

# Coates Injury Management & Return to Work Policy

Coates, part of SGH Limited (ASX Code: SGH), is Australia's leading equipment hire and solutions provider. With a national footprint across Australia, Coates employs a diverse cohort of highly skilled employees and plays an essential role in helping key sectors of the Australian economy to operate including construction, engineering, mining and resources, infrastructure, manufacturing, agriculture and major events. Coates has grown and evolved from being a pure provider of equipment to a provider of services and equipment solutions for almost 16,000 customers, from single individuals and small trades to Australia's largest companies. Coates end-to-end solutions include temporary works, traffic management, water treatment, industrial shutdowns, field maintenance, power, industrial heating/cooling/ventilation and portable building complexes.

Coates is committed to protecting the physical and mental wellbeing of our people and providing a safe and injury free workplace for all workers. In the event of an injury or illness, 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 so as to promote and encourage effective recovery in accordance with good health principles as well as jurisdictional and legislative requirements.

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

- Ensuring all employees understand and recognise their responsibilities and accountabilities with respect to 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 for all employees following any 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 applicable in each state or territory.
- Supporting Return to Work occurring as soon as practicable following work-related injury, illness or disability, highlighting the importance of recovery and 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 Workers Compensation claims.
- Respecting the rights and confidentiality of employees through the Injury Management processes, and ensuring they receive 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 management reviews with Coates Management Group, other key stakeholders and subject matter experts (internally and externally).
- Maintaining regular monitoring and audit programs to ensure adherence to the relevant Workers Compensation laws, regulations and codes of practice obligations in the applicable state or territory and taking corrective action when necessary to address non-compliance or make improvements.
- Endeavouring to support injured employees who have sustained a non-work-related injury, illness or disability, where reasonable to do so, to ensure appropriate return to work arrangements and, if appropriate, provision of alternate duties having regard to any restrictions or medical requirements.



**Approved by:** Murray Vitlich - CEO

**Endorsed by:** Coates Executive Leadership Team

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