

**Return To Work Policy**

**Grascan Construction Ltd.** commits to preventing workplace injuries and illnesses through maintaining a safe and healthy work environment. In the event an employee suffers an injury or illness, **Grascan Construction Ltd.** commits to taking all reasonable steps to provide safe and timely return to work (RTW), by providing alternative or modified work through the return to work program.

**Grascan Construction Ltd.** will work in collaborations with workers (and unionized representatives when applicable) to identify suitable work and develop individualised RTW or modified work plans based upon functional abilities information provided from health care providers and the Workplace Safety Insurance Board (WSIB) The RTW process commences immediately after the injury or illness has occurred.

This policy applies to all **Grascan** employees who are unable to perform their regular work as a result of injury or illness. All employees must fully cooperate in the safety and timely return to work of injured and ill workers.

January 4, 2021  
Date

  
Angelo Grassa, P.Eng.  
President