



Occupational Health & Safety Policy

VIP Packaging is committed to maintaining a safe and healthy workplace for the wellbeing of all employees, contractors and visitors to our sites. We recognise the importance of employee involvement in OH&S decision making and in developing a safe workplace culture.

We ensure that all employees are trained in safety practices and are educated on the role that each of us plays in maintaining safe places to work.

We consider our first priority to be the well-being of our people.

This Policy states that we will:

- Measure safety performance to ensure all levels of management and employees hold health and safety as a critical responsibility and accountability is clearly defined.
- Educate all employees on how to identify and control hazards relating to their workplace. Hazards identified will be reported and assessed for risk management with appropriate controls or remedial action to be undertaken in a timely manner.
- Incorporate management commitment to comply with all relevant legislation, regulations, codes of practice and safe operating procedures.
- Provide employees, visitors and contractors with adequate information, training and supervision to ensure a safe and healthy environment in which to operate.
- Encourage open and respectful communication with our employees in all matters that affect their safety through established communication mechanisms.
- Encourage employees to consider health and wellbeing in all aspects of their lives, both at work and at home.
- Provide effective and equitable injury management and rehabilitation services for injured employees to assist them in returning to work.
- Systematically audit health and safety systems and practices at least every two years to ensure compliance and support continuous improvement.
- Communicate this Policy to all employees, contractors and other stakeholders.