



Work Rehabilitation Corporate Policy

Olam Australia is committed to preventing injury and illness by providing a safe and healthy working environment. Workplace rehabilitation includes early provision of timely and adequate services, including suitable duties programs and aims to:

- Maintain injured or ill workers at work; or
- Ensure the worker's earliest possible return to work; or
- Maximise the worker's independent functioning; and
- Provide for durable employment.

Olam Australia is committed to:

- Providing a safe and healthy work environment, but in the event of an injury or an illness, making sure workplace rehabilitation is started as soon as possible in accordance with medical advice
- Ensuring appropriate suitable duties are made available to injured or ill workers to facilitate their safe and early return to work. These duties must be medically approved and will be time limited
- Respecting the confidential nature of medical information and ensuring there will be both verbal and written confidentiality
- Ensuring all workers are aware that, in the event of injury or illness, they will be consulted to ensure a structured and safe return to work that will not disadvantage them
- Complying with legislative obligations with respect to the standard for rehabilitation
- Adopting a multidisciplinary approach to rehabilitation as required
- Reviewing this policy and procedures at least every three years to ensure it continues to meet legislative requirements and the needs of all parties.

Bob Dall'Alba
Head of Country
Olam Australia

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