

Pacific Brands values a healthy and safe workplace and we are committed to conducting all work free from injury and harm.

The health, safety and wellbeing of our employees is central to everything we do. At Pacific Brands we have made a commitment to:

- Provide a safe workplace for all employees, visitors and contractors
- Create a business strategy that supports working safely, and provides the framework for setting measurable performance objectives and targets
- Meet the requirements of all relevant legislation, standards and codes of practice
- Ensure health and safety is integrated into operational procedures and training programs
- Maintain a risk management and hazard identification system that aligns to Pacific Brand's risk profile
- Ensure managers remain directly responsible and accountable for the health, safety and wellbeing of employees and that adequate resources are provided
- Ensure all employees understand their duty of care to work in a safe manner, to report health and safety hazards and incidents and to follow safe systems of work
- Communicate and consult with employees and their representatives on all relevant health and safety matters
- Work in collaboration with our suppliers and contractors to ensure they conduct business with us in a safe manner
- Provide a supportive workplace culture where healthy lifestyle choices are valued and encouraged
- Encourage positive and respectful relationships with co-workers, clients and customers
- Encourage work and health practices that enhance mental health and wellbeing and ensure employees have access to support during difficult times
- Measure, review and improve this policy and associated procedures regularly in order to continually improve health and safety performance

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 Health, Safety and Wellbeing at Pacific Brands.



David Bortolussi
Chief Financial & Operating Officer
Pacific Brands

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