

Workplace Rehabilitation Policy

Airbus Group Australia Pacific (Airbus Group AP) recognises that workplace rehabilitation is an essential process to ensure the long term wellbeing of any worker who has sustained an injury or illness. Our approach is to apply the key principles of promoting and achieving recovery at work, delivering social performance and wellbeing rewards for all.

Workplace rehabilitation includes the early provision of timely and adequate services and support, including rehabilitation and suitable duties programs, and aims to:

- Maintain an injured or ill worker at work, or
- Ensure the workers earliest possible return to work, or
- Maximise the workers independent functioning, and
- Provide for durable, purposeful employment.

The Airbus Group AP workplace rehabilitation program will commence as soon as practicable following any work related injury or illness or at such time medical guidance allows, to ensure an employee is able to remain at work or return to work on a structured return to work plan.

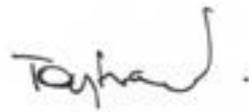
To ensure we meet this commitment we will:

- Provide a safe and healthy work environment and culture. In the unfortunate event of an injury or an illness, the goal is to commence workplace rehabilitation as soon as possible in accordance with medical advice.
- Provide appropriate and meaningful suitable duties to injured or ill workers to facilitate their safe and early return to work.
- Respect the confidential nature of medical and rehabilitation information and ensuring confidentiality is maintained in both verbal and written communications.

- Ensure 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.
- Comply with legislative obligations with respect to the standard for rehabilitation.
- Adopt a multidisciplinary approach to rehabilitation as required.
- Review this policy and associated procedures at least every two years to ensure they continue to meet the needs of all parties.

A workplace rehabilitation standard and 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.

This policy is approved by the Managing Director and has the full support of Airbus Group AP Executive Committee.



Anthony Fraser
Managing Director

Date: 25 May 2016