

# Injury Management Policy

ANZCO Foods Limited is committed to providing a safe workplace and we strive to ensure our people return home to their family and friends as healthy as when they start each day.

We will provide our people who suffer a work or non-work-related injury or illness with appropriate support and assistance to promote effective and durable rehabilitation.

## ANZCO Foods will:

- Apply a consistent approach to injury management across every ANZCO Foods business operations to all our people, in line with regulatory requirements;
- Promote and encourage early reporting of work-related injury and illnesses.
- Provide timely claim information to injured employees including their rights and responsibilities;
- Facilitate a return to work for injured and/or ill employees as soon as it is safe to do so and to provide information and support to assist injured and/or ill employees to return to work;
- Develop, review, implement and monitor the injured and/or ill employee's return to work plan in conjunction with the employee, manager, third party provider and treating doctor;
- Consult with our employees and where applicable, their nominated support persons or union representative to ensure their rehabilitation programme operates effectively;
- Continuously improve ANZCO Food's injury prevention and return to work processes.

## Other relevant information:

- **Unscheduled Leave:** Unscheduled leave is reserved for times when an employee is unable to attend work due to injury, illness, and emergency or unforeseen circumstances. Unscheduled leave entitlements will be available for ANZCO Foods' employees at their manager's discretion and will be covered by the payment of accrued sick or annual leave. There may be instances where an employee may not have accrued leave. Payment from ANZCO Foods to prevent hardship will be at the manager's discretion and will be assessed on a case-by-case basis.



**Peter Conley**, Chief Executive

