

Health and Safety (effective June 2017)

We are confident that all accidents and illnesses are preventable, and the health and safety of our employees and everyone else affected by our activities is fundamental to the success of our business.

We have therefore developed an incident-free vision to create safe workplaces that promote health and well-being to improve our performance and to take pride in everyone going home safe and well.

To achieve a workplace that meets the incident-free vision, RIMOND will:

- Provide clear and visible, inspirational leadership at all levels.
- Provide an effective management system for health and safety which is integrated with our systems for managing quality and the environment wherever possible.
- Provide information on hazard identification and risk assessment to ensure that the right risk controls are in place that minimize the chances of ill health, injury through safe systems of work.
- Focus on eliminating hazards and reducing risks for its employees, subcontractors, temporary staff, and the public.
- Provide the information, guidance, and training to ensure that employees understand their roles and are competent to perform their tasks and hold everyone accountable for their behavior.
- Establish communication channels that encourage all employees and supply chain partners to participate in our health and safety performance improvement efforts.
- Consult with employees and actively promote their involvement in health and safety management.
- Reward contributions to improving health and safety and apply our disciplinary procedures to those who deliberately breach safety regulations, procedures, or directions.
- Make sure that health and safety are essential factors in the selection and management of joint venture and supply chain partners.
- Measure and report health and safety performance on a regular, consistent, and meaningful basis for continual improvement.
- Record, investigate, and report all ill health, incidents, dangerous occurrences, and close calls to learn lessons from them and comply with the requirements of the law.
- Use plans and objectives to help us improve our performance.
- Provide sufficient resources to implement this policy in full.

This policy will be reviewed on an annual basis, and to reflect changes in applicable legislation.

Giuseppe Antonio Chiarandà

CEO and Founder

