



Tetra Pak Occupational Health and Safety Policy

Owner: President & Chief Executive Officer
Contact for questions: Corporate Director Occupational Health and Safety
Valid from: 2016-01-01

1. This document supports

N/A

2. Introduction

Strong standards of health and safety are essential to achieving our strategic growth ambitions. At Tetra Pak, we are committed to ensure the occupational health and safety of our employees, contractors, visitors and anyone who may be affected by our operations, both at our own sites and any other site at which we operate. Our goal is to maintain a safe and healthy environment, with *zero accidents and work related illness*. This policy is designed to help us towards realising that ambition.

3. Applicability

We have integrated health and safety within all aspects of our business and this Occupational Health & Safety (OHS) policy is applicable across all Tetra Pak businesses.

4. Policy

All Tetra Pak group companies must take appropriate steps to ensure that:

- All of the company's operations meet, or exceed, the occupational health and safety regulatory requirements defined for the geography in which they are located and, where relevant, any specific requirements defined by customers on whose site we are operating
- Potential hazards related to our activities are identified and control measures are established that either eliminate the associated risks, or reduce them to an acceptable level
- Safe behaviour and responsible work practices are promoted and observed in all of our activities

- Robust occupational health and safety management systems are implemented and maintained
- OHS communication, education and training is provided to all employees, contractors and other relevant stakeholders
- There is a clear commitment to OHS within the leadership teams of their respective organisations, and employee participation in OHS is actively encouraged
- The company's OHS performance is monitored and audited, to ensure we are meeting these objectives and driving continuous improvement.

5. Procedure

N/A

6. Definitions

N/A

7. Supporting documents

N/A

8. Governance

Monitoring adherence to this policy has been delegated by the CEO to the Corporate Director Occupational Health & Safety.

Each Operating Unit, Corporate Function, Market Area/Company and its Head or Managing Director is fully responsible for implementation and enforcement of this policy/procedure in their respective organisation(s).

All employees must comply with this policy. Assurance activities such as control self-assessments, process reviews, audits etc. may be conducted to measure compliance with this and any other policy/procedure in order to manage the related risk.

Any deviations must be approved by the policy owner, following the Exception Process and reported in the Exception & Explain Item tool.

To raise a concern regarding a violation and an actual or alleged illegal or dishonest activity, see Whistle Blowing.