

JTH Asset Management Pty Ltd is committed to ensuring the health, safety, and wellbeing of all employees. This policy recognises the Company's legal and moral obligation to supporting workplace rehabilitation and a safe working environment across all JTH work sites.

It is our belief that all incidents are preventable, and we are committed to maintaining a healthy and safe work environment for our employees, subcontractors, community members and visitors. JTH is focused on health and safety outcomes that are managed in a proactive manner and will ensure the continuous improvement aimed at eliminating work-related injury and illness within our organisation.

JTH have a reputation for looking after our people, therefore we will ensure an early and safe return after an injury/illness to minimise the impact on employees and their families. JTH will support our injured employees by having a system of workplace rehabilitation and providing suitable duties during recovery.

JTH Asset Management is firmly committed to providing an effective rehabilitation program, the objectives being as follows:

- A rehabilitation and return to work coordinator (RRTWC) is appointed to manage the workplace rehabilitation of our injured employees.
- Ensure the rehabilitation process is goal focused and commences as soon as possible following a work caused injury or illness.
- A suitable duties plan is developed in consultation with the injured worker and treating Doctor.
- The treating doctor's approval is sought throughout the rehabilitation process.
- Ensure the confidentiality of our people's medical and rehabilitation information is respected.
- Reviewing our workplace rehabilitation policy and procedures at least every three years.

This policy statement shall be displayed at our JTH office in Mackay and is communicated to employees during our Safety Induction, and accessible via our Company website. We will review this policy as stated above to ensure it remains relevant to the needs of the Company and our clients.

The directors of JTH endorse this policy to confirm their personal commitment in maintaining a high level of injury management and rehabilitation for all employees within our organisation.

**JTH IS COMMITTED TO PROVIDING REHABILITATION & RETURN TO WORK PROGRAMS FOR ALL  
EMPLOYEES TO PROMOTE THEIR FULL RECOVERY.**

**Jason Trannore** | Director

**Dan Hollis** | Director

*Always refer to SharePoint for the latest version*

Document Number: JTH-POL-0012 | Revision Number: 2 | Revision Date: 20/02/2025 | Page 1 of 1