

Brambles

Environmental Policy

Brambles Limited

Revised: 1 January 2020

Version 2.0

ENVIRONMENTAL POLICY

One of Brambles' Shared Values is that we will always act with integrity and respect for the community and the environment. Brambles is committed to working towards Zero Harm, meaning no injuries and no environmental damage. Our goal is to provide innovative, efficient and sustainable business solutions in support services to our customers. We ask all employees to take a pro-active approach to environmental risk management.

It is a minimum requirement that all Brambles operations comply with all relevant environmental laws and regulations (**Environmental Regulations**). Brambles employees are expected to familiarise themselves with all Environmental Regulations covering their individual areas of operation. Brambles will also take steps to enable employees to keep abreast of developments in Environmental Regulations and to assess the impact of those developments on operational practices.

In addition, we expect all employees to adopt the following principles:

- Follow Brambles' Zero Harm Charter and commit and contribute towards sound environmental practices in our daily operations;
- Improve the efficiency of our use of raw materials and energy per unit output;
- Minimise the generation of emissions and waste per unit output;
- Dispose of unavoidable waste in a responsible manner;
- Minimise social impacts such as noise and loss of visual amenity;
- Respond to any community environmental concerns with integrity, honesty and respect;
- Use Brambles' influence in the supply chain to minimise our customers' environmental footprint;
- Seek out suppliers who have a proactive approach to environmental risk management and who manage natural resources responsibly; and
- Ask our contractors to adhere to the same environmental standards that we do.

Brambles sets environmental performance targets and publicly reports against those targets. Each business unit is expected to maintain proper records, monitor progress and provide accurate reports of its achievements against performance targets.

Every business unit must ensure that these principles are adhered to, including in countries that may not yet have enacted laws for the protection of the environment. Managers are required to develop an environmental risk management "site plan" for all sites under their control. These plans should include, where applicable:

- Appropriate containment, storage and disposal of wastes and other potential contaminants;
- Management and monitoring of air emissions, wastewater discharges, and waste stream releases;
- Effectiveness of wash facilities and stormwater containment facilities;
- Maintenance and monitoring of fuel storage tanks;
- Containment systems in the event of accidents such as fires, breakdowns and vehicle collisions;
- Paint spraying emission minimisation;
- Noise and dust abatement;
- Preservation of visual amenity;
- Compliance with regulatory and licensing requirements; and
- Any other community-sensitive environmental issues.

Regular environmental audits will be conducted to evaluate compliance with Environmental Regulations and implementation of this policy. Management should also conduct environmental due diligence before committing to any acquisition of property, including a lease.

The Brambles' Board has overall responsibility for this Policy. The Group Head of Sustainability has day-to-day operational responsibility for this Policy and should ensure that all employees receive regular and appropriate training.

The Group Head of Sustainability, in conjunction with the Board, will review this policy from a legal and operational perspective at least one a year. This Policy does not form a party of any employee's contract, or otherwise create one, and it may be amended from time to time. Employees are invited to comment on this Policy and suggest ways in which it might be improved. Comments or suggestions should be addressed to the Group Head of Sustainability.

All employees are responsible for the success of this Policy. Brambles creates workplaces in which open and honest communications among all employees are valued and respected. If you have any questions about this Policy, or if you would like to report a potential violation of it, please speak to your line manager, any member of the Legal or Human Resources Teams, or the Speak Up Hotline. Consistent with Brambles' Speak Up Policy, no reprisal or retribution will be taken against any employee for raising concerns under this policy. Brambles is committed to investigating, addressing, and responding to concerns of employees and to taking appropriate corrective action in response to any violation.