

Workplace Health Policy

Altus NZ Limited is committed to working together on programmes and measures that enhance health, wellbeing, productivity and overall engagement, recognising that improvements will be achieved in partnership with our people.

We will:

- Assess, prioritise and support cost-effective health, wellbeing and awareness programmes along with promoting health and wellbeing in general throughout our organisation.
- Consult with our injured people and medical professionals to develop, implement and support individual rehabilitation and return to work plans where this is appropriate.
- Actively manage the rehabilitation and return to work (where this is appropriate) of any person who has suffered a work-related injury or illness.
- Provide, where reasonably practicable, alternative work duties that may be incorporated into the rehabilitation plan including any additional training that may be required.
- Provide return to work assistance where this is appropriate to any person who has non work-related injuries and/or illness.
- Monitor workplace exposures to identified risks to our people's health and apply hierarchy of control to manage the risks.
- Carry out regular health monitoring of our people to verify controls in place are effective, to identify any adverse trends, and to prevent injury or illness of workers arising from our work.
- Operate a fatigue risk management plan which includes monitoring of hours of work and recognition of fatigue and coping strategies.
- Actively promote and support our people's wellbeing by adopting the Mental Health Foundation 'Five Ways to Wellbeing' Best Practice Guide: Give, Be Active, Keep Learning, Take Notice and Connect.