

REHABILITATION POLICY



AUSTRAL
CIVIL | MINING | MARINE

Austral Construction Pty Ltd is committed to the caring of the welfare and the rehabilitation of employees who have been suffered work related injury or illness through a managed process that involves timely intervention and cost effective rehabilitation of the injured employees to a state of positive psychological, physical and productive well being.

Our commitment involves:

- Preventing injury and illness through provision of a healthy and safe working environment;
- Establishing a structured rehabilitation program to meet injured workers' needs;
- Appointing and training Return to Work Coordinator(s) to facilitate and manage the rehabilitation process;
- Providing suitable meaningful employment/duties, where practicable, for an injured employee, as an integral part of the rehabilitation process;
- Preparing timely Return to Work Arrangements for injured workers so as to ensure that they may carry out alternative duties in conjunction with the advice of their treating medical practitioners, with the view to return to normal duties as soon as possible;
- Ensuring that participation in the rehabilitation programme will not of itself prejudice an injured worker.

The Company will ensure that this Policy is prominently displayed in its workplaces.

LUKE VAN BEEK
Head of People
Austral Construction Pty Ltd

Updated: April 2023
Next Review: April 2025
Revision: 11

This Policy shall be reviewed at least once every 2 years and be communicated to all site personnel during the site induction process and posted in site offices and lunchrooms and be made available to relevant interested parties

