

Return to work and rehabilitation Policy

Purpose

Heidelberg Materials Australia (HMA) return to work and rehabilitation policy is an integral part of the company's health and safety policy. It is intended to ensure the safe and effective return to work of HMA employees who are injured or who suffer illness as a result of their employment. We recognise that there are substantial benefits to be gained by early intervention employing rehabilitation principles and practices.

Scope

This policy applies to all eligible employees.

Principles

HMA is committed to:

- Providing a safe and healthy work environment, however, in the event of an injury or an illness, making sure workplace rehabilitation is started as soon as possible in accordance with medical advice.
- Ensuring individual rehabilitation programs and appropriate suitable duties are made available to injured or ill employees to facilitate their safe and early return to work. These duties must be consistent with the current medical certificate in both activity and duration.
- Respecting the confidential nature of medical and rehabilitation information and ensuring there will be both verbal and written confidentiality.

- Ensuring all workers are aware that, in the event of injury or illness, they will be consulted to ensure a structured and safe return to work that will not disadvantage them or HMA's workforce.
- Procedures which manage the issue of impairment through drugs or alcohol.
- Adopting a multidisciplinary approach to rehabilitation as required.
- Reviewing this policy and procedures at least every three years to ensure they continue to meet legislative requirements and the needs of all parties.

Occupational rehabilitation is of mutual benefit to everyone. In order for this to be achieved, active commitment and co-operation are a requirement of all employees. HMA's management promotes and supports this policy and recognises all relevant legislative obligations. Workplace rehabilitation procedures have been developed to support this policy.