

RETURN TO WORK POLICY

The Directors of CCI Pope, CCI FluidTech and CCI Australia are mindful of the social and economic interest in ensuring that workers return to work as soon as possible following a workplace injury or illness. The directors hold employees in the highest regard as they are our greatest asset and represent the company's sustainable competitive advantage.

The companies accept the responsibility to ensure any worker who suffers an injury or illness is provided with the opportunity to participate in a return to work program in order to resume their normal place in the workforce.

The companies are committed to:


- Prevention of occupational injuries or illness.
- Appointing return to work coordinators.
- Developing and implementing a return to work program.
- Early commencement of injury management and early return to work.
- Consultation with workers and, where applicable, unions.
- Provision of suitable duties.
- Maintaining confidentiality.
- Not disadvantaging any worker due to a work related injury or illness.

Managers shall provide appropriate resources to ensure that return to work programs are carried out in an effective and professional manner.

Supervisors shall assist in the return to work program and take all practical measures to ensure the program is complied with.

Employees shall report any work related injury or illness to their supervisor as soon as possible. An injured or ill employee shall co-operate with return to work programs to enable CCI to meet their return to work obligations.

Where disputes arise, every effort shall be made to resolve them in the spirit of cooperation through discussion with the employee, management and employee's union (where necessary).



David Butel
Chief Executive Officer
CCI Holdings Limited