

ENVIRONMENTAL POLICY

PACT GROUP HOLDINGS LTD AND ITS WHOLLY OWNED SUBSIDIARIES (THE COMPANY) IS COMMITTED TO SUSTAINABLE PROGRESS WHILST PROTECTING OUR PLANET. THIS INCLUDES OUR DRIVING COMMITMENT TO CONTINUOUSLY IMPROVE THE ENVIRONMENTAL PERFORMANCE OF OUR OPERATIONS AND SERVICES. WE CONSIDER OUR REPUTATION AS AN ENVIRONMENTALLY ENGAGED COMPANY TO BE ONE OF 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 feasible to minimise the impacts of our manufacturing processes.
- 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 and energy and water consumption.
- Ensure that our products are developed and designed to minimise their environmental impact while meeting customers' requirements.
- Continuously improve our environmental performance and continue to integrate standards for environment into our day-to-day business as an essential element of management.
- Conduct our operations in compliance with all applicable laws and regulations, and in accordance with our ethical, community and societal responsibilities.

- 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 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 life cycle impacts 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.



Malcolm Bunday

Managing Director and CEO

1 June 2017