

Brambles

Health and Safety Policy

Brambles Limited

Revised: 1 January 2020

Version 2.0

HEALTH AND SAFETY POLICY

It is Brambles policy to provide and maintain a healthy and safe working environment and to prevent injury, illness or impairment to the health of employees, contractors, customers or the public. We rate safety a priority over all other aspects of our business activities.

Brambles is committed to achieving Zero Harm, meaning no injuries, no environmental damage and no detrimental impact on human rights. The Zero Harm Charter, which sets out the vision, values and behaviours and commitment required to work safely and ensure environmental compliance, is provided to all employees and is available on the Brambles website.

We are also committed to ensuring that Brambles employees are appropriately equipped with the tools, techniques and equipment that they need to carry out their duties adequately and effectively, and to fully meet their responsibilities for health and safety.

The success of our health and safety policy depends on the personal commitment of all our employees. We expect you, while at work, to take reasonable care of your own health and safety, as well as that of your colleagues. It is your personal responsibility to follow safe work practices, observe company safety rules and report workplace hazards, incidents and near-misses to your supervisor. Everyone is expected to use his or her skills and knowledge to improve safety.

We further expect you to ensure that, while working, you remain in a condition fit to work and do not endanger yourself or others through inappropriate use of drugs or alcohol.

It is the responsibility of each business unit to ensure that this policy is implemented. We expect all managers and supervisors to provide:

- A safe place of work;
- Tools, equipment and vehicles that have been selected, tested and maintained for safety;
- Systems that ensure tools, equipment and vehicles are safely used and that materials are safely handled, used and stored;
- Training which enables employees to understand their personal responsibilities in health and safety and the hazards inherent in their work;
- Training which enables employees to understand, operate, use and maintain their tools, equipment and vehicles, as well as the safety equipment and safe systems of work;
- Appropriate supervision of work activities;
- Systems to monitor health and safety performance;
- Recognition of good safety performance and behaviour to create interest and enthusiasm in efforts to promote safety;
- Communication and consultation with employees on health and safety issues to increase safety awareness and understanding;
- Adequate facilities for the welfare of employees at work;
- Appropriate first-aid training and equipment; and
- Effective and appropriate emergency procedures.

We not only expect all managers and supervisors to ensure that we are in compliance with all applicable health and safety laws and regulations, we require everyone to apply the best operating safety practices in his or her industry.

- **Every Accident is Preventable**

- Assess every situation that presents a possibility of an accident and take all reasonably practicable precautionary measures against such an occurrence.
- Conduct regular evaluations of the health and safety risks associated with our materials, products, procedures, tools, equipment, vehicles and places of work. In particular, where work is being carried out in a public place, ensure that such work is undertaken, as far as is reasonably practicable, without risk to members of the public.
- Integrate health and safety considerations into all business planning. In particular, ensure that health and safety is considered as part of the design and operation of new materials, products, procedures, tools, equipment, vehicles and places of work.
- Provide such information, instruction, training and supervision as may be necessary to reasonably ensure the health and safety of our employees, contractors and customers.
- Ensure that the process of selecting and rewarding employees, contractors and suppliers includes the recognition and support of good safety performance.
- Conduct regular audits to evaluate compliance with applicable laws and regulations, effectiveness of health and safety management systems and implementation of this policy.

The Brambles' Board has overall responsibility for this Policy. The Group Head of Health, Safety and Environment has day-to-day operational responsibility for this Policy and should ensure that all employees receive regular and appropriate training.

The Group Head of Health, Safety and Environment, in conjunction with the Board, will review this policy from a legal and operational perspective at least one a year. This Policy does not form a party of any employee's contract, or otherwise create one, and it may be amended from time to time. Employees are invited to comment on this Policy and suggest ways in which it might be improved. Comments or suggestions should be addressed to the Group Head of Health, Safety and Environment.

All employees are responsible for the success of this Policy. Brambles creates workplaces in which open and honest communications among all employees are valued and respected. If you have any questions about this Policy, or if you would like to report a potential violation of it, please speak to your line manager, any member of the Health, Safety, and Environmental Team, any member of the Legal or Human Resources Teams, or the Speak Up Hotline. Consistent with Brambles' Speak Up Policy, no reprisal or retribution will be taken against any employee for raising concerns under this policy. Brambles is committed to investigating, addressing, and responding to concerns of employees and to taking appropriate corrective action in response to any violation.