



Workplace Rehabilitation Policy

At Metallica Minerals Limited (Metallica) we are committed to recognising that there are substantial benefits to be gained from meeting appropriate rehabilitation principles and practices and are committed to implementing them throughout our workplaces.

We recognise that the *Workers' Compensation and Rehabilitation Act 2003* and the *Workers' Compensation and Rehabilitation Regulation 2014* provide the legislative support for workplace rehabilitation activities.

Metallica is committed to:-

- Providing a safe and healthy work environment, but in the event of an injury or an illness, ensuring workplace rehabilitation is started as soon as possible in accordance with medical advice
- Ensuring appropriate suitable duties are made available to injured or ill workers to facilitate their safe and early return to work. These duties must be consistent with the current medical certificate and time limited
- Respecting the confidential nature of medical and rehabilitation information and ensuring there will be both verbal and written confidentiality
- 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
- Complying with legislative obligations with respect to the standard for rehabilitation
- Adopting a multidisciplinary approach to rehabilitation as required

Appropriate workplace rehabilitation procedures will be developed and implemented to support this policy. The procedures will define key terms, describe key roles and outline steps in the return to work process. An appropriate person will be appointed to manage the return to work of any injured employee.

Our policies will be reviewed from time to time to ensure they remain adequate, encourage best practice, and drive our Workplace Rehabilitation Policy planning and continuous improvement processes.

A handwritten signature in blue ink, appearing to read 'Peter Turnbull'.

Peter Turnbull
Chairman
June 2017

A handwritten signature in blue ink, appearing to read 'Simon Slesarewich'.

Simon Slesarewich
Chief Executive Office
June 2017

title	date effective	revision status	set review	planned review	page
Workplace Rehabilitation Policy	9 June 2017		5 years	9 June 2022	1 of 1