

Rehabilitation and Return to Work Policy

Seymour Whyte recognises that there are substantial benefits to be gained encouraging and promoting the earliest possible return to work for ill or injured workers. SWC is committed to implementing rehabilitation principles and practices that enable this across all our sites and offices. Experience shows that workplace rehabilitation assists the healing process and helps restore the worker's normal function sooner. Workplace rehabilitation includes early provision of timely and adequate services, including suitable duties programs, and aims to:

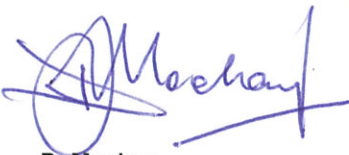
- Maintain injured or ill workers at work; **or**
- Ensure the worker's earliest possible return to work; **or**
- Maximise the worker's independent functioning; **and**
- Provide for durable employment.

Seymour Whyte Constructions is committed to:

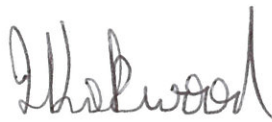
- Providing a safe and healthy work environment, but in the event of an injury or an illness, making sure workplace rehabilitation is started as soon as possible in accordance with medical advice;
- Ensuring appropriate suitable / modified duties are made available to injured or ill workers to facilitate their safe and early return to work. These duties must be consistent with the current medical certificate and will be time limited;
- Respecting the confidential nature of medical and rehabilitation information and ensuring there will be both verbal and written confidentiality;
- Ensuring all workers are aware that, in the event of injury or illness, they will be consulted to ensure a structured and safe return to work that will not disadvantage them;
- Complying with legislative obligations with respect to the standard for rehabilitation;
- Adopting a multidisciplinary approach to rehabilitation as required; and
- Reviewing this policy and procedures regularly to ensure they continue to meet legislative requirements and the needs of all parties.

Workplace rehabilitation procedures have been developed to support this policy. The procedures define key terms, describe key roles and outline steps in the return to work process including the appointment of an external, third party provider of the Company's rehabilitation and return to work systems as required by the Company.

As Directors we are accountable for the implementation of this policy and we personally empower everyone in our business with the responsibility to achieve our goals.

A handwritten signature in blue ink, appearing to read 'D. Mackay'.

D. Mackay
Chairman

A handwritten signature in blue ink, appearing to read 'J. Kirkwood'.

J. Kirkwood
Managing Director and Chief Executive Officer

Rev: January 2018
SW-POL-30