

Rehabilitation and Return to Work Policy



EDL is committed to assisting employees to stay at work or make an early and safe return to work after an EDL related workplace injury. EDL supports injured employees by providing an effective rehabilitation program, which is regularly reviewed and updated with legislative and regulatory requirements. EDL will appoint Rehabilitation and Return to Work Coordinators (RRTWC) to manage workplace rehabilitation for injured workers.

As part of EDL's system of workplace rehabilitation, EDL is committed to:

- maintain a ZERO HARM target to prevent injury and illness through a safe and healthy working environment
- encouraging the early reporting of injuries
- providing a timely and effective injury and illness management program, including adequate resources and procedures to support an early and safe return to work for EDL employees who experience work related injuries or illness
- ensuring that, where reasonable and practicable, suitable duties are made available to an injured or ill EDL employee to assist their safe and early return to work as soon as it is medically safe to do so. Where necessary, adequate training will be provided to ensure that safe working practices are followed
- respecting the confidentiality of an injured employee's medical and rehabilitation information
- ensuring that participation in a return to work plan will not, of itself, prejudice an EDL employee
- review this policy and associated procedures.

A handwritten signature in black ink, appearing to read 'James Harman', is written over a horizontal line.

James Harman, Chief Executive Officer

Issued: April 2023

Review date: April 2025

Scope: this policy applies to all EDL employees and contractors at all EDL locations.