

# Injury Rehabilitation and Recovery at Work

*The JJ's Group\* is committed to Injury Rehabilitation and Recovery at Work. This commitment is underpinned by our belief that all workers are entitled to effective injury rehabilitation and support in the event of injury or illness. Our leadership team is committed to the continual improvement of a best practice WHS Management System to protect the health, safety and wellbeing of our team members and they are equipped to provide access to best practice injury rehabilitation strategies.*

## **Our goals are:**

- Immediately respond proactively and compassionately to any injuries incurred by our employees by offering appropriate assistance; and
- Support the safe return to and recovery at work for all affected employees.

## **Our goals will be achieved by:**

- Prioritising the physical and psychological health, safety and wellbeing of our employees.
- Providing an immediate response to work-related injury.
- Promoting and implementing early intervention strategies to minimise harm and reduce rehabilitation periods.
- Facilitating access to quality medical care.
- Promoting and facilitating recovery at work wherever possible.
- Coordinating, monitoring and supporting injury rehabilitation using best practice strategies employed by our qualified and competent injury management specialists.
- Encouraging active participation in injury rehabilitation and recovery at work planning.
- Setting and evaluating measurable injury rehabilitation objectives and targets relevant to our operations.
- Considering compliance with relevant legislative obligations and requirements as minimum standard.
- Identifying, exploring and implementing new innovative injury rehabilitation solutions.

As a family business, values are an integral element of our approach. We encourage all employees to be actively engaged and involved in injury rehabilitation strategies and recovery at work processes.

Our commitment will be demonstrated through the continual improvement of this policy and our WHS Management System, measured against the established injury rehabilitation objectives and targets.

A handwritten signature in black ink, appearing to read 'J.J. Richards'.

J.J. Richards - Director

A handwritten signature in black ink, appearing to read 'P.B. Richards'.

P.B. Richards - Director

A handwritten signature in black ink, appearing to read 'J.M. Parsons'.

J.M. Parsons - Director

\* The JJ's Group: J.J. Richards & Sons Pty Ltd t/as JJ's Waste & Recycling, JJR Engineering Pty Ltd, JJ's Health & Hygiene, EnviroCom Australia, JJ's Northend, CreatEnergy, Aztech Services Australia, J.J. Richards & Sons NZ Pty Ltd t/as JJ's Waste & Recycling and JJ's Waste and Recycling LLC.