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Goldwind International Document

Injury Management and Rehabilitation Policy



RECORD OF CHANGES

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1.0	2016-09-21	First release	J Simmonds	DongYinming	Pan Yantian

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1 Scope and coverage

The purpose of this document is to set the mandatory standards to ensure that all Goldwind International workers and Subsidiary workers and contractors are provided with the necessary support to enable them to return to productive employment as quickly and as safely as possible following a work-related injury or illness

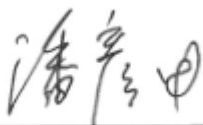
2 Policy statement

Mandatory policy requirements are:

- Senior Management shall be committed to preventing workplace injury and illness by taking all reasonable precautions to protect the health, safety and welfare of workers
- Senior Management shall provide a safe, healthy and secure environment for all workers and ensure that training in safe working practices to reduce the risk of injury and / or illness occurring
- Senior Management shall take steps to support:
 - Workers to report all workplace illnesses and injuries immediately to their Supervisor or Manager
 - Injured employees return to work as soon as practicable, starting suitable, individually developed rehabilitation with nominated accredited providers immediately
 - The understanding that it is normal practice and expectation for injured workers to return to work as soon as possible
- Where practicable suitable duties shall be made available for injured workers as an integral part of the injury management process
- Senior Management shall ensure that participation in the injury management program will not, of itself, jeopardise job security
- Senior Management shall review this policy annually to ensure effectiveness
- Workers involved in a return to work programs shall maintain confidentiality of information relating to injured employees

Note: Read this policy in conjunction with *(Injury Management and Rehabilitation guideline)*.

Signature:



Pan Yantian
Goldwind International General Manager

Effective Date: 2016.9.21