

**POLICY****INJURY MANAGEMENT AND RTW POLICY  
STATEMENT**

HelloFresh is committed to the prevention of illness and injury to its employees by providing a healthy and safe work environment. The purpose of this policy is to support our injury management program which provides a framework for a coordinated and integrated approach to workplace injury and illness. HelloFresh recognises that management and workers have a social and economic interest in the promotion of a safe return to work for its employees.

Across all HelloFresh operations, we develop, implement, and maintain effective workplace injury management procedures that are compliant with our legislative requirements. This is achieved by:

- Ensuring contact is made with the injured employee as soon as practicable after injury
- Ensuring returning to work as soon as possible is the normal expectation, with an injury management plan created where required
- Ensuring participation in a return to work program does not disadvantage employees in any way
- Providing access to accredited rehabilitation providers, where required, to ensure the provision of quality rehabilitation services. An employee may however choose their own rehabilitation provider
- Consulting with employees and their representatives regarding the return to work program
- Cooperating with any on site reporting and rehabilitation requirements
- Appointing a workplace based return to work coordinator where required.



Tom Rutledge  
Founder & CEO

on behalf of HelloFresh

HelloFresh and its officers recognise that the health and safety of all workers and visitors is of the utmost importance and vital to the success of our business. As such we aim to continuously improve health and safety in the workplace through consultation and increased health and safety awareness of management and workers.

Through the cooperative efforts of management and workers, we are committed to:

- Providing a safe environment for all workers and visitors to our workplace
- Providing and maintaining buildings, machinery, and equipment in safe working condition
- Supporting the ongoing training and assessment of workers
- Developing, implementing, and monitoring safe work practices
- Continuously improving the standards of health and safety in the workplace
- Managing risks in the workplace
- Providing information, instruction, and supervision.

The focus of HelloFresh's health and safety management system is preventing hazards. We will develop a framework for health and safety management and a plan for systematic risk assessment and control of hazards, to progressively improve safe behaviours and safe systems of work across the business.



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