

# INJURY MANAGEMENT & RETURN TO WORK POLICY

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**November 2020**

Mirvac recognises the benefits of sound injury management principles and practices and commits to implementing such practices in all its workplaces. In conjunction with this commitment Mirvac acknowledges all legislative frameworks which govern and support injury management and return to work activities across all business units and regions of operation by Mirvac.

Experience demonstrates that early intervention and management of workplace injury through sound injury management practices, assists the recovery process and restores workers to normal duties sooner. Workplace injury management includes early provision of timely and appropriate resources, (including suitable duties, equipment or treatment).

The Injury Management & Return To Work program aims to:

- retain injured or ill workers at work; or
- facilitate a timely return to work; or
- maximise the worker's independent functioning and provide for durable employment.
- This policy constitutes a joint workforce-management agreement in which Mirvac commits to:
- Providing suitable duties at the workplace, or other workplaces, which may be modified, or alternative duties supported by medical opinion;
- Providing support to the injured worker(s) through the provision of meaningful and suitable employment and where necessary, attend medical appointments;
- Maintaining confidentiality over medical and injury management information including verbal and written communication;
- Educating the injured worker(s) on rights, responsibilities and obligations;
- Communicate and co-ordinate with all stakeholders to assist in retaining the injured worker at work or planning for their return to work;
- Ensure that where disputes arise during the return to work process, undertake the dispute resolution process prescribed by the Mirvac Return To Work Program displayed in the workplace;
- Ensure that participation in the return to work process will not disadvantage the injured worker's employment;
- Regularly review this policy and associated programs to ensure Mirvac's commitment continues to meet legislative requirements and the needs of all Injury Management & Return To Work stakeholders.

I commit Mirvac to the implementation of this Policy and its supporting framework of workplace injury management procedures, which outline key terms, roles and responsibilities and stages in the return to work process.