

At Pacific Brands we value the natural environment and acknowledge the benefits responsible environmental and sustainability management delivers to our employees, customers, suppliers, shareholders and the broader community.

We will strive for continuous improvement in the sourcing, manufacturing, packaging, handling, and disposal of our products through the application of our guiding principles:

**REDUCE      REUSE      RECYCLE      REPLACE**

We are committed to:

- Meeting all legal obligations and any other requirements to which we subscribe in relation to our environmental performance
- Reviewing the environmental impacts of our activities, products and services and setting appropriate environmental improvement objectives
- Maintaining systems to plan, document, measure, monitor and review our environmental and sustainability performance
- Pursuing packaging solutions that reduce environmental impacts whilst maintaining the safety, quality and acceptance of our products
- Providing information to consumers on disposal and recycle options
- Maximising efficiencies in water and energy usage
- Sourcing product and materials from suppliers that are socially and environmentally responsible
- Ensuring managers remain directly responsible and accountable for the environment by identifying and assessing environmental aspects and impacts
- Continually improving our environmental and sustainability performance through training, regular management review, research and development
- Working collaboratively with our suppliers and contractors to conduct business with us in accordance with this policy
- Providing appropriate resources to facilitate implementation of this policy and associated procedures

The principles in this policy apply to all Pacific Brands locations and businesses. This policy will be reviewed regularly to ensure its ongoing effectiveness and to facilitate the continuous improvement of environmental sustainability performance at Pacific Brands.



**David Bortolussi**  
Chief Financial & Operating Officer  
Pacific Brands

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