

BESIX WATPAC REHABILITATION POLICY

BESIX Watpac recognises that there are substantial benefits for employees and employers resulting from an employee's early return to work after an injury. Experience shows that workplace rehabilitation assists the healing process and helps restore the worker's normal function sooner.

Workplace Rehabilitation is a managed process involving early provision of necessary and reasonable services, including suitable duties' programmes when practicable, to maintain injured or ill workers at work, ensure the injured worker's earliest possible return to work, or if return to work is precluded, to maximise the worker's independent functioning.

We recognise that the relevant State Worker Compensation and Rehabilitation Act and Regulations provide the legislative support for workplace rehabilitation activities.

BESIX Watpac is firmly committed to providing an effective Rehabilitation Programme with the objectives being:

- Complying with legislative obligations with respect to the standard of rehabilitation.
- Rehabilitation is normal practice and expectation for all workers who sustain an injury/illness in the course of their employment within the workplace.
- Ensuring appropriate suitable duties are made available to injured workers to facilitate their safe and early return to work. These duties must be medically approved and will be time limited.
- Providing a safe and healthy work environment, but in the event of an injury, ensuring workplace rehabilitation commences as soon as practicable after the injury, with approval of the worker's treating doctor.
- The goal, through a rehabilitation plan, is to assist the injured person to make a durable return to their usual duties.
- A multi-disciplinary team approach to rehabilitation is used, with cooperation, consultation and confidentiality of all information (written and verbal) being essential requirements for all persons involved.
- At all times the rights, welfare and confidentiality of the employee are respected.
- Ensuring all workers are aware that, in the event of injury or illness, they will be consulted to ensure a structured and safe return to work that will not disadvantage them.
- The Rehabilitation Policy, Procedures, and overall results of our programme are reviewed and improved at least every three years to ensure they continue to meet legislative requirements and the needs of all parties.
- A trained Rehabilitation and Return to Work Coordinator is appointed to effectively manage our Rehabilitation program.

This policy will be reviewed three years from signing.

This Rehabilitation Policy was developed through joint consultation of BESIX Watpac management and employees.



MARK BAKER
Chief Executive Officer

Date: 16/02/2026