

Pact Group Holdings Ltd  
ACN: 145 989 644

# Health and Safety Policy



**Pact**  
**Safe**

# Health and Safety Policy

Pact Group Holdings Ltd and its wholly owned subsidiaries (The Company) is committed to providing a safe, healthy, caring and respectful culture to ensure that all people return home in the same way or in a better state than when they came to work.

**We are committed to all employees, contractors, labour hire workers and visitors to provide a safe, healthy, caring and respectful culture through the following:**

- Exhibiting behaviours that align with The Company's value of Safety.
- Achieving high standards in health, safety, early intervention and injury management by providing safe systems of work, complying with legislative requirements, current industry best practice and become a true learning organisation.
- Establishing, monitoring and reviewing measurable objectives and targets to continually improve health and safety performance and resource accordingly.
- Maintaining and continually improving the health and safety management system consistent with ISO 45001.
- Integrating health and safety into all activities in all functions.
- Proactively identifying and reporting hazards and incidents including physical and psychological health risks.
- Investigating hazards and incidents to identify root causes.
- Identifying and implementing actions by the use of hierarchy of controls to eliminate or minimise health and safety risk so far as is reasonably practicable to prevent reoccurrence.
- Involving, consulting and empowering employees and employee representatives, in the management of their own and others health, safety and wellbeing.
- Communicating openly and regularly on health and safety matters and information.
- Training, instructing and supervising to enable people to work safely and without risk to themselves or others.
- Intervening early to manage injuries and having effective return to work programs.

Managers and supervisors have the added responsibility for the health and safety of people under their control including providing and maintaining, so far as is reasonably practicable in accordance with company policies and procedures, plant and systems of work that are safe and without risks to health, maintaining the workplace in a safe condition and providing adequate facilities for the welfare of employees.



Sanjay Dayal  
Managing Director and CEO  
Feb 2023



# Version Control Page

<b>Document description</b>	Health and Safety Policy
<b>Document applies to</b>	Pact Group Holdings Ltd
<b>Document owner</b>	Executive General Manager People and Culture
<b>Document approved / adopted by</b>	Managing Director and Chief Executive Officer
<b>Document Number</b>	PACT HSES POL 001.06
<b>Version number</b>	6
<b>Authorisation date</b>	Feb 2023
<b>Next revision date</b>	Feb 2026

<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
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 May 2019
5	Reviewed and reissued	Managing Director and CEO	25 November 2021
6	Reviewed and reissued	Managing Director and CEO	February 2023