

Pact Group Holdings Ltd
ACN: 145 989 644

Environmental Policy



**Enviro
Safe**

Environmental Policy



PACT GROUP'S 2025 PROMISE

We have made a promise to become the number one partner of sustainable choices for our customers.

Eliminate all non-recyclable packaging that we produce

REDUCE

REUSE

Have solutions to reduce, reuse and recycle all single use secondary packaging in supermarkets

Offers at least 30% recycled content across our entire packaging portfolio

RECYCLE

Pact Group Holdings Ltd and its wholly owned subsidiaries (the "Company") are 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 ensuring that all products, services and activities meet the requirements of all stakeholders, without compromising our environmental values.

This policy states that we will:

- Implement and use an environmental management system which is based on ISO 14001 to plan, document, measure, monitor, and report environmental performance. This includes the setting of objectives and targets for reducing energy use and greenhouse gas emissions, waste disposal to and fill and energy and water consumption;
- Minimise the impacts of our operations on the environment and community as far as reasonable, including solid and liquid waste generation, effluent discharges and emissions to air, noise, land contamination and spills entering stormwater systems;
- Continuously improve our environmental management system and environmental performance, and continue to integrate standards for environment into our day-to-day business as an essential element of management;
- Conduct audits at planned intervals to establish the extent of site compliance with the environmental management system;
- Use natural resources responsibly by optimising process efficiency and applying the best available technology and practices including using renewable alternatives where practicable;

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- Conduct our operations in compliance with all applicable laws and regulations, and in accordance with our ethical, community and social responsibilities;
- Cooperate 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; and
- Communicate this policy to all employees, contractors and other stakeholders.

All employees are required to implement practices consistent with this policy.



Sanjay Dayal
Managing Director and CEO
February 2024

Version Control Page

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