

Injury Management and Rehabilitation Policy

Purpose

Zenergy Asia Pacific Pty Ltd (Zenergy) is dedicated to supporting employees who have suffered injuries in the workplace. Our commitment is to ensure effective rehabilitation by assisting injured employees to recover and return safely to work. We recognise the workplace as a crucial element in the rehabilitation journey and strive to make it central to the recovery process.

Objectives

Our primary objective is to facilitate an early and safe return to work for employees affected by work-related injuries or illnesses. We achieve this through a planned and systematic approach that incorporates best practice rehabilitation resources, enabling employees to regain good health and resume productive work as promptly as possible.

Key Principles

- **Safe and Healthy Workplace:** We are committed to maintaining a safe and healthy working environment for all employees.
- **Legal Compliance:** We ensure adherence to relevant acts, codes of practice, and statutory provisions associated with Work Health and Safety and Workplace Rehabilitation.
- **Prompt Action:** Our injury management program commences as soon as possible following the occurrence of illness or injury, and is implemented in line with medical advice.
- **Supportive Integration:** We make every effort to safely and promptly reintegrate injured or ill employees into the workplace, providing suitable duties and a supportive environment.
- **Review and Participation:** Return to work plans are reviewed regularly. We assist employees in understanding their responsibility to participate and cooperate in the agreed injury or illness management program.
- **Consultative Approach:** Our rehabilitation process is consultative, ensuring its effectiveness through collaboration.
- **Confidentiality:** We respect the confidential nature of medical information and uphold strict confidentiality of employee details.
- **Claims Management:** Associated claims are managed fairly, efficiently, and in a timely manner.
- **Employment Security:** Participation in the rehabilitation process does not prejudice an employee's ongoing employment.

Responsibility

Creating a safe work environment and following safe work practices, including injury management and rehabilitation procedures, is a shared responsibility. Everyone within the organisation is expected to actively contribute to maintaining workplace safety and to adhere to these processes.



Dean Woods, Director Zenergy Safety, Health and Wellbeing

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