



ANC-IMS-POL-004 Injury Management Policy

ANC Cranes Pty Ltd is committed to ensuring a safe and healthy work environment for all workers. While our priority is the prevention of workplace injuries and illnesses through effective risk management, we also recognise the importance of supporting injured workers in their recovery and return to meaningful work.

In accordance with the *Workplace Injury Management and Workers Compensation Act 1998* and the *Workers Compensation Act 1987*, ANC Cranes will implement and maintain a workplace **Recovery at Work Program** that aligns with our insurer’s injury management requirements. This program ensures a coordinated, proactive, and supportive approach to injury management and facilitates a safe, timely, and sustainable recovery at work for injured employees.

Our Commitments

ANC Cranes will:

- Comply with all relevant legislation, including workers compensation and injury management laws, and SafeWork NSW guidelines.
- Initiate the injury management and recovery process as early as possible after a workplace injury, in consultation with the injured worker and treating medical practitioners.
- Develop and implement tailored Injury Management Plans in collaboration with the insurer (icare), treating doctors, and rehabilitation providers.
- Provide suitable or alternative duties that are meaningful and medically appropriate, to support a gradual recovery and transition back to pre-injury duties.
- Support injured workers by fostering a positive workplace culture where recovery at work is normalised and actively encouraged.
- Maintain clear, open, and respectful communication with injured workers and their representatives throughout the recovery process.
- Ensure all workers are aware of their rights and responsibilities, including the right to nominate their treating doctor and rehabilitation provider, and the obligation to participate in the recovery process honestly and constructively.
- Protect injured workers from discrimination or dismissal solely on the basis of their injury within the first six months of incapacity.
- Maintain accurate and confidential documentation in accordance with legal and internal requirements.
- Participate in and support the injury management programs of our workers compensation insurer (iCare).

Scope

This policy applies to all workers engaged by ANC Cranes Pty Ltd, including employees, contractors, and labour hire personnel, across all work locations.

This policy is approved for use by:

Craig Davies
Director
ANC Cranes

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| Next Review Date: 26-06-2026 | Craig Davies | | Revision No: 1 |
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