

Health and Safety Policy

This policy applies to Paper Australia Pty Ltd (ABN 63 061 583 533) together with its subsidiaries, including Opal Packaging Australia Pty Ltd (ABN 77 636 682 883), Opal Commercial Services Pty Ltd (ABN 56 637 020 467), Paper Products Marketing Pty Ltd (ABN 78 069 837 592) and Opal Packaging New Zealand Limited (NZBN 9429047752900) (collectively referred to as **Opal**) including its directors, officers and employees while conducting Opal's business and undertakings. Opal is a leading producer and supplier of packaging, paper and other products. Opal may vary and update this policy from time to time.

People come first at Opal.

We value and care about the health, safety and wellbeing of our people.

We commit to providing a safe and healthy work environment and promoting and encouraging appropriate behaviours, without compromise, in everything we do.

We commit to operating globally in a safe and responsible manner and **we respect** the physical and psychological health and safety of our employees, contractors, suppliers, customers and the communities in which we belong.

In order to deliver on our commitments, Opal will:

- Systematically work to identify and eliminate or minimise health and safety hazards and risks, so far as is reasonably practicable to prevent injury and illness;
- Operate and maintain a robust safety management system appropriate to the organisation's activities and in line with the scale of its health and safety risks and opportunities;
- Integrate risk and safety management into business plans, decisions and everything we do;
- Set, implement and monitor strategic measurable health and safety objectives and targets to address risks and promote positive outcomes;
- Meet and strive to exceed all applicable health and safety laws, and stakeholder requirements, including industry standards to which the organisation subscribes;
- Provide appropriate leadership, resources, competencies, training and communication to all who carry out work in our business;
- Consult with and promote participation of workers at all levels, to facilitate engagement and collaboration in any decision-making processes that may impact on workplace health and safety;
- Work together with employees, contractors, suppliers and visitors to comply with Opal health and safety policies and procedures, take care of their own safety and ensure that their acts and omissions do not affect the safety of people at the workplace;
- Support proactive early intervention and facilitate optimal recovery of all work-related injuries and illnesses to ensure a safe, sustainable and meaningful return to work;
- Monitor, record and respond promptly in respect of the management of hazards, injuries, near miss incidents and other occupation health and safety incidents; and
- Drive continual improvement and innovation on our performance, processes and solutions, in order to achieve better health and safety outcomes and positively influence safety leadership in the industries we operate in.

At Opal, we are committed to ensuring everyone working with us is able to return home safely, every day.



Matt (Masanobu) Iizuka

Chief Executive Officer
Opal Group