

# COMMITMENT STATEMENT

## Injury Management

Clough AMEC is committed to ensuring so far as reasonably practicable, that all employees are safe from injury and risk to health while they are at work. However, in the event of injury, we believe that the provision of quality assistance through rehabilitation and effective case management is in the best social and economic interests of both the injured employee and the company. Collectively, we aim to mitigate the impact of injury and illness by actively fostering the principles of:

### Personal Responsibility

Each individual is responsible for the prevention of illness and injury at work and for the compassionate management of those undergoing rehabilitation and return to work programs. This will be achieved through open and constructive communication between all parties and compliance with relevant legislation.

### Accountability

Clough AMEC is accountable for assisting the injured employee in returning to meaningful, productive employment at the earliest opportunity. This is achieved with a holistic approach through management of the employee's physical and psychological needs.

### Risk Management

The planning and facilitating of a Rehabilitation and Return to Work Program will be done in consultation with the treating medical practitioner engaged by the prime employer, other associated service providers and the employee. Expert assistance will be provided where necessary to assist the employee in returning to his usual place of work at the earliest opportunity. Employees will be retrained for alternative employment where applicable.

### Learning Culture

All personnel within the working environment play an important role in the successful rehabilitation of an injured colleague. Expectations and limitations will be clearly identified to all parties. Relevant managers and supervisors will be provided with the knowledge and skills to effectively achieve sustainable return to work outcomes.

### One Consistent Approach

Systems are implemented across the business that ensure the professional and timely management of all rehabilitation and injury management cases. The prime employer's Injury Management Coordinator is supported by all levels of management and employees throughout the organisation.

### Privacy

All information that is gained through the injury and rehabilitation process is treated in the strictest confidence. Written permission is requested from injured employees prior to granting access to any medical or associated records.

The Clough AMEC Senior Leadership Team is accountable to the Clough AMEC Board for ensuring that this Commitment is implemented throughout Clough AMEC's operations. This Commitment will be reviewed annually.



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Bennett  
Date: 2021.04.09  
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**Peter Bennett – Clough**  
Director Clough AMEC  
CEO Clough  
February 2021



**Rod MacDonald – Wood**  
Director Clough AMEC  
Senior Vice President APAC West  
February 2021

All personal information obtained by Clough AMEC during the implementation of this JV Commitment will be controlled in accordance with the Clough AMEC JV Commitment for Privacy and the Privacy Amendment (Private Sector) Act 2000.