

McIlwain recognises that there are substantial benefits to be gained from workplace rehabilitation principles and practices and is committed to implementing them within the workplace.

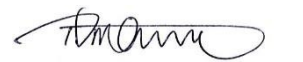
Experience has shown that workplace rehabilitation assists the healing process and helps restore the worker's normal function sooner. Workplace rehabilitation includes early provision of timely and adequate services, including a suitable duties program and aims to:

- Maintain injured or ill workers at work; or
- Ensure the worker's earliest possible return to work; or
- Maximise the worker's independent functioning if return to work is precluded

McIlwain is committed to:

- Providing a safe and healthy work environment, but in the event of an injury or an illness, making sure workplace rehabilitation is commenced as soon as possible in accordance with medical advice
- Ensuring appropriate suitable duties are made available to injured or ill workers to facilitate their safe and early return to work. These duties must be medically approved and will be time limited
- Respecting the confidential nature of medical 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 develop their rehabilitation plan for a structured and a safe return to work that will not disadvantage them
- Complying with legislative obligations with the respect to the standard of rehabilitation
- Adopt a multidisciplinary approach to rehabilitation is required
- Reviewing policy and procedures at least every three years to ensure they continue to meet legislative requirements and the needs of all parties

Our Rehabilitation and Return to Work Coordinator is **Debbie Futcher**.

A handwritten signature in black ink, appearing to read "Tim McIlwain", written over a horizontal line.

Tim McIlwain  
General Manager