

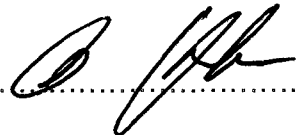
Injury Management Policy

Harley Cranes recognises that there are substantial benefits for employee and employers resulting from an employee's early return to work after an injury. Experience shows that work assists the healing process and helps restore the worker's normal function sooner.

Workplace Rehabilitation is a managed process involving early provision of necessary and reasonable services, including suitable duties programs when practicable, to ensure the injured worker's earliest possible return to work, or if return to work is precluded, to maximize the worker's independent functioning.

The organisation is firmly committed to providing an effective Rehabilitation Program with the objectives being; -

- Rehabilitation is normal practice and expectation within this workplace.
- Rehabilitation commences as soon as possible after the injury, with approval of the worker's treating doctor.
- Suitable duties are made available to injured employees to facilitate their safe and early return to work in a manner consistent with medical judgment.
- The goal through a rehabilitation plan, is to return the injured person to their normal duties.
- A team approach to rehabilitation is used with cooperation, consultation and confidentiality being essential requirements for all persons involved.
- At all times the rights, welfare and confidentiality of the employee are respected.
- This Rehabilitation Policy, Procedures, and overall results of our program are regularly reviewed and continuously improved (at least every two years).
- A Rehabilitation Coordinator is appointed to effectively manage the Rehabilitation program.

Signed  Date