

At Coca-Cola Europacific Partners New Zealand Limited (CCEP) the health, safety and wellbeing of all workers (employees and contractors) and visitors is paramount to our business.

CCEP is committed to preventing work related injury or illness through the provision of a Zero Harm work environment. Where a work or non-work related injury or illness does occur, CCEP will, where practical, support an early, safe and sustainable return to work for all workers through the provisions of suitable light and/or alternative duties.

Management will:

- Inform managers and workers of their responsibilities regarding workplace injury and illness management
- Ensure prompt medical attention for the injured or unwell worker
- Ensure the worker's medical practitioner is aware of CCEP's commitment to a safe and sustainable return to work, including the provision of light and/or alternative duties
- Provide the medical practitioner with information about any light and/or alternative duties for each worker in accordance with the medical practitioner's evaluation of work capacity
- Maintain regular contact with the injured or unwell worker as required
- Liaise with the ACC case manager as required
- Plan, manage and monitor the worker's return to work on a regular basis
- Liaise with the Health & Safety team regarding the worker's return to work as necessary

Workers will:

- Take reasonable care for their own health, safety and wellbeing and ensure that his or her acts or omissions do not adversely affect the health and safety of any other persons
- Follow CCEP procedures for reporting work related incidents, injuries and illnesses
- Inform their medical practitioner of CCEP's commitment to an early, safe and sustainable return to work, including the provision of light and/or alternative duties
- Provide copies of all medical certificates to their manager and payroll
- Assist in the identification and development of light and/or alternative duties
- Participate in their rehabilitation, including any required change of shift, hours or work tasks

This policy should be read in conjunction with the Health, Safety and Wellbeing Policy



Chris Litchfield
Managing Director
Coca-Cola Europacific Partners New Zealand and Fiji

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