

This policy sets out the objectives that apply to Paper Australia Pty Ltd (ACN 061 583 533) (**Opal Australian Paper**) and to Opal Australian Paper's directors, officers, employees and contractors as well as any other representatives who act for or on behalf of Opal Australian Paper.

Opal Australian Paper is a vertically integrated manufacturer of pulp, paper, envelopes and stationery. We are Australia's only manufacturer of office and printing papers, bag, sack, lightweight packaging and industrial papers and a major supplier of kraft liner board for the cardboard carton industry.

Opal Australian Paper is committed to effective management of health, safety & the environment and to establishing measurable objectives and targets as set out below:

- 1. Zero harm to our people**

Provide safe and healthy working conditions for the prevention of work related injuries and ill health.

Eliminate work related injuries and illnesses through the provision of a safe and healthy workplace.

Eliminate hazards and minimise workplace health and safety risks.

Ensure that workers are properly trained and have appropriate safety and emergency equipment.

Ensure the consultation and participation of workers and where they exist, workers' representatives in the decision making processes impacting on workplace health and safety.

Ensure the dissemination of workplace health and safety information to all employees, contractors, labour hire employees and visitors to the workplace.
- 2. Employer of choice**

Our diverse workforce is provided with respect and employed within strong principles of equal opportunity, ethical behaviour and transparent management practices.
- 3. Just Culture**

Discourage blaming individuals for honest mistakes that may contribute to an accident or incident. Sanctions will only be applied where there is evidence of conscious violation, intentional reckless behaviour or repeated errors following correction, training and coaching.
- 4. Responsible member of the communities in which we operate**

Be a responsible member of the communities in which we operate by correcting incidents or conditions that may endanger health, safety or the environment, promptly reporting them to authorities and informing affected parties as appropriate.
- 5. Conservation of natural resources**

Ensure the responsible use of natural resources throughout our business, including the conservation and efficient use of energy, water and materials and giving preference to renewable over non-renewable natural resources when feasible.
- 6. Zero harm to our environment**

Seek to develop and improve operations and technologies to prevent air, water and other pollution. Use the waste hierarchy to minimise waste. Purchase recycled materials where appropriate, and dispose of waste safely and responsibly.
- 7. Development of safe and environmentally friendly technology and products**

Develop, manufacture and market products that are safe for their intended use, efficient in their use of energy, protective of the environment, and that can be reused, recycled or disposed of safely.
- 8. Beyond Compliance**

Meet or exceed all applicable legal requirements and other requirements to which Opal Australian Paper subscribes. Set and adhere to stringent requirements of our own.
- 9. Continuous Improvement**

Consider issues and manage risks and opportunities to achieve continuous improvement in Opal Australian Paper's management systems and performance.
- 10. Sustainable business**

Meet or exceed the expectations of our customers and sustainably improve shareholder value.

All personnel, contractors and visitors on Opal Australian Paper's premises are expected to follow this policy and to report any concerns to Opal Australian Paper management. Management is expected to take prompt action.



Tomoaki Koyanagi
Chief Executive Officer