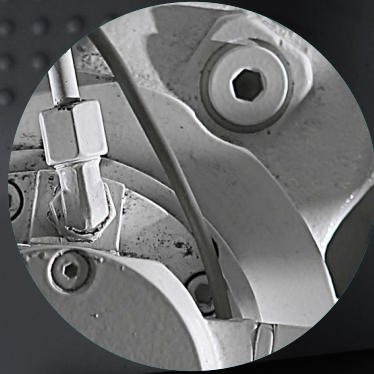


# ENVIRONMENTAL POLICY



Pact Group Holdings Ltd  
ACN 145 989 644

# ENVIRONMENTAL POLICY



## PACT GROUP'S 2025 PROMISE

We have made a promise to become the number one partner of sustainable choices for our customers.

Eliminate all non-recyclable packaging that we produce

### REDUCE

### REUSE

Have solutions to reduce, reuse and recycle all single use secondary packaging in supermarkets

Offers at least 30% recycled content across our entire packaging portfolio

### RECYCLE

Pact Group Holdings Ltd and its wholly owned subsidiaries (The Company ) is committed to SUSTAINABLE PROGRESS WHILST PROTECTING OUR PLANET. This includes our ongoing commitment to continuously improve the environmental performance of our operations and services. We consider our reputation as an environmentally engaged Company to be one our greatest assets and are committed to upholding this position throughout our operations.

The Company is committed to ensure that all products, services and activities meet the requirements of all stakeholders, without compromising our environmental values.

#### THIS POLICY STATES THAT WE WILL:

- Use natural resources responsibly by optimising process efficiency, applying the best available technology and practices, reducing solid waste generation, effluent discharges and emissions to air, and using renewable alternatives wherever reasonably practicable to minimise the impacts of our manufacturing process;
- Implement and use an environmental management system to plan, document, measure and monitor environmental performance. This includes the setting of targets for reducing greenhouse gas emissions, waste disposal to landfill, energy and water consumption.
- Ensure that our products are developed and designed to minimise their environmental impact while meeting customers' requirements;
- Conduct our operations in compliance with all applicable laws and regulations, and in accordance with our ethical, community and social responsibilities;

# ENVIRONMENTAL POLICY

- Co-operate with public, government and industrial organisations to develop effective and balanced environmental standards and modes of operation;
- Educate, train and motivate all employees and contractors to continually improve performance and instil a keen sense of environmental responsibility and accountability;
- Work with both suppliers and customers to apply the principles of product stewardship and to consider the lifecycle impact of their products during the design and development process;
- Communicate this policy to all employees, contractors and other stakeholders

All employees are required to implement practices consistent with this policy.



Sanjay Dayal  
Managing Director and CEO  
1 July 2019

# VERSION CONTROL PAGE

<b>Document description</b>	Environmental Policy
<b>Document applies to</b>	Pact Group Holdings Ltd
<b>Document owner</b>	Executive General Manager Human Resources
<b>Document approved / adopted by</b>	Managing Director and Chief Executive Officer
<b>Version number</b>	4
<b>Authorisation date</b>	1 July 2019
<b>Next revision date</b>	2020

<b>Version</b>	<b>Action</b>	<b>By</b>	<b>Date</b>
1	Adopted	Sole Director	26 November 2013
1	Adopted	Pact Group on listing	17 December 2013
2	Adopted	Managing Director and CEO	1 June 2016
3	Reviewed and re-issued	Managing Director and CEO	1 June 2017
4	Reviewed and re-issued	Managing Director and CEO	1 July 2019