

Workplace Injury Management Policy

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Veolia Australia and New Zealand (Veolia) is a leading environmental solutions organisation delivering Ecological Transformation outcomes. Veolia has capabilities across water and wastewater treatment, energy management, waste and resource recovery services including, large scale energy from waste facilities, industrial cleaning and facilities maintenance services.

Our goal is Ecological Transformation through the provision of comprehensive, high-value-added solutions that balance growth and environmental protection, solutions that manage water sustainably, turn waste into a resource, and develop cleaner, more efficient energy systems.

Veolia's business strategy is guided by five elements: our business, our customers, our people, our environment and our community. These elements shape all aspects of Veolia's future performance, and our corporate policies and practices are linked to delivering excellence in one or many of them.

Veolia is committed to:

- Preventing work related injuries, accidents, incidents and illness by ensuring a safe and healthy workplace for employees, contractors and visitors;
- Complying with the applicable injury management (claims and rehabilitation) legislation and communicating to all employees their rights and responsibilities. To support the achievement of this, Veolia will draw on both internal and external resources (as appropriate). Veolia's Executive Committee (EXCO) is also directly involved in reviewing injury management performance to identify opportunities for improvement;
- Working closely with clients in the prevention of workplace injuries, and to assist Veolia employees where possible with a sustainable return to work;
- Making early contact with employees who have a workplace related injury or illness and consulting with them and treating doctors about their rehabilitation with the aim of providing appropriate alternative duties (where applicable) to facilitate a durable, safe and timely return to work;
- Abiding with legal obligations in respect of the confidentiality of employees' medical, personal and rehabilitation information, and in the handling of any compensation claims;
- Ensuring that the management of every work related injury is approached in an ethical manner and supports the development of public policy which encourages better health and safety outcomes.

All managers, employees, contractors and visitors are responsible for being aware of, and complying with this policy.