

# POLICY - WORKPLACE INJURY MANAGEMENT

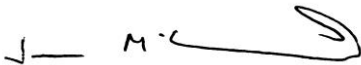
BGIS is a leading provider of real estate management services including facilities management services, project delivery services and workplace solutions. With a combined team of over 6,000 personnel worldwide, BGIS inspires better business performance across its clients' real estate portfolios by developing and implementing real estate and facilities management strategies. Globally, BGIS manages approximately 300 million square feet of client portfolios in 23,000 locations across North America, Europe, Australia, New Zealand and Asia.

BGIS is committed to ensuring that all reasonable steps are taken to protect the health and safety of employees, vendors, visitors and/or any other party that may be affected by activities arising from its operations in compliance with the relevant legal requirements;

We are committed to workplace injury management for employees injured during their employment. Injury management focuses on the restoration of the injured worker to their fullest physical, psychological, vocational and economic capacity following a work related injury.

Workplace injury management is a shared responsibility between BGIS and employees, who are required to actively participate in the process outlined in relevant legislation. Where possible we will ensure that suitable duties are available to support the injured employee in returning to work as soon as possible after the injury. The WHSE Manager who is the rehabilitation coordinator for BGIS have the responsibility to work with stakeholders to implement effective injury management practices. Compliance with current injury management legislation and accepted practices will be maintained including consultation with all stakeholders.

This policy will be reviewed at least once per year to ensure relevance to BGIS operations and continuous improvement.



**Jon McCormick**  
**PRESIDENT AND MANAGING DIRECTOR, AUSTRALIA AND NEW ZEALAND**

**Date: May 16, 2017**

