People & Culture

Purpose

Lendlease values its workers and is committed to ensuring their health and safety. This policy outlines Lendlease's commitment to injury management, regardless of where the injury/illness occurs. The policy has a focus on early intervention to facilitate recovery and return to work ensuring workers return to their pre-injury health in a timely manner.

Policy

This policy applies to Lendlease employees in Australia. The objectives of our injury management policy are to:

- Notify the relevant authorities of incidents and injuries/illnesses in line with relevant jurisdictional and regulatory criteria;
- Implement effective early intervention strategies to ensure required treatment and rehabilitation assistance is readily available and to minimise time loss;
- Manage the injury management process through effective and ongoing collaboration with key stakeholders;
- Decrease case durations and the impact of claims through proactive management; and
- Ensure the safety of returning workers and their coworkers.

Lendlease expects all our people to cooperate with the injury management process and efforts to manage workplace injuries/illnesses. To achieve these objectives, Lendlease is committed to:

- Preventing injury and illness through implementing safe systems of work;
- Providing access to our injury management support systems and processes for eligible workers;
- Complying with the relevant jurisdictional workers' compensation and injury management legislation and guidelines and our obligations as an employer;
- Ensuring prompt provision of medical care and treatment;
- Creating a workplace that supports injury management and reflects the expectation for injured and ill workers to make a safe return to work as soon as medically permissible;
- Respecting the individual needs of injured workers ensuring that participation in a return to work plan will not, of itself, prejudice an injured or ill worker;
- Following best practice return to work outcomes where return to the same job with the same employer is the primary goal of the return to work program;
- Where return to the same job is not possible, actively identifying suitable duties within the Lendlease business for injured workers;
- Where no suitable duties can be found within Lendlease, ensuring appropriate external providers are engaged to assist the injured or ill worker to return to a meaningful and fulfilling role within the community;
- Ensuring a consultative process with all involved parties to facilitate the Company's injury management process;
- Ensuring privacy and confidentiality of injury management information;
- Implementing an effective dispute resolution process;
- Providing induction and ongoing training for employees to create a positive and supportive culture ensuring workers are aware of the injury management process and the roles and responsibilities of key stakeholders in the return to work process; and
- Consulting with our workers and their representatives in developing, implementing and reviewing the Injury management process to ensure it operates effectively.