

The Hiway Group is committed to the prevention and management of injury and illness to all its employees in relation to work or non-work injury or illness and long-term absenteeism.

The Hiway Group will meet this commitment by adhering to the following principles:

- Commence rehabilitation, consistent with medical advice, as soon as possible after an injury or illness has become apparent;
- To promote the expectation that a return to work as soon as possible following injury or illness is normal practice;
- To provide a safe and early integration of injured and ill employees back into the workforce by providing when available appropriate, meaningful and productive work;
- Consider the implementation of reasonable adjustments where suitable and practicable, to accommodate an ill or injured employee's return to work;
- To ensure that the injury and illness management programme allows for employees to have a support person and meaningful involvement in their rehabilitation;
- To provide clear accountabilities and responsibilities for all parties involved;
- To keep confidential all related medical information in accordance with Injury Management procedures;
- To reserve the right to request a second opinion from other health professionals on an employee's ability to partake in a rehabilitation plan;
- To be committed to continuous improvement by regular monitoring of the rehabilitation process and reviewing current policy and on a two-yearly basis in conjunction with employee representatives; and
- To review in consultation with employees and other nominated representatives this policy.

This signed statement of Policy confirms our personal commitment and will be displayed at all places of work.



Christopher Ellis
Chairman of the Board



John Boocock
Managing Director



Peter Metcalfe
Chief Executive