

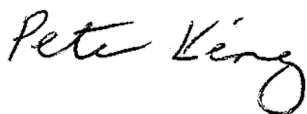
Injury Management and Rehabilitation Policy

The Westpac Group is committed to helping our people to return to full and gainful employment following injury or illness. We are dedicated to providing a rehabilitation program, which is continuously reviewed and monitored to improve our injury management activities. In developing injury management plans, together with injured employee's, consideration will be given to individual circumstances in line with the "whole of life" approach.

In meeting this commitment we aim to:

- Prevent workplace injuries and illnesses by providing a safe and healthy working environment.
- Recognise and complement other organisational policies and procedures where relevant.
- Provide early reporting systems and intervention procedures that will enable injured employees to stay at work or return to work as soon as medically appropriate.
- Facilitate the durable return to work of employees by assisting with the safe and early intergration back into the workplace.
- Advise our people of their rights and responsibilities for injury management.
- Facilitate participation in an injury or illness management program appropriate to an injured or ill employee's medical recovery.
- Provide our people with relevant information about injury management including their rehabilitation rights and obligations.
- Consult with employees and/or their representatives.
- Maintain confidentiality of personal information in accordance with applicable legislation.
- Manage workers compensation claims in an equitable, timely and efficient manner, consistent with applicable legislation and self-insurance requirements.
- Comply with applicable injury management and rehabilitation legislation.
- Engage appropriately qualified experts, both internally and externally, to assist in the management of injury.

The Westpac Group will provide an environment that will enrich the health, safety and wellbeing of our people for the whole of our lives.

A handwritten signature in black ink that reads 'Peter King'.

Peter King
Chief Executive Officer
Westpac Group