

Safety and Occupational Health Policy

As part of our Pregis Purpose, i.e. to Protect, to Preserve and to Inspire, Pregis value human life above all else and thus protecting the safety, health and security of our employees and those who work on our behalf is a core value for Pregis. We believe that one injury is one too many. We are striving to be a business without fatalities and life-altering injuries or occupational diseases. We have a systematic approach in focusing on our top fatal and life altering risks in all our operations and strive to engineer these risks out and implement robust controls. We aim to have no incidents that harm people or put our neighbours or operations at risk. We can achieve Zero Harm through strong accountable leadership and a culture that creates a work environment where employees and contractors work safely with a focus on identifying hazards, implement appropriate risk controls and measure control effectiveness regularly. We comply with applicable laws and are guided by internationally recognised principles. Through effective safety management, we work to ensure that all our operations have fundamentally safe, well-designed plant, equipment and infrastructure.

We take responsibility for the development and implementation of local safety and health management systems and to meet our objectives, we will:

- Meet all relevant local, national and regional laws and regulations;
- Act in accordance with internationally declared human rights and standards;
- Set non-negotiable performance requirements for material risk, validate training and competencies and ensure processes are effectively implemented by- adopting standards and performance requirements designed to drive safe behaviours and outcomes;
- Identify hazards and assessing the risks associated with our operations;
- Develop and implement operational controls to mitigate effectively the impact of those risks;
- Monitor and maintain our hazard recognition, risk assessment and operational control activities to ensure they are current and effective;
- React to correct gaps in our protective systems and continuously improve system stability
- Deliver continuous improvement in our performance through effectively identifying hazards and reducing risks and impacts;
- Expect our managers to provide effective leadership by ensuring that all managers, employees and contractors are aware of these commitments and are educated, trained and motivated on their specific responsibilities as a condition of employment or contract and continuously promote an interdependent safety culture where everybody looks after their own safety as well as that of others
- Prepare for emergencies with open communication of our safety, security and health risks and concerns to assure emergency preparedness and community right-to-know

We will maintain readily accessible grievance mechanisms in each country in which we operate to allow internal and external stakeholders to raise any grievances or concerns. All grievances and concerns raised will be recorded and actively investigated to facilitate a satisfactory resolution. We will ensure that no one will suffer for raising with management any violations of our Policies, or any legal or ethical concerns.

We will provide the appropriate resources and training to all our operations to understand and implement this policy, and monitor, report on and audit our performance. We will review our management systems, including this policy, on a regular basis to ensure they remain current and appropriate to the nature and scale of our operations.