



REHABILITATION POLICY

A code of general principles on Occupational Safety and Health has been adopted by Hender Lee Electrical and Instrumentation Contractors Pty Ltd.

It is the policy of this Company that every employee shall be provided with a safe and healthy place in which to work. To this end, every reasonable effort will be made in all employees' interest, in the fields of accident prevention, fire prevention and health preservation.

In particular terms of this policy the Hender Lee Electrical Management:

1. Are committed to provide a healthy and safe workplace.
2. Endorse attention to health and safety as an integral part of the Company's activities.
3. Take every possible measure to eliminate the causes of accidents within the field of operations.

In the unfortunate event of injury to any personnel within the Company, HLE management is committed to implementing its rehabilitation policy. In particular our rehabilitation is aimed at ensuring injured personnel are returned to suitable work as soon as possible. For this to occur the following is required:

1. The injured person is referred to and receives prompt intervention from a medical practitioner.
2. The medical practitioner is informed if alternative duties are available. This is to allow a full medical assessment to be made within a view towards considering a person's capability for alternative tasks.
3. Alternative tasks are organised and agreed between the medical practitioner and the HLE Site Manager wherever possible.
4. Communication to ensure that the person's Supervisor is informed of any work restrictions in place, to ensure additional training is given where required and to monitor the person's progress through rehabilitation which includes ongoing medical reviews.
5. Any apparent lasting effects of injury to HLE personnel are addressed by means of appropriate accredited and constantly reviewed rehabilitation programs wherever possible.

The Directors of HLE seek the cooperation of all employees to achieve the aim of this policy.

A handwritten signature in black ink, appearing to read 'Allan Hender', is positioned above the name and title.

Allan Hender, Managing Director
20/06/2021

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