

Pact Group Holdings Ltd  
ACN: 145 989 644

# Workplace Health and Safety Policy



**Pact  
Safe**

# Workplace Health and Safety Policy

Pact Group Holdings Limited and its wholly owned subsidiaries (the "Company") are committed to providing a safe, healthy, caring and respectful workplace 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 exhibiting the following behaviours aligned with the Company's value of safety:**

- Providing a safe workplace for all workers.
- Maintaining and continually improving the health and safety management system ("Safety Management System)" which is based on ISO 45001.
- Conducting audits at planned intervals to establish the extent of site compliance with the Safety Management System.
- Integrating health and safety into all activities in all elements of our business.
- Investigating hazards and incidents thoroughly with the intention of improving understanding and driving continuous improvement.
- Using a risk management approach to proactively reduce risk exposure across all activities, including physical and psychological risks, prioritising critical risks and controls.
- Involving, consulting and empowering workers in matters relating to 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 practical 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  
February 2024

# Version Control Page

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