

The GenusPlus Group (the parent Company) and its subsidiaries, provide an integrated service, via our operating companies, through resources, power, utilities, and communications sectors across Australia.

We exist to provide safe, trusted, and high value solutions to our stakeholders through our people, our products, our culture, and our values.

The Safety and Health of our workers (employees, contractors) and visitors are a core value of our Group and fundamental to our success. We are committed to providing efficient and effective injury management practices to any worker who sustains a work-related illness or injury.

To achieve this objective, we will:

- Promote and encourage early reporting of work-related injuries and illness.
- Focus on early medical intervention to maximise recovery and wellness.
- Facilitate safe, timely and sustainable return to work processes, consistent with medical advice.
- Provide safe and meaningful duties, within medical restrictions, that are clearly communicated to all relevant parties, in documented return to work plans.
- Aim to return the injured or ill worker to their pre-injury/illness position, wherever possible, unless medical advice indicates that an alternative return to work goal is necessary.
- Offer support and maintain positive mental and physical health and effective communication with injured, or ill workers.
- Provide assistance, and counselling through the Employee Assistance Program (EAP) to workers to assist with the management of any injuries or illness. Nominate an Injury Management contact for all work groups to coordinate injury management and rehabilitation.
- Ensure compliance with the requirements of the relevant Workers' Compensation and Injury Management Legislation and Regulations.

This applies to all our operations and workers, who have a responsibility to implement this policy. Through this, we will facilitate the best possible recovery and return to work outcomes for those who sustain a work-related injury or illness.

A handwritten signature in dark ink, appearing to read "D. Riches".

David Riches
Managing Director
GenusPlus Group
Date: 08/09/2025