

# Injury Management and Return to Work Policy

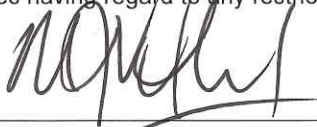
Coates is part of Seven Group Holdings (ASX:SGH) and is Australia's leading equipment hire and solutions provider, operating across a range of markets including engineering, mining and resources, infrastructure, manufacturing, construction, agriculture and major events. With a national footprint of over 150 branches and more than one million pieces of equipment, we employ over 2000 highly skilled employees and contractors.

Coates operate across a range of markets including engineering, mining and resources, infrastructure, manufacturing, construction, agriculture and major events. This includes end-to-end solutions for temporary works, traffic management, water management, industrial shutdowns, maintenance, training services and events.

Coates is committed to protecting the physical and mental wellbeing of our people and providing a safe and injury free workplace for all employees. In the event an injury or illness occurs, Coates has efficient and effective systems and programs in place to minimise the impact of the injury, illness or disability to our employees and approaches the rehabilitation and compensation process to enable effective recovery in accordance with jurisdictional and legislative requirements.

To achieve effective and successful Injury Management, Coates is committed to:

- Ensuring all employees understand and recognise their responsibility and accountability in the support of any workplace injury, illness or disability and the process in relation to Return to Work programs.
- A systematic and consistent approach to workplace Injury Management procedures for all employees following a work-related injury, illness or disability.
- Allowing early notification and support processes to be in place so injured employees have prompt access to medical and Return to Work support in a timely, safe and sustainable manner.
- Implementing Injury Management processes consistent with the relevant Workers Compensation laws, regulations and codes of practice obligations in the applicable state or territory.
- Supporting Return to Work following injury, illness or disability as soon as practicable, highlighting the importance of Recovery at Work and the psychosocial benefits of work. This includes providing suitable and alternate duties to aid recovery in consultation with the injured employee and their medical practitioner/s.
- Providing a dedicated point of contact in the management of workplace injuries. This contact is responsible for facilitating effective communication with all parties as appropriate with respect to rehabilitation and management of a workplace Workers Compensation claims.
- Respect the rights and confidentiality of all employees through the Injury Management processes, and ensure they receive fair and equitable compensation in accordance with relevant workers compensation legislation.
- Ensuring continuous improvement of Injury Management and Return to Work processes and activities through regular participation and consultation with employees and key stakeholders.
- Ensuring continuous improvement of Injury Management and Return to Work systems and frameworks through regular monitoring and system reviews with key stakeholders and subject matter experts.
- Endeavouring to support injured employees who have sustained a non-work-related injury, illness or disability, where reasonable to do so and without risk to safety, to ensure appropriate return to work arrangements and if appropriate provision of duties having regard to any restrictions or medical requirements.

A handwritten signature in black ink, appearing to read "Murray Vitlich", is written over a horizontal line.

**Approved by:** Murray Vitlich - CEO

**Endorsed by:** Coates Executive Leadership Team

**Date:** 6<sup>th</sup> March 2023