

## Workplace Rehabilitation Policy

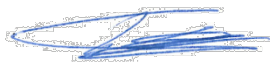
Fremantle Constructions Pty Ltd recognises there are substantial benefits to be gained from rehabilitation principles and practices and is committed to implementing them in their workplace. Fremantle Constructions believe workplace rehabilitation assists the healing process and helps restore the worker's normal function sooner.

We recognise the Workers' Compensation and Rehabilitation Act 2003 and the Workers' Compensation and Rehabilitation Regulation 2003 provide the legislative support for workplace rehabilitation activities.

Consistent with this Fremantle Constructions will:

- Provide a safe and healthy work environment, but in the event of an injury or an illness, make sure workplace rehabilitation is started as soon as possible in accordance with medical advice.
- Ensure timely reporting, recording and treatment of all personal damage.
- Ensure appropriate suitable duties are made available to injured or ill workers to facilitate their safe and early return to work. These duties will be consistent with the current medical certificate and will be time limited.
- Respect 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.
- Comply with legislative obligations with respect to the standard for rehabilitation.

This policy applies to all Fremantle Constructions Pty Ltd employees and visitors on the company's premises. Fremantle Constructions Pty Ltd reserves the right to discipline any employee found to be in breach of this policy.



**John Schulz**

Managing Director

15<sup>th</sup> April 2014