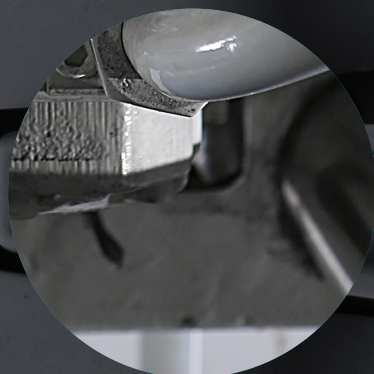
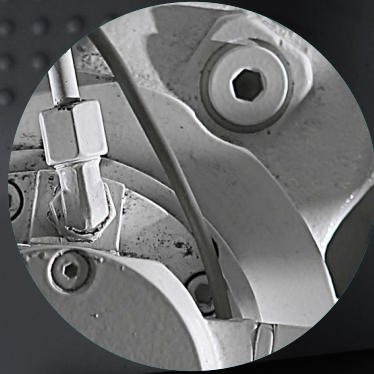


WORKPLACE HEALTH & SAFETY POLICY



Pact Group Holdings Ltd
ACN 145 989 644

WORKPLACE HEALTH AND SAFETY POLICY

Pact Group Holdings Ltd and its wholly owned subsidiaries (The Company) is committed to ensuring all work is completed incident and injury free in line with our strategic ambition Towards Zero Harm for People and Planet.

Incident and Injury free is about people choosing to work together to create a safe environment under all circumstances and requires:

- A culture where no injury is acceptable;
- All incidents are investigated and reported;
- An attitude of respect and concern for people;
- The discipline to apply necessary rules and procedures.

We believe that to achieve these goals we need the positive involvement and commitment of all levels of management and the active participation and support of our employees, contractors, labour hire workers, suppliers and visitors.

This policy covers all aspects of physical and mental health and safety and applies within all Company workplaces (including premises), vehicles, any location or setting at which work or an activity for the Company is performed and whilst using company plant equipment and technology.

We believe that to achieve these goals we need the positive involvement and commitment of all levels of management and the active participation and support of our employees, contractors, labour hire workers, suppliers and visitors.

This policy covers all aspects of physical and mental health and safety and applies within all Company workplaces (including premises), vehicles, any location or setting at which work or an activity for the Company is performed and whilst using company plant equipment and technology.

THIS POLICY STATES THAT WE WILL:

- Identify hazards, assess risk profiles and implement controls and remedial action,
- Create and **maintain** safe work practices, plant and equipment and safe working environments;
- Implement and use an efficient WHSE Management system to plan, document, measure and monitor performance. This includes the setting of targets, minimum standards, procedures that embody legal compliance and best practice.
- Provide adequate information, training and supervision to enable all workers to work safely;
- Consult with employees in an open and respectful manner in all matters that affect their safety through established communication mechanisms to ensure an effective WHS performance is maintained;
- Conduct systematic audits to support compliance as a minimum with regulations and the Toward Zero Harm Framework;
- Provide injury Management and Rehabilitation services for injured employees that assist them in returning to pre-injury duties;

WORKPLACE HEALTH AND SAFETY POLICY

To ensure a safe and healthy work environment, the Company's employees, contractors, labour Hire workers and visitors must:

- Familiarise themselves with, and comply with, all safety directions, policies and procedures issued by the Company;
- Participate in all required safety inductions and /or training as required;
- Participate in consultation on safety matters with others in the workplace as required
- Participate in any investigation into a safety matter when required.



Sanjay Dayal
Managing Director and CEO
1 July 2019

VERSION CONTROL PAGE

Document description	Workplace Health and Safety policy
Document applies to	Pact Group Holdings Ltd
Document owner	Executive General Manager Human Resources
Document approved / adopted by	Managing Director and Chief Executive Officer
Version number	4
Authorisation date	1 July 2019
Next revision date	2020

Version	Action	By	Date
1	Adopted	Sole Director	26 November 2013
1	Adopted	Pact Group on listing	17 December 2013
1.1	Adopted	CEO	20 May 2014
2	Adopted	Managing Director and CEO	1 June 2016
3	Reviewed and reissued	Managing Director and CEO	1 June 2017
4	Reviewed and reissued	Managing Director and CEO	1 July 2019