

Occupational Rehabilitation Policy

Version number 2

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Functional area People and Culture

At Boral, we are committed to the health and safety of all of our employees. In the event of a work-related injury or illness occurring we undertake to provide a safe, early and durable return to work of all employees.

Injury management is about ensuring the prompt, safe and sustainable return to work of an injured worker. Everyone involved is required to cooperate and participate in injury management, including the employer, injured worker, insurer, treating doctor and all allied health treating practitioners.

Injury management includes:

- treatment of the injury
- rehabilitation back to work
- retraining into a new skill or new job (where required), and
- management of the workers compensation

To facilitate this commitment Boral will:

- Ensure that medical treatment and return to work activities, including occupational rehabilitation services commence as soon as possible after a work-related injury
- Provide an injured employee with suitable employment including modified or alternate duties whilst they recover from a work-related injury or illness.
- Establish return to work plans for an injured employee who has medical certification indicating an incapacity for their usual duties. The return to work plan will be developed in consultation with the injured employee and their nominated medical practitioner.
- Ensure the confidentiality of information obtained during the return to work process or while undertaking occupational rehabilitation services.
- Ensure that an injured employee who is participating in a return to work plan will not be prejudiced.
- Ensure that there are sufficient appropriately trained personnel who can assist an injured employee during the return to work process and whilst they recover from the work-related injury or illness.

Injured Workers are required to:

- Participate and cooperate with the development and implementation of injury management and return to work plans
- Be willing to accept work that is within their medical restrictions, capabilities and circumstances
- Undertake rehabilitation and/or retraining needed to improve their chances of getting suitable work.



Vik Bansal

CEO & Managing Director

Policy Version History

This table documents the five most recent key policy updates.

No.	Definition	Comments / Key changes	Next review
2	Policy Reformatted	Policy Reformatted	January 2026