



## OCCUPATIONAL HEALTH & SAFETY POLICY

Visy is committed to manufacturing its products safely, efficiently and in an environmentally responsible manner. We recognise that to achieve this goal we need the positive involvement of all levels of management and the active participation and support of our employees.

Our aim is to safeguard the health and safety of all employees, contractors and visitors in all operations.

To this end we will:

- Identify hazards and assess foreseeable risks and implement appropriate controls or remedial action towards best practise in safety and manufacturing;
- Create and maintain safe workplaces and safe working environments through programs such as 5S;
- Develop and implement minimum standards, safe working practices and procedures that aim to ensure compliance with legal and company standards;
- Provide adequate information, training and supervision;
- Consult employees in an open and respectful manner in all matters that affect their safety through established communication mechanisms;

- Conduct systematic audits to support continuous improvement;
- Implement measures of safety performance that ensure all levels of management and employees hold health and safety as a critical responsibility and accountability;
- Encourage employees 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 work.

We will remain committed to eliminating incidents that result in injury or occupational illness. All operations will be required to implement practices consistent with this policy and Visy corporate objectives, standards and guidelines for managing occupational health and safety.

Richard Pratt AO  
Chairman

Harry Debney  
Chief Executive Officer

**VISY**

PACKAGING AND RECYCLING  
FOR A BETTER WORLD.