

# Injury Management and Rehabilitation Policy



Alinta Energy has a safety vision of “Everyone, Every day, Every job: Zero Harm” and the safety, health, and wellbeing of all people in our workplaces and those potentially impacted by our operations is our highest priority.

In the event of work-related injury or illness, Alinta Energy is committed to assisting workers to achieve a safe return to work, in a way that will support their best possible recovery.

Alinta Energy is committed to:

- Prevention of injury and illness through the provision of a healthy and safe working environment.
- Maintaining and promoting a system to ensure the prompt reporting of injuries and illnesses.
- Acting promptly to investigate, assess and control the factors that may have contributed to an injury or illness.
- Ensuring the injury management process commences as soon as practicable following an injury or illness and in accordance with medical advice and relevant legislation.
- Adopting a consultative approach to the development of return to work plans in conjunction with the injured worker, management, the nominated treating doctor and approved rehabilitation specialists.
- Providing suitable duties that are consistent with medical opinion.
- Ensuring all workers are aware of their rights and responsibilities with injury management and return to work processes.
- Actively maintaining communication with all impacted workers
- Appointing suitability trained return to work coordinators.
- Continuously improving Alinta Energy’s health and safety management systems and return to work processes to ensure they operate effectively and as a minimum comply with relevant legal requirements.
- Ensuring the security and confidentiality of records in relation to claims, rehabilitation and personal medical information obtained to manage workplace injuries and rehabilitation.
- Ensuring that participation in a return to work program will not in itself, prejudice or disadvantage an injured worker.

It is the responsibility of every Alinta Energy employee, contractor and visitor to support the provision of a safe and healthy work environment, to actively participate in the relentless pursuit of our safety vision of “Everyone, Every day, Every job: Zero Harm”, and to robustly apply the AlintaSafe principles: *We always stop and think, We don’t cut corners and We speak up for safety.*

Tony Howarth  
**Chairman**  
**Dated: 24 February 2021**

Jeff Dimery  
**Managing Director & Chief Executive Officer**