


In Wilmar Sugar, we are guided by a set of values that define who we are and the way we work. With integrity and safety at the core of these values, we are committed to providing a safe workplace and we strive to ensure our employees return home to their family and friends as healthy as when they start each day.

Until our journey to an injury-and-illness-free workplace is complete, we will provide our employees who suffer a work or non-work related illness or injury with appropriate support and assistance to promote effective and durable rehabilitation.

Consistent with this, Wilmar Sugar will:

- Apply a consistent approach to injury management across every Wilmar Sugar operation in Australia and New Zealand and to all our employees, in line with applicable legislative requirements;
- Maintain and promote a system to ensure that all employees and contractors promptly report injuries or illnesses;
- Act promptly to investigate, assess and control the factors that may have contributed to an injury or illness;
- Provide timely information to injured employees of their rights and responsibilities and assist them to exercise those rights and responsibilities, including considerations around privacy and access to dispute resolution processes;
- Ensure managers, supervisors and other Wilmar Sugar employees are also aware of their rights and responsibilities in the injury management process;
- Take a progressive and multidisciplinary approach to the provision in rehabilitation and return to work programs, commencing as soon as possible after an injury or illness has occurred;
- Provide access to suitably qualified rehabilitation and return to work professionals and facilitate rehabilitation and return to work in accordance with medical advice and EHS risks;
- Assist employees to remain at work while they recover, or return to work at their earliest opportunity, by providing meaningful suitable duties;
- Consult with our employees and key stakeholders as appropriate to ensure the workplace rehabilitation program and injury management procedures operate effectively.

Wilmar Sugar is committed to implementing this Policy effectively throughout the organisation through the development and implementation of the Wilmar Sugar EHS Framework and our applicable legislative requirements.



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NOTE: This policy expires September 2020 and must be removed from use and display after that time.