



REHABILITATION POLICY

Australian Post-Tensioning Pty. Ltd. is committed to providing a rehabilitation process based on a return to work program, whilst meeting its legislative obligations. All employees are required to actively participate in the rehabilitation process.

The company's rehabilitation program will commence as soon as practicable following any work related injury or illness or as advised by a medical professional. It will ensure the employee is able to remain at work or return to work on a structured return to work plan.

To achieve these objectives the AusPT rehabilitation program will:

- Aim to achieve, as a normal expectation for all, the safe and timely return to work;
- Respond to AusPT's commitment to equitable claims management;
- Commit to providing suitable workplace based and function oriented duties wherever possible in order to maintain the employee at work or enable an early return to work;
- State the rights and shared responsibilities of AusPT and our injured employees in respect of rehabilitation;
- Not disadvantage an employee who participates in a plan;
- Provide on-going communication with the employee so that meaningful connection with the workplace can be maintained,
- Ensure confidentiality of all information,
- Provide for on-going monitoring and evaluation of the program's implementation and update as necessary in order that it remains effective and achieves its aims in benefiting all concerned.

Management and Return to Work co-ordinators are responsible for the review, agreement and implementation of this policy.

A handwritten signature in black ink, appearing to be "AK", is written over a horizontal dotted line.

Andrew Kiker
Director