



WORKPLACE REHABILITATION POLICY

ARK Pest Management believes in working with our employees in the return to work, rehabilitation process as this is beneficial for our workers as well as our company in maintaining the health and longevity of our workers and their return to their normal work functions much sooner.

Work rehabilitation includes early provision of timely and adequate services, including suitable duties, in this we aim to;

- Maintain injured or ill workers at work
- Ensure the worker's earliest possible return to work
- Give the worker as much independent functioning if return to work is hindered.

ARK Pest Management Commitment

- We aim to provide a safe and healthy work environment, however in the event of injury or illness we will endeavour to make allowance as soon as possible for workplace rehabilitation to begin in line with the medical plan given to our employee.
- We will ensure suitable duties are made available to injured or ill workers to effectively facilitate their early return to work with a suitable timeline.
- We also will prioritise the confidentiality of all our employee's medical information, with all verbal and written information given in a confidential manner.
- All employees who need to have a rehabilitation programme initiated, we will ensure that we fully consult with our employee and develop a programme tailored to their rehabilitation plan in which we will maintain a structured safe return to work without disadvantage to the worker.
- We will comply with legislative obligations with respect to the standard of rehabilitation.
- We will continue to review this this policy as necessary with legislative requirements and the needs of all our parties.

Policy Authorised by: _____


Alex Krawczenco CEO ARK Pest Management