

Environment & Sustainability Policy

Effective date	1 September 2014
Policy owner	Group People & Performance
Applies to	All GWF employees, contractors, customers and visitors, Australia & New Zealand
Contact Officer	Your Regional/National HSE Manager

This signed statement of Policy confirms our commitment to making GWF workplaces environmentally friendly and sustainable for ALL and is to be displayed at all work locations.

Purpose and aims

George Weston Foods Limited, George Weston Foods (NZ) Limited and their related companies (**GWF, we, us, our**) are committed to reducing the environmental impact of our businesses while providing the highest quality products and services in a sustainable manner. We will do this through our dedication to customer insight and a commitment to continually improve the environment and sustainable performance of all of our business activities.

This Environment & Sustainability Policy (**Policy**) expresses our commitment to managing our environmental and sustainability obligations in the workplace. If you work at GWF in any capacity, including employees, potential employees and contractors, whether on a full-time, part-time or casual basis, on or off-site, or if you are a customer or visitor attending our workplace or an event we have organised (**you, person, people**), then this Policy applies to you and you must familiarise yourself with, and comply with, this Policy and any variations to this Policy.

This Policy may be reviewed, varied, added to or withdrawn by GWF at any time, at our absolute discretion. This Policy, and any amendments to it, does not form part of your employment contract or agreement or your independent contractor agreement (as the case may be).

Openness

GWF will make this Policy available through the People Portal or displayed at site in accordance with applicable industrial agreements.

GWF's commitment to environment and sustainability

In addressing our environmental commitment GWF will:

- focus on the efficient and innovative use of resources such as raw materials, energy, carbon, water and packaging where possible;
- embrace the principals of the waste hierarchy (Avoid, Reduce, Reuse, Recover, Recycle) to minimise the generation of waste, reduce waste to landfill and prevent pollution to air (including noise and odour), water or land;
- measure and monitor our environmental and sustainable performance;
- meet or exceed all applicable environmental laws, regulations and other environmental requirements;

- proactively assess any adverse environmental impacts when sourcing raw materials, developing products, packaging and any plant or process changes;
- work with our customers and suppliers to increase the environmental performance of their operations, products, services and the supply chain;
- maintain management systems that identify, monitor and control environmental risks and performance and facilitate sharing of information and knowledge across the organisation; and
- act as an environmentally responsible neighbour and engage with the local community and other stakeholder groups to reduce any adverse environmental impacts.

Your obligations

Workplace environmental and sustainability management is the shared responsibility of all persons in the workplace and you are responsible for the implementation of this Policy and to act in an environmentally responsible manner. This means that you will need to:

- be familiar with and comply with this Policy, relevant laws and regulations, as well as any other material dealing with environmental compliance and management;
- observe safe work practices and methods including obeying any reasonable instruction aimed at protecting and/or promoting environmental compliance and management at work;
- attend training dealing with environmental compliance and management; and
- assist in identifying hazards, assessing risks and implement risk control measures.

If you witness any incident compromising workplace environmental compliance and management or a breach of this Policy, you are required to immediately notify an appropriate member of management. All complaints will be treated impartially and will be addressed promptly.

Consequences of breaching this Policy

We retain discretion to commence disciplinary action for breaches of this Policy. Disciplinary action may include a written warning, counselling, suspension or the termination of a person's employment or engagement. We may also refer a breach of this Policy to law enforcement authorities where necessary.

Related documents

- Code of Conduct
- Health & Safety Policy
- HSE Management Standards
- Responsible Sourcing Code of Conduct

Statement from Chief Executive

I am fully committed to the implementation of this Policy and the motivation of all our people to achieve its objectives.



Andrew Reeves, GWF Chief Executive