



Rehabilitation Policy

At Steel & Tube we're committed to supporting and providing our people with best-practice occupational rehabilitation in the event of injury, illness or disability. Our aim is to assist our people, where possible on their rehabilitation journey to full physical, psychological, social and vocational wellness.

We do this by:

- Introducing coordinated early intervention with suitable support and direction in line with any medical recommendations.
- Establishing in-house support to manage the rehabilitation/return to work process.
- Helping our people to view their return to work as a normal outcome of the rehabilitation process.
- Seeking the support, involvement and acceptance of our people, and any agencies, for the *return to work* rehabilitation process. This includes consultation with employee representatives where it is requested, in recognition of the need for such support and advice.
- Creating a co-operative and consultative environment during the *return to work* rehabilitation process.
- Helping our people find suitable alternate employment within our business if necessary and where possible, in cases where a return to pre-injury activities is not appropriate.
- Fulfilling our legal obligations to ensure all practicable steps are taken to ensure the safety of our people and to provide any vocational rehabilitation.
- Respecting the rights, welfare and confidentiality of our people at all times.
- Providing rehabilitation opportunities, wherever possible, for anyone with a non-work related injury, in conjunction with ACC.

The Company's primary goal is to assist employees back to their pre-injury role. To assist with this, employees must actively participate in rehabilitation plans developed to facilitate their recovery.

Mark Malpass
Chief Executive Officer

Date: January 2021