

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:

- Leaders will lead Safety is 1st value
- Achieve 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
- Establish, monitor and review measurable objectives and targets to continually improve health and safety performance and resource accordingly
- Maintain and continually improve the health and safety management system consistent with ISO 45001
- Integrate health and safety into all activities in all functions
- Proactively identify and report hazards and incidents including physical and psychological health risks
- Investigate hazards and incidents to identify root causes
- Identify and implement 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
- Involve, consult and empower employees and employee representatives, in the management of their own and others health, safety and wellbeing
- Communicate openly and regularly on health and safety matters and information
- Train, instruct and supervise to enable people to work safely and without risk to themselves or others
- Effective early interventions, injury management and return to work programs in place

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
Nov 2021



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