

# Rehabilitation Policy

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Mackay Sugar aims to maintain the physical and psychological well-being of all employees. Mackay Sugar is committed to preventing injuries and illness through providing a safe and healthy working environment for all its employees. Mackay Sugar is committed to providing a comprehensive rehabilitation policy and a procedure that promotes and expedites an employee's return to a pre injury/illness status wherever possible. Industry based rehabilitation processes are therefore an expectation across all Mackay Sugar sites.

## Goal

The primary goal of the Policy and associated procedures is to assist our employees through:

- The early return to work on meaningful suitable duties; and
- The return to duties at the highest possible level of function consistent with their pre-injury/illness status.

## Objectives

The objectives of this policy are to:

- Identify and assess the need for rehabilitation as early as possible;
- Recognise the role, rights and responsibilities of all participants;
- Facilitate the early and safe return to work of any employee following a work related injury or illness;
- Ensure that employees are informed of their rights and responsibilities and are involved in all decisions and actions related to their rehabilitation;
- Ensure the welfare of injured employees is maintained;
- Ensure appropriate training and education of all personnel involved in rehabilitation in line with designated responsibilities;
- Ensure that participation in the return to work/rehabilitation process will not disadvantage employees by ensuring the employee is informed of their entitlements and responsibilities and has access to appropriate information and resources;
- Provide ongoing support for the injured worker;
- Ensure the confidentiality of medical records and case files is maintained; and
- Promote a culture of acceptance for workplace rehabilitation.

This policy and associated procedures will be reviewed every year in consultation with employees and relevant parties to ensure relevance and effectiveness.

**Jannik Olejas**  
**CHIEF EXECUTIVE OFFICER**

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