

# Safety policy

Visy is committed to operating in a manner which prevents injury and ill health and ensures a physically and psychologically safe and healthy workplace for all.

We recognise that to achieve this goal we need the positive involvement and commitment of all levels of management and the active participation and support of our workers and their representatives, contractors, and suppliers.

To achieve these policy objectives, we will:

- utilise the hierarchy of control to, as far as practical, eliminate safety risks in our activities and, where this is not possible, to control risks to an acceptable level;
- identify hazards, assess risk profiles, and implement appropriate controls as well as remedial actions towards best practice in safety and manufacturing;
- implement programs to continually improve safe work practices, safe working environments and efficient HSE management systems;
- develop, maintain, and implement HSE objectives and targets, minimum standards, safe working practices and procedures that embody compliance with legal requirements and best practices;
- provide adequate information, training, and supervision to enable all employees and stakeholders to work safely;
- consult employees in an open and respectful manner in all matters that affect their safety through established communication mechanisms and ensure the participation of workers and their representatives in the development of high performance HSE systems and culture;
- monitor and review health and safety management performance and trends, including regular internal audits to support compliance programs for Visy HSE systems and work health safety requirements, and identify HSE improvement opportunities;
- implement measures of safety performance that ensure all levels of management and employees hold HSE as a critical responsibility and accountability;
- encourage workers to consider their health and wellbeing in all aspects of their lives; and
- provide injury management and rehabilitation services for injured employees that assist them in returning to pre-injury duties.

We will remain committed to eliminating incidents that result in injury or occupational illness. All operations will continue to implement and maintain practices consistent with this Policy and Visy Corporate Objectives, Standards, Safe Work Practices and Guidelines.



**Anthony Pratt**  
Executive Chairman

**Mark De Wit**  
Chief Executive Officer

