Policy:	POL-004
Title:	Rehabilitation & Return to Work Policy
Description:	This document outlines the approach the company takes when rehabilitating employees who sustain injuries on the job. It outlines the support mechanisms provided to help the employee return to work, ensuring their ability to contribute positively to the business.

Our Commitment

As building specialists, Watermark Constructions is dedicated to producing quality outcomes across all our Insurance Repair and Commercial projects.

Our desire to be innovative and industry leaders in Quality, Environment, and Safety standards, permeates our commitment to expertise in service delivery, exceptional customer service, the embrace of diversity, equity, and inclusion principles across our workforce and our community, and in the strategic goals set out for the future of the organisation.

Watermark Constructions acknowledges and is committed to making the working environment as safe as it reasonably can attain, however, this policy supports employees recovering from work-related physical or psychological injury or illness, including assistance to remain at work or achieve a safe and sustainable return to work. It is in these circumstances that the company will do its utmost to support its staff.

Rehabilitation & Return to Work Policy

Watermark Constructions recognises that helping team members to stay at work or make an early and safe return after an injury, minimises the impact of an injury on them, their families, and the wider community.

We support our injured employees by having a system of workplace rehabilitation and providing suitable duties for them while they are recovering.

We expect that all injured employees will return to work on suitable duties as soon as it is medically safe to do so. To this end, Watermark will maintain rehabilitation coordination arrangements appropriate to its operations and statutory obligations. Where required, an appropriately skilled, experienced or trained Rehabilitation and Return to Work Coordinator will be appointed and maintained in accordance with Queensland requirements. Workers will be informed of the relevant contact and how to access rehabilitation support.

As part of our system of workplace rehabilitation, we are committed to:

- Providing a safe and healthy work environment
- Encouraging the early reporting of injuries
- We will support employees to remain at work or return to work as early as is safe and appropriate, consistent with their assessed capacity and medical advice. Suitable duties will be developed in consultation with the employee and relevant parties, documented, medically approved as required, and reviewed as recovery progresses.

- We will take all reasonable steps to identify and provide suitable duties. Where suitable duties cannot be provided, we will document the options considered and provide the insurer with written reasons and supporting evidence, as required.
- Medical and rehabilitation information will be handled confidentially and shared only where authorised or otherwise lawfully permitted, and only to the extent necessary to support safe rehabilitation. Supervisors will receive the information needed to implement work restrictions and adjustments.
- Suitable duties arrangements will identify tasks, hours, restrictions, supervision and review dates. They will be reviewed with the employee and relevant parties as capacity changes, and concerns about pain, symptoms or task suitability will be addressed promptly.
- Suitable duties assessments will consider relevant workplace conditions, including heat, severe weather, travel, site access and emergency-response demands, to ensure assigned duties remain appropriate to the employee's capacity and restrictions.
- Reviewing our workplace rehabilitation policy and procedures at least every three years.

Endorsed by: Executive Manager, Brittany Collins

Signature: Brittany Collins

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Date: 29.10.2026

Document Revision History

Version	Date	Changes Made	Changed By	Approved By
0.00	01/04/22	Draft document created	PB	BC
1.00	08/04/22	Document updates completed.	PB	BC
1.01	04/11/22	Document revised for communication	PB	HW
1.02	09/10/23	Rebranding update	PB	HW
1.03	04/07/2024	Mgmt. Review	PB	BC
1.04	30/10/25	Mgmt. Review	PB	BC
1.05	29/10/26	Wording in line with WorkCover updates	PB	BC