

Ahrens Group Pty Ltd (Ahrens) is a vertically integrated diversified business - operating within the design, fabrication, construction, project management, erection and installation of commercial and industrial structures. As well as building refurbishments, process plants, material handling & storage, ATM installation, agricultural grain storage & handling, rural buildings, water storage, plant and building maintenance.

We work with a broad range of customers covering banks, property developers, manufacturers, transport/logistic operators, a myriad of owner/occupiers, builders, mining contractors, grain co-operatives, farmers and government departments. The nature of the company's activities requires a high degree of technical expertise, experience and reliability.

Ahrens values its workers and is committed to ensuring their health and safety through effective implementation of our Work Health and Safety (WHS) management system. When a workplace injury occurs, this Policy outlines Ahrens commitment to implementing an injury management and return to work program, supported by equitable and efficient workers' compensation claims management. This program has a focus on early intervention to facilitate recovery and return to work ensuring workers return to their pre-injury health in a timely manner.

The objectives of our Injury Management and Return to Work program are:

- To notify all incidents and injuries in line with all relevant jurisdictional and regulatory timeframes.
- Implement effective early intervention strategies to ensure all required treatment and rehabilitation assistance is readily available and time loss is minimised.
- Manage the return to work process through effective collaboration with key stakeholders.
- Decrease case durations and the impact of claims through proactive and fair claims management.
- Ensure the safety of returning workers and their co-workers is considered and managed effectively.

Ahrens expects all employees to co-operate with the Injury Management and Return to Work program and take efforts to both prevent and manage workplace injuries.

In order to achieve the objectives of this program, Ahrens are committed to:

- Preventing injury and illness through implementing safe systems of work and continuous improvement in all aspects of safety for all employees, subcontractors and their employees.
- Providing access to our Injury Management and Return to Work program for all deemed employees who sustain a work related injury or illness.
- Complying with the relevant jurisdictional workers' compensation and rehabilitation legislation and guidelines and our obligations as an insured or self-insured employer.
- Ensuring prompt provision of medical care and treatment.
- Commencing the process of return to work as soon as possible.
- Creating a workplace climate that supports work based injury management and reflects the expectation for injured and ill employees to make a safe return to work as soon as medically permissible.
- Ensure a consultative process is used with all involved parties to facilitate the Ahrens' Injury Management and Return to Work program.
- Actively identify and locate suitable duties within Ahrens for injured employees. Where this is not possible, ensuring appropriate external providers are engaged to assist the injured or ill employee to return to a meaningful and fulfilling role within the community.
- Ensuring privacy and confidentiality of injury management and workers compensation claims information is maintained for all injured employees.
- Implementing an effective dispute resolution process.
- Providing induction and ongoing training for employees to create a positive and supportive culture ensuring employees are aware of the injury management and return to work program and the roles and responsibilities of key stakeholders in the return to work process.
- Consulting with our employees and their representatives in developing, implementing and reviewing the Return to Work program to ensure it operates effectively.
- Ensuring that personnel assigned responsibility for management of Return to Work programs or workers compensation claims are appropriately trained and competent to do so.
- Conduct regular internal and external reviews of the performance of the workers' compensation function.



Stefan Ahrens
Managing Director, Ahrens Group Pty Ltd

