

Hort Constructions acknowledges that workers are its greatest asset 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.

Hort Constructions has developed a program to ensure injured workers return to work in a timely and safe manner in the event of a workers sustaining a workplace injury.

Hort Constructions will undertake the following in the case of a workplace injury:

- Ensure the injured worker's right to confidentiality of medical information
- Ensure that no information will be used to discriminate against the injured worker
- Nominate a Return to Work (RTW) Coordinator who has
 - Authority and time to adequately consult, liaise and make decisions with the relevant parties, subject to this policy and procedure
 - Ability to communicate across cultures, including ethnicity, gender and age,
- Has required training (two day RTW Coordinator training (approved by State Authority)
- Establish a Return to Work Plan for any injured employee (where medically able), within the requirements of legislation
- Ensure RTW plans are completed within the legal timeframes

RTW plans will:

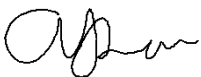
- Commence as soon as possible after the likely time off work is known
- Be based on the advice of the employee's own treating health practitioner/doctor, and the occupational rehabilitation provider
- Be developed with regard to the health and safety of co-workers
- Be in compliance with the relevant legislation and agreed consultation procedures
- Be written using the Return to Work plan agreed format and provided to the employee and their health care provider
- Be regularly evaluated, monitored and updated

Hort Constructions will ensure the employees early return to work where it is safe to do so. Options for a RTW plan shall be in accordance with the following preferred order:

- Original duties within work area/shift, with modification of workstation and equipment where required
- Modified duties, hours, and/or work area
- Alternative duties with appropriate training or retraining or further training and/or education

This policy will be communicated to our interested parties and be publicly available on its website.

Top management is committed to a high level of quality of product and services for its customers, provide safe working Environments to its employee, contractors, and other stake holders. The management is committed to prevent pollution and sustainable management of the environment. The company is aware of its responsibility for climate change and take all possible steps to achieve Net Zero.



Adam Sara
General Manager

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