

# Rehabilitation Policy

## OVERVIEW

Buildcorp's overarching goal is to prevent work-related injuries and illnesses and provide any injured employees with all the support necessary to ensure their safe and early return to work.

## OBJECTIVES

- ▶ Actively seeking prevention of work-related injury and illness through the provision of a safe and healthy working environment
- ▶ Ensuring that effective injury management and workplace rehabilitation is an accepted part of the workplace culture and adequate information is provided to workers about the injury management process
- ▶ Facilitate the return of any injured workers successfully back into the workplace in a manner that is sustainable by the worker
- ▶ Ensure that participation in the injury management and return to work programme will not be detrimental to the employee

## COMMITMENTS

- ▶ Ensure that the injury management and return to work process is commenced as soon as possible in a manner consistent with the medical advice given
- ▶ Wherever possible, provide alternative duties for an injured employee as part of the injury management and return process with consideration for any partial disability
- ▶ Consult with employees and their representatives on any important matters concerning the injury management and return to work process
- ▶ Ensure that documentation is properly maintained to confirm with internal company procedures and statutory requirements
- ▶ Develop, implement, and monitor injured or ill employees' return to work plans in conjunction with them, their manager, our workers' compensation insurance provider, the nominated treating doctor, and any approved workplace rehabilitation providers
- ▶ Provide injured or ill employees with workers' compensation claims information.

## RESPONSIBILITY & ACCOUNTABILITY

| Position          | Accountability  |
|-------------------|---|
| Managing Director | Oversight and approval of the policy across the group   |
| Head of HSE       | Maintain and implement the policy   |
| Managers          | Ensuring that their teams are aware of and understand this policy<br>Ensure that in the event of a work-related injury or illness this policy is followed<br>Seek support with the implementation of this policy where required |
| Employees         | Adhere to this policy and any related systems, processes or procedures  |

## RELATED POLICIES & DOCUMENTS

- ▶ Work Health & Safety Policy

## APPROVAL & REVIEW

| Position          | Role     | Date         | Next Review |
|-------------------|----------|--------------|-------------|
| Head of HSE       | Owner    | 28 July 2025 | July 2026   |
| Managing Director | Approver | 28 July 2025 |             |