

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.

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;
- an attitude of respect and concern for people; and
- the discipline to apply necessary rules and procedures.

We believe that this is possible because it is not only a fundamental human right and responsibility, but also good business practice.

Safety does not occur by chance, but is a result of careful attention to all operations by those who are directly and indirectly involved. Safety begins with a positive and responsible attitude both on and off the job.

Safety is managed by establishing and following safe work instructions and procedures, including provision of appropriate training and safety equipment for all visitors and employees. However, the most essential element is a 'safe attitude' and that is in your hands.

PURPOSE

This policy provides an overview of the Company's commitment to workplace health and safety and what is required of employees and others in the Company workplace. The policy should be read in conjunction with the Pact Group Workplace Health, Safety & Environment Manual and related procedures.

This policy does not form part of any contract (including a contract of employment) and does not create enforceable contractual rights in employees' favour.

SCOPE

All employees, labour hire workers and contractors of the Company are required to comply with this policy. Applicants for employment, visitors, suppliers and others who may be present in the Company workplace are also required to take steps to ensure the health and safety of themselves and others.

This Policy covers all aspects of physical and psychological health and safety, and applies within all Company workplaces (including premises, vehicles, any other location or setting at which work or an activity for the Company is performed) and whilst using Company's technology.

THIS POLICY STATES THAT WE WILL:

The Company's obligations

The Company will endeavour to meet its legal obligations to provide and maintain a safe and healthy workplace and to work with employers and others as required to achieve this goal. Measureable objectives and targets will be and monitored to ensure continual improvement.

The WHSE system provides further guidance on the Company's approach.

Worker obligations

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 and 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.
- At all times act in a way which ensures the safety of yourself and others in the workplace, including ensuring you do not attend work if you are under the influence of drugs, alcohol or fatigue.

BREACHES OF THIS POLICY

Given the critical nature of workplace health and safety, the Company will closely monitor compliance with this policy and related policies.

Any employee who fails to comply with work health and safety obligations in any way, including but not limited to by breaching this policy, will be subject to disciplinary action (up to and including termination without notice, in appropriate circumstances).

Non-intentional or "one-off" breaches may result in the full range of disciplinary action.

You should be aware that serious breaches of this policy may also give rise to personal civil or criminal liability.



Malcolm Bunday

Managing Director and CEO

1 June 2017