

Code of Conduct

2026



VISO

FOR A BETTER WORLD

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A global leader in
**packaging, recycling
and logistics** for a
better world

Introduction

Do what's right – the Visy way

I am pleased to present Visy's Code of Conduct. Our Code guides how we make sure we do what's right, in every situation — whether it's with each other, our customers, suppliers or the community in which we operate.

All Visy team members* are required to follow this Code.

The Code cannot set out every example of the conduct and behaviour we expect of you. If in doubt, the golden rule is that we expect each you to exercise good judgement and always do the right thing.

Thank you for your continued commitment to Visy.

A handwritten signature in dark ink, appearing to read 'Mark De Wit', with a long horizontal flourish extending to the right.

Mark De Wit, CEO

**The Code of Conduct applies to all Visy employees. It also applies to contractors, external labour hire workers and all other people working in our workplaces, such as interns and work experience students. In this Code, we refer to you as team members.*



How to do the right thing:



Show respect
and make sure
our behaviour
doesn't cause
harm



Act with
integrity



Lead by example
and help others



Be accountable
for our actions



Our vision and values

Our values are our shared beliefs about how we will achieve our vision to be the global leader in creating sustainable packaging solutions for a better world.

Our values guide us in how we work, how we make decisions and how we treat others. Employing the values helps us achieve the right results through the right behaviours.

Living our values means we need to practice them every single day. This requires us to be clear about what we believe is important. Our actions must align with our beliefs and we must have the courage to hold ourselves and others to account when they don't.

FIND OUT MORE

Our vision is to be the global leader in creating sustainable packaging solutions for a better world



Customer focus

We will build strong relationships with our customers to support their business. When they succeed, so do we.



Relentless pursuit of best value

We will be innovative in driving to achieve the best value for the supply chain.



Safety and environment

Everything we do is dependent on the safety of ourselves, our employees, our customers and the communities in which we operate. Sustainability is critical to our business.



Acting with urgency, passion and energy

We have a strong work ethic and commitment to the success of 'one Visy'. We act decisively, using facts, to achieve the best outcomes for our customers and for Visy. Our key people act with a strong sense of business leadership.



Developing excellence in people

Core to our personal credibility is treating people with respect. We encourage everybody to be their best. Our people are supported and challenged to achieve their potential.

Compliance and conduct expectations

The Code applies to all Visy team members while at any Visy workplace or in any work-related situation.

The workplace includes:

- Any place where a team member is performing Visy duties
- Our own Visy sites
- Another workplace as part of your duties e.g. a customer or supplier's site
- Travelling on behalf of Visy or to and from a workplace
- A place where you are representing Visy



A work related situation includes:

- Any company function, training seminar or business/field trip
- Work-related social events, including work drinks or Christmas parties
- Any social media post, electronic or SMS message that, although made outside of the workplace or outside working hours, identifies the team member as connected with Visy or brings Visy into disrepute
- A team member wearing Visy clothing, regardless of what time or where you are
- Any other situation where the team member might be seen as representing Visy



Responsibilities

You are a people leader

As a people leader and a positive role model, you need to lead by example and ensure you comply with your obligations under the Code.

You are also responsible for supporting your team members and ensuring they comply with the Code.

If there is a breach of the Code or any other policy or procedure by your team member, you will also be part of the process to manage this breach. You must do this consistently with all our policies and procedures.

You are a team member

As a team member, you must ensure your conduct and behaviour complies with the Code while at work or in any work-related situation.

If you witness or experience behaviour that does not comply with the Code, you should inform your manager and/or Human Resources Business Partner.



You can anonymously report
an incident through STOPLine.

Australia: 1300 30 45 50

New Zealand: 0800 42 50 08

visy@stopline.com.au



Misconduct and disciplinary action

What happens if you breach this Code

You must follow this Code, our policies and procedures and comply with the laws of the countries where we operate, while at any workplace or in any work-related situation.

We expect you to always do the right thing, act with integrity in everything you do and encourage other team members to always show the highest standards of behaviour and professionalism.

An applicable industrial instrument (like an enterprise agreement or collective agreement) may set out behavioural standards or conduct rules that are expressed differently to this Code.



In such circumstances, we expect you to comply with the obligations in this Code and the industrial instrument. If there is any inconsistency, check with your supervisor or manager.

If you breach this Code, our policies and procedures or the law, it may result in disciplinary action up to and including termination of employment. Refer to our **Corrective action and disciplinary policy** for more information.

Some actions may also lead to additional consequences, which may be outside of Visy's control or influence, such as civil fines, penalties or even criminal prosecution.

Understanding the Code

Our policies, procedures and this Code are **available on Vision**.

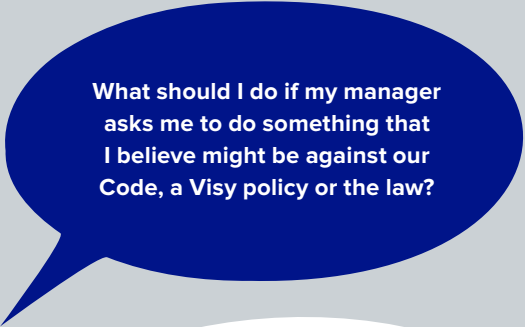
If you cannot find an answer in this Code, our policies or procedures, or if you need help to understand our Code, please ask your:

1. Direct supervisor or manager
2. HR Business Partner dedicated to your business unit
3. Your operations manager, plant manager or general manager

You can find your senior managers in your organisational chart in VPC.



**We encourage you to speak up
if you have any concerns.**



What should I do if my manager asks me to do something that I believe might be against our Code, a Visy policy or the law?



At Visy, you are safe to speak. Respectfully raise your concern with your manager. If you are not satisfied with the response or if you feel uncomfortable speaking to your manager, raise your concern with your HR Business Partner or another supervisor or manager.

You must never knowingly breach our Code, a policy or a law, even if a manager directs you to do so.

Reporting a concern

At Visy, we encourage our team members to speak up.

When should I speak up?

If something does not look or feel right, chances are it is not right. Ask for help!

Is it legal?

Is it consistent with our values, Visy policies, and our Code?

Is it the right thing?

Can it cause harm to others?

Refer to: Workplace grievance and complaints policy and process



**If you have doubt, speak out!
That's the right thing to do.**

Speak up if you see or hear something unethical, illegal or corrupt

If you feel you can't discuss your concerns with your manager or another person at Visy, then the Stopline Whistleblower Helpline is available.

Stopline is an independent external whistleblower disclosure service with trained and experienced personnel where you can receive free advice or report concerns confidentially and/or anonymously.

Speak up about:

- threatened violence
- bullying
- time theft
- harassment
- discrimination
- unsafe practices
- property damage
- dishonesty
- fraud
- corruption
- theft
- bribery
- drug use/sale.

Australia: 1300 304 550

New Zealand: 0800 588 311

From outside Australia: +61(2)5500 7307*

visy@stopline.com.au

Visy Case Manager

PO Box 403

Diamond Creek, Victoria 3089

visy.stoplinereport.com

**Reverse charges
number from all
countries except
Australia and
New Zealand*



Refer to:
**[Whistleblower policy
and procedure](#)**

Policies and procedures

Please familiarise yourself, and comply with, our policies and procedures as amended from time to time.

Key policies include:

People and culture

- Appropriate Workplace Behaviour Policy
- Inappropriate Workplace Behaviour Handling Process
- Human Rights Policy
- Diversity and Inclusion Policy
- Corrective Action and Disciplinary Policy
- Smoking Policy
- Motor Vehicles Policy

Health and safety

- Safe Transport Policy
- Safety Policy
- Environment Policy
- Fatigue Management Policy
- Alcohol and Drug Policy

Legal, property and leasing

- Whistleblower Policy and Procedure
- Anti Bribery and Corruption Policy
- Competition and Consumer Law Compliance Policy
- Ethics and Feedback Policy

Corporate

- Company Property Policy
- Social Media Policy
- Privacy Policy
- Public Communications Policy
- Computer Usage Policy
- Expense Claim Policy

View our policies on [Vision](#) or ask your manager for a copy



**Our Visy
values and
standards
shape what
we do**

Misconduct

A team member must not engage in misconduct.

Misconduct can include:

- **Code of Conduct:** Breaching this Code
- **Theft:** Taking Visy, a team member or another person or business's property without permission
- **Fraud:** Being deceitful or concealing your actions, such as falsifying documents or records
- **Dishonesty:** Being untruthful or misleading when dealing with Visy, including during any workplace investigation
- **Discrimination:** Discriminating against another person because of a protected attribute (see page 33 for what protected attributes are)
- **Harassment and bullying:** Engaging in abusive, offensive or bullying behaviour towards colleagues, suppliers or customers
- **Absenteeism:** Frequently missing or being late to work without a valid reason or authorisation
- **Not fit for duty:** Being under the influence of drugs or alcohol in a Visy workplace or in a work related situation

- **Breach of confidentiality:** Disclosing sensitive information without authorisation
- **Misuse of Visy resources:** Using Visy facilities, equipment or systems for inappropriate purposes without authorisation
- **Inappropriate behaviour:** Inappropriate behaviour, such as threatening, intimidating, coercing or using abusive or offensive language
- **Misuse of social media:** Publishing material on social media that may give rise to a material risk of damage to Visy's interests or reputation
- **Safety/environment:** Non-compliance with health, safety and environment policies or processes, taking unsafe shortcuts or failing to promptly report a safety/environment incident
- **Insubordination:** Failure to follow lawful and reasonable management instruction without a valid reason
- **Damage to Visy property:** Deliberately, recklessly or negligently causing damage to Visy property, facilities, products, brand, information systems or equipment
- **Time recording:** Falsifying time records or recording time for another team member

**At Visy, we love
solving problems.
And that's something
we do better together**



Respect

- Always conduct yourself professionally, honestly, and courteously, ensuring that your interactions with team members, customers, suppliers, and all others reflect a positive and helpful attitude in line with our values
- Maintain a high standard of dress, personal presentation, and hygiene appropriate to your role and work environment
- Follow all lawful and reasonable instructions from your managers promptly and respectfully, demonstrating reliability and accountability in your role



Always do the right thing and treat all people with respect.

Respect@Work

We aim to create safe and respectful workplaces for our team members across all our workplaces. We are committed to practices that foster safety and respect throughout our organisation.

You contribute to a safe and respectful workplace by:

- Understanding the nature of harmful behaviours and the processes in place to address these
- Understanding how your behaviour contributes towards or harms a safe and respectful work environment
- Knowing that you are safe to speak up when you see behaviour that causes harm



**Make a real
difference**



Discrimination, harassment, bullying and victimisation

Every team member has the right to work in a safe work environment free from discrimination, harassment, bullying and victimisation.

You must not engage in inappropriate workplace behaviour at any Visy workplace or while involved in any work-related situation. Behaviour that will not be tolerated includes, but is not limited to:

- Unlawful discrimination*
- Bullying
- Harassment (including sexual harassment)
- Victimisation

Harassment, bullying and discrimination take many forms, including:

- Unwelcome remarks, gestures or physical contact
- The display or circulation of offensive, derogatory or sexually explicit or suggestive pictures or other materials, including by email, messaging service and social media
- Offensive or derogatory jokes, comments or gestures
- Verbal or physical abuse or threats
- Less favourable treatment on the basis of a protected personal characteristic or status
- Unjustified criticism or complaints
- Practical jokes or initiation practices
- Spreading misinformation or malicious rumours
- Deliberately excluding a team member from workplace activities

** Unlawful discrimination involves treating someone less favourably due to a protected attribute, such as race, colour, sex, sexual orientation, gender identity, intersex status, age, physical or mental disability, marital or relationship status, pregnancy, breastfeeding, family or carer responsibilities, religion, political opinion, national extraction (country of birth or ancestry), social origin and subjection to family and domestic violence. It also includes indirect discrimination where a policy or practice appears neutral but it disproportionately affects certain groups.*

Health, safety and environment (HSE)

The safety and wellbeing of our people and minimising the impact on the environment is our highest priority.

You are required to:

- Take responsibility for the safety of yourself, your fellow team members and any others with whom you work with
- Follow all work and site instructions and rules, as well as HSE policies, procedures and guidelines
- Report any safety/environment concerns
- Not require any person to carry out any activity unless there is a safe way for them to do so
- Not tamper with or remove any safety or warning devices
- Not ask or expect any person to carry out any activity that will cause harm to the environment
- Always wear the correct personal protective equipment
- Mobile phone usage is strictly in accordance with site policy



Our workplace is our community and looking after your own safety is as important as that of other Visy team members who you may work with from time to time.

How do I follow safety/ environment standards at Visy?

1. Be familiar with our HSE policies
2. Make sure you complete all our compulsory HSE training
3. Regularly attend updated training
4. If you're not sure about something being safe for you or others – ASK!
5. Always do the right thing



Drugs and alcohol

- Being under the influence of drugs or alcohol poses a serious safety risk to yourself and others and is strictly prohibited in any Visy workplace or in any work related situation. This includes while commuting to and from work
- Do not engage in any activity involving drugs or alcohol that could endanger yourself, others, or property. This includes operating or driving vehicles or equipment while impaired
- Possessing, using, selling, or distributing alcohol or illicit drugs in the workplace is strictly forbidden. You must not be intoxicated or under the influence of illegal substances at work or when operating a Visy vehicle. You must not be involved in the sale or distribution of such substances in a Visy workplace
- We may conduct mandatory on-site testing in accordance with any Drug and Alcohol Policy
- If you are struggling with drug or alcohol use, support is available through Visy's Employee Assistance Program, or through your HR Business Partner, HSE Officer, or the Visy People & Culture team

- If you are prescribed medication that may impact on your ability to perform your role (e.g. where you should not operate heavy machinery), you must let your manager know as soon as possible

Smoking

Visy does not permit smoking inside any Visy building, motor vehicle, office or in hazardous areas.

If you smoke you are expected to strictly comply with each workplace or site's smoking policy where applicable, and only smoke in designated areas.

This includes the use of e-cigarettes, vapes and similar devices.



Refer to: [Alcohol and drug policy](#), [Smoking policy](#)

Time and attendance

We expect you to be punctual and attend your scheduled work hours unless you have an approved absence.

Accurate time keeping is a key requirement.

Other requirements in relation to time and attendance for our team members include:

- Turn up for work promptly and do not leave before completing the rostered work period
- If you cannot attend for work for any reason, let your supervisor or manager know by telephone at least an hour before the start of work, or if there is an emergency at the earliest opportunity. This includes if you are going to be late for work
- The preferred method for contact is telephone if you cannot attend for work. Text or email or other chat platforms should only be used as a last resort where you cannot reach your supervisor by telephone or if there is an emergency
- Only leave a workplace during authorised breaks
- Enter and exit your workplace through the authorised entry and exit only



- Planned leave (e.g. annual leave, long service leave) must be requested and approved in advance through the correct process. For unplanned absence (e.g. personal / carer's leave), the leave application process should be completed as soon as possible
- Sign on and clock off at the start and finish of every shift, and for meal and rest breaks. The time record must reflect actual hours worked
- Comply with any additional requirements set out in your enterprise agreement or collective agreement or required by your site
- Overtime must be pre-approved by a supervisor
- Follow our Fatigue Policy and notify your supervisor if you are feeling fatigued or exceeding any of the fatigue policy limits



**Investing to increase
recycled content in
packaging, reduce
landfill and create
green collar jobs**

Our responsibilities to the business

Confidential information

Visy's information must only be used only for company purposes and confidential information must not be disclosed to anyone outside of Visy. Even within Visy, only those team members who truly need to know the information to conduct their business should have access to confidential information.

Confidential information includes, but is not limited to written, electronic or verbal information regarding the operations, business activities or finances of Visy or its owners, customers, suppliers or other business partners. Passwords must also be kept confidential.

If you leave Visy, you must return all confidential information, including any copies.

No confidential information may be used in any open AI source. Open AI is limited to general research or information queries.

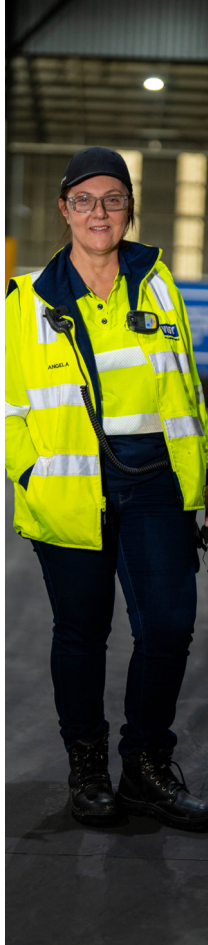
Refer to: [AI policy](#), [External communications policy](#)

Privacy

We maintain many information assets, including personal and sensitive information, which are critical to doing business and ensuring the trust of our team members, customers and suppliers. This personal information may reside on our computing systems, networks or backup devices, or may be recorded through emails, on paper or on other recording media.

We require all collection, storage locations, uses, sharing, transfers, and disclosures of personal data be strictly controlled and protected. Additionally, team members must ensure that privacy and security principles are followed across Visy when managing personal information.

Any suspected data privacy incidents must immediately be reported to the privacy officer at **privacy@visy.com.au** or your manager.



Intellectual property and copyright

- As a team member, the things you create for Visy belong to the company. This includes inventions, discoveries, ideas, improvements, software programs, artwork and works of authorship
- This work product is Visy's property if it is created or developed, in whole or in part, on company time, as part of your duties or through the use of our resources or information
- You must promptly disclose to Visy, in writing, any such work product and cooperate with Visy's efforts to obtain protection for Visy
- If you use the work product of others, including software, art and music, you must be sure to follow the rules. For example, you should only use software for which Visy has a valid license and should only use that software in accordance with the terms of the license for that software
- Materials and music may be subject to copyright protection and should be copied only when permitted



We are
part of the solution



Company records

You must always ensure that all data, reports and records created and maintained are complete and accurate and reflect the underlying transactions and events. You must not falsify, manipulate or conceal any company record, data or transaction.

Distribution of materials in the workplace

You are not permitted to distribute materials at work that are not related to Visy's work. Distribution includes handing out pamphlets and flyers as well as electronic distribution of materials. For example, handing out leaflets for local government elections is not permitted or sending an email to all staff about the election.

Union material may be distributed where it is specifically authorised by Visy, authorised under the applicable enterprise agreement, collective agreement or modern award or is in accordance with legislation (for example, the Fair Work Act or work health and safety legislation). Otherwise, this distribution is not permitted in our workplaces.

Using Visy resources

You must use Visy property and resources for business purposes only. This means you cannot use our property and resources for personal gain.

You must return all Visy property when you leave your engagement with us. This may include physical property (passes, keys, laptop and mobile telephone) and other property such as passwords and confidential information.

When using a Visy vehicle or on Visy business, you must comply with driving rules and regulations, including obeying speed limits, driver fatigue, consumption of alcohol, mobile phone usage and seatbelts. All fines and infringements or any associated driving offences are borne by the driver.

You are responsible for any property issued to you, such as laptop computers, mobile phones, digital cameras, vehicles, engineering/mechanical/electrical tool kits. You are responsible for its proper care and safe keeping, including taking appropriate precautions to minimise the risk of loss, damage, theft, misappropriation or misuse.



**Our automation and
technology promote
efficiency, productivity
and safety to transform
our operations**

Cyber, AI and information security

All team members are responsible for:

- Understanding the baseline security controls necessary to protect the confidentiality, integrity and availability of all technology systems
- Protecting information and resources from unauthorised use or disclosure
- Protecting personal, private and sensitive information from unauthorised use or disclosure
- Complying with all relevant security policy and standard requirements
- Reporting any suspected security incidents or weaknesses to the appropriate manager and security representative
- Ensuring training and compliance are up to date

Only approved AI tools may be used. You must be transparent about how you have used AI generated content in your work.

Refer to: [AI policy](#)

Conflict of interest declaration

You have a duty to avoid situations that create a conflict of interest.

A conflict of interest can occur when you or a family member have a personal interest, activity, or relationship that could interfere or appear to interfere with your ability to make objective business decisions in the best interest of Visy.

Conflicts are not always obvious or easy to identify. Examples may include:

- Engaging in activities that compete with Visy's business interests
- Being paid by a Visy supplier, customer, landlord or competitor or anyone who wants to do business with Visy as well as working at Visy

Make sure your *Conflict of interest declaration* is up to date

Family and relatives

We hire, promote and engage the most qualified people for every role. We permit relatives (including direct relatives, relatives by marriage or defacto) to work in the same workplace, but only where there is no conflict of interest.

This may include an actual or perceived conflict of interest.

To avoid a conflict of interest, you must not directly supervise a relative without express written approval.

Further, you must not engage in any activity that results in special treatment for a relative, including work assignments, overtime, leave, rosters or other business decisions.

To provide protection to both you and your relative, you must complete a *Related parties declaration form* annually or whenever the circumstances change. This will ensure you can avoid any conflict of interest.

Secondary engagement

If you want to engage in any form of work outside of Visy, you must obtain approval from us in writing prior to commencing the engagement. An engagement may include direct employment, consulting either personally or through another business, or any other form of engagement.

We may refuse any request for secondary engagement for any reason, including a real or perceived conflict of interest or concerns regarding fatigue management.

All team members are not to engage in any other engagement that might affect the objectivity and independence of judgement or conduct in carrying out any Visy duties or responsibilities. This includes working for a competitor, supplier or customer.



We recognise that part-time and casual team members may have significantly more outside interests (including outside employment) than full-time team members. However, while we do not want to unduly restrict the outside activities of any team member, all team members require approval for a co-day engagement, even if they are part-time or casual. Secondary employment will only be approved where there is no actual or perceived conflict of interest, risk of improper use of Visy's proprietary and confidential information or fatigue concerns.

We reserve the right to withdraw the approval for secondary engagement at any time.





The highest **personal**
and professional
standards

**Our conduct
in the market**

Standards of business conduct

We expect you to uphold the highest standards of personal and professional ethics. This includes being honest, transparent, and respectful in all interactions, whether with our customers, our suppliers, other team members, government or the public.

You must not engage in or be part of any improper activities that may lead to Visy being involved in unlawful practices.

You must also avoid any relationships or dealings that could create a conflict of interest with individuals, companies, or organisations that do business with us or may do so in the future. You are required to always act with integrity and sound judgment in all situations.

If you become aware of any conduct that is contrary to these obligations, you must report this.



Gifts and entertainment

Giving or receiving appropriate business gifts and entertainment can help us build and strengthen business relationships with our customers and suppliers. However, gifts and entertainment must be undertaken with care. Improper gifts and entertainment present a serious risk to us and to those we do business with.

You must never offer or accept anything of value to improperly obtain or retain business, influence business decisions or secure an unfair business advantage. This may be directly or through a third party.

This does not prohibit attending or inviting customers and suppliers to business-related functions, like lunches, dinners or events. However, events with significant expenses, such as overnight stays, may create a sense of obligation and should be carefully evaluated.

You should be aware that giving or offering even a simple gift or meal to a government official can be illegal. You should always consult with your supervisor about gifts and entertainment. You may also be required to log any gifts or entertainment into a gift and entertainment register.

Ethical sourcing

We are committed to responsible, ethical and sustainable engagements with all our suppliers of materials and services. We believe the key to successful business is a collaborative approach with our supply chain partners, service providers and customers.

We are committed to source from suppliers who are aligned with our values. We work with all our supply chain partners to achieve responsible and sustainable supply chains that:

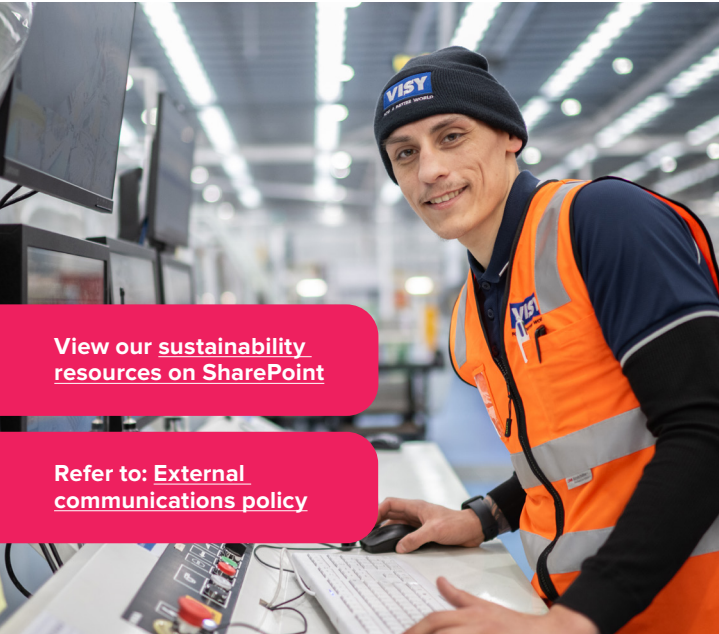
- Create value for our customers
- Are committed to the protection or enhancement of the environment
- Enrich the lives of workers and communities within the supply chain
- Drive improvements in the circular economy
- Emulate our values of ethics, integrity, reputation and capability
- Minimise waste
- Respect human rights



**Refer to: Commitment to
Responsible Supply Chains,
Responsible Sourcing Commitment
– Fibre, our Human Rights Policy
and Modern Slavery Statement.**

Product communication

Our communications with our customers and suppliers, or potential customers and suppliers must be truthful and accurate. When we say something about our products and services, we must be able to substantiate it.



View our [sustainability resources on SharePoint](#)

Refer to: [External communications policy](#)

Fair competition

Visy competes fairly. You must only use legitimate means of obtaining competitor information and must always comply with competition laws.

You must never enter into any agreement, arrangement or understanding with any competitor relating to:

- Setting prices or other terms of sales
- Coordinating bids or allocating customers or territories
- Engaging in any other activity that is in breach of any law

You should never discuss such topics with a competitor, even in an informal setting such as a trade show or customer event, and you must avoid activities that have the appearance, or could lead to a perception, that they are in breach of competition laws.



Where you can get help

Sometimes issues in the workplace can be overwhelming and you need help to navigate them. Help is always available.

- Speak to your supervisor or manager
- Seek support from your HR Business Partner or Visy's Chief People Officer

You and your family have access to our employee assistance program (EAP) through Telus Health.

Australia: 1300 361 008

New Zealand: 0800 155 318

New Zealand calling from Australia: +64 93 530 906

Singapore: 800-492-2566 (toll free) or +65 31 589 951

China: 400-120-0515 and 400-120-9141

United Kingdom: 0808 271 1500 (toll free)
or +44 1418 461 606

United States: 1800 433 7916

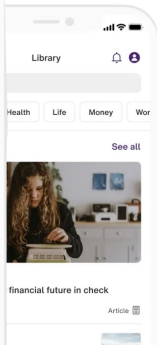
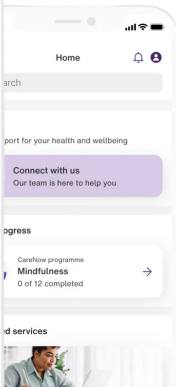
India: 000-800-100-4150 (toll free) or +91-22-7127-9187

Vietnam: 1800-1798

Download the TELUS Health One app

- Family, life, health, money and work resources and tools
- Connect to Visy through the news feed
- Receive support on your own schedule with CareNow
- Access the total wellbeing assessment for your strengths and opportunities for improvement
- Call your EAP advisor toll-free, 24/7

More
information
on SharePoint



Speak up if you see or hear something unethical, illegal or corrupt

If you feel you can't discuss your concerns with your manager or another person at Visy, then the Stopline Whistleblower Helpline is available.

Stopline is an independent external whistleblower disclosure service with trained and experienced personnel where you can receive free advice or report concerns confidentially and/or anonymously.

Speak up about:

- threatened violence
- bullying
- time theft
- harassment
- discrimination
- unsafe practices
- property damage
- dishonesty
- fraud
- corruption
- theft
- bribery
- drug use/sale.

Australia: 1300 304 550

New Zealand: 0800 588 311

From outside Australia: +61(2)5500 7307*

visy@Stopline.com.au

Visy Case Manager

PO Box 403

Diamond Creek, Victoria 3089

visy.stoplinereport.com

**Reverse charges
number from all
countries except
Australia and
New Zealand*



Refer to:
**[Whistleblower policy
and procedure](#)**

Other organisations which provide support



Lifeline

Feeling overwhelmed or facing a crisis

Call 13 11 14 or text 0477 13 11 14

lifeline.org.au



1800 RESPECT

Family or domestic violence

1800 737 732

1800respect.org.au



Healthy Heads in Trucks and Sheds

Mental health and wellbeing support

healthyheads.org.au



Beyond Blue

Mental health and wellbeing support

1300 224 636

beyondblue.org.au

**Our
commitment to
a better world**

Media enquiries and public comment

You must not make any comments to the media.

If you are contacted or approached by a journalist or media, please contact the General Manager – Government Relations, Communications & Public Affairs.

Refer to: External communications policy

Email
media@visy.com.au

Political and other non-Visy related activities

Political and other non-Visy related activities must be conducted in your own time and using your own resources.

You must not promote any political or personal views or beliefs (including by posting or distributing notices or other materials) on or around a Visy workplace, and you may not indicate or suggest that you speak for Visy or that the company supports your views.

Use of social media

Only those officially designated by Visy are authorised to speak on our behalf on social media.

You are expected to treat others with respect both in the physical workplace and online. Our policies relating to bullying, harassment and victimisation apply online.

You must not post material about coworkers, managers, customers, suppliers or our owners that can be viewed as:

- defamatory
- harassing
- threatening or bullying
- discriminatory
- knowingly or recklessly false.

You must ensure when posting on social media in your personal capacity you don't inadvertently identify Visy in the post, including by using your position title, employment location or wearing Visy clothing.

Refer to: [Social media policy](#)

Philanthropy

We are an important part of local communities — The Pratt Foundation is our way to support them and give back. The Foundation is devoted to creating a positive societal impact through its philanthropic efforts.

The Pratt Foundation manages our philanthropic activities and any requests for donations or sponsorships should be directed to the Pratt Foundation.

The Matching Gifts Program supports employees working together to raise money for charities of their choice. The Pratt Foundation matches the amounts employees raise, if it meets the criteria of the program.

FIND OUT MORE

**Find out about
our Matching
Gifts Program
on SharePoint**



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FOR A BETTER WORLD