

JTH Engineering 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 Engineering work sites.

We are committed to maintaining a healthy and safe work environment for our employees, subcontractors, community members and visitors. The Company 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.

We 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 Engineering will support our injured employees by having a system of workplace rehabilitation and providing suitable duties during recovery.

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

- A rehabilitation and return to work coordinator 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 Townsville office and is communicated to employees during the Safety Induction, and accessible via the 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 and senior managers of JTH Engineering 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 ENGINEERING IS COMMITTED TO PROVIDING REHABILITATION & RETURN TO WORK PROGRAMS FOR ALL EMPLOYEES TO PROMOTE THEIR FULL RECOVERY.