

Multiplant Holdings and its controlled entities (Multiplant and KMJV) recognise their moral and legal responsibility and is committed to assisting injured workers to return to work as soon as medically appropriate and work with the medical community to help injured employees regain quality of life.

It is a requirement that workers report all workplace related injuries and illnesses, no matter how insignificant they may seem at first, as soon as possible after they are recognised.

We support all personnel who are affected by a work-related injury or illness to access prompt medical care followed by occupational rehabilitation.

We believe that managing Injury or illness in a timely manner is important. We provide an *Injury Management and Rehabilitation Plan* which is guided by workers' own medical professionals and supports worker welfare by supporting a timely, comfortable, and sustainable return to work (RTW).

Identifying and providing suitable return to work duties is an integral part of our program. When an injured or ill worker is, according to medical judgement, fit to return to work on suitable duties, we will discuss with the assigned medical health practitioner or rehabilitation provider whether suitable duties could reasonably be found, and if not, investigate other options which may available.

Employees must participate in RTW by:

- ❖ Contacting us as soon as possible after injury/illness
- ❖ Maintaining communication
- ❖ Assisting to identify suitable modified duties; and
- ❖ Accepting modified duties where agreed/reasonable.

We will:

- ❖ Make offers for modified duties in writing and provide these to the injured worker and healthcare practitioner.
- ❖ Not terminate the employment of an injured worker by reason of their injury or reasons that include their injury;
- ❖ Educate employees in relation to the causes of the injury and subsequent risk controls;
- ❖ Keep records as required by Law;
- ❖ Ensure all employees are aware of responsibilities and rights in relation to RTW through training and education; and
- ❖ Manage disputes through agreed procedures and legislative requirements.

Managing Director:  Date: 09 / 05 / 2024