



HERITAGE MINERALS

WORKER REHABILITATION POLICY STATEMENT

Heritage Minerals is committed to:

Heritage Minerals early intervention and managed rehabilitation approach is aimed at providing physical, psychological, and social benefits workers, whilst minimising disruption in the workplace. Adopting a managed process involving early involvement with appropriate and timely support services based on assessed needs aimed at maintaining injured or ill workers in, or returning them to suitable employment.

Where injury, illness or disability is non-work related, Heritage Minerals must endeavour to rehabilitate those workers if alternative duties are available. Heritage Minerals is committed to providing occupational rehabilitation for workers who have sustained a work-related injury, illness, or disability.

The objectives of this policy are:

- To nominate a safety and health professional to oversee the workplace-based rehabilitation program
- To assist rehabilitees in restoring self-image, reducing stress associated with the disability and re-adjusting to the work environment and society in general
- To develop and encourage the expectation that it is normal practice, following work related illness, injury, or disability, for a worker to return to work as soon as practicable
- To manage the safe and early return to meaningful, productive employment at the earliest possible time, consistent with medical opinion
- To establish a structured rehabilitation program to meet rehabilitees' needs to progress their return to work
- To create an environment within the workplace that is conducive to rehabilitation and where all personnel contribute to the rehabilitation process of the injured
- Early and continued personal contact by managers and supervisors with injured, disabled, or ill workers is essential for their successful rehabilitation.

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Signature: 
Date: 24/02/2026

