

# Health, Safety and Environment Policy

Broadly, our Board mandated [HSE policy commits us to](#):

- Establish our vision of zero harm to the environment and a focus on resource conservation, including water
- Meet or exceed water use guidelines wherever we operate
- Work with stakeholders, including supply chain partners, to achieve best practice water resource management
- Demonstrate "thought leadership" in water management and policy.

The following principles are central to the values of Foster's Group and guide our business activity. We will work towards our goals through a process of continuous improvement and, in particular, fulfil these commitments by:

1. Meeting or exceeding all health, safety and environment regulations in each of our workplaces around the globe.
2. Maintaining structured health, safety and environment management systems with common global corporate standards and performance indicators, thus providing a framework for effective hazard identification and management, performance monitoring and continuous improvement.
3. Ensuring effective and equitable injury management through responsible claims management and rehabilitation.
4. Providing support and training for all employees; building through consultation a culture based on managing risk with responsibility and accountability; and encouraging open communication with all stakeholders on health, safety and environment issues.
5. Ensuring that all employees, contractors and visitors are informed of and understand the need to comply with company HSE policies, procedures and practices.
6. Integrating change management principles into our planning, implementation and monitoring to control any introduction of new hazards.
7. Integrating cleaner production and resource conservation into our planning and implementation.
8. Minimising unnecessary packaging and maximising recycling in our internal processes, including a preferential buying policy for products with recycled content.
9. Working with government, industry and the community to identify and implement effective post-consumer recycling and litter minimisation initiatives.
10. Achieving energy efficiency best practice, in line with our support for the principles of the Kyoto Protocol on reducing greenhouse emissions and our voluntary participation in energy efficiency initiatives.

11. Working with our supply chain to encourage suppliers to adopt similar commitments on health, safety & environment issues, and with our customers to help them achieve their health, safety and environment objectives.