



L A R I M A R
G R O U P



Occupational Health and Safety Framework

Purpose of the Health and Safety Framework

The services industry and engineering sector, that forms the operational footprint of the Larimar Group, exposes the work force to various operational hazards.

The board and management of Larimar, believe that such hazards and risks can be managed through strong leadership models within the organization and a positive commitment to the health, safety and wellbeing of its employees supported by a culture of behavioural change within the organisation.

The Larimar Group has developed the 'Larimar Safety Framework', that outlines the groups vision and commitment towards Zero Harm in all facets of its operations. This will ensure that the highest standards of performance and accountability are achieved across all the Group's operations.



Message from The Executive Managing Director

Our safety vision, “Zero Harm, Everyone, Everywhere” needs to become a way of life for all of us in everything that we do, whether at home or at the workplace. This is the only sure way we can achieve a sustainable world-class safety culture.

The policy, principles and standards establish a minimum requirements that each operating group is required to adopt in the environment and context in which it operates.

“I am committed to this framework and expect all Group personnel to make the same commitment”



Franco Pisapia
Executive Managing Director

Safety Vision , Values and Principles

Vision

We believe our people is our most valuable resource. We believe our vision “Zero Harm, Everyone, Everywhere” becomes a way of life in everything that we do , both at home and in the workplace.

Value

Morals and values shape us as a person, valuing each other in the workplace can be transposed to being your brothers keeper. Building long term mutual beneficial relationships.

Principles

As a group we recognise that excellence in the management of Occupational Health and Safety is integral to the success of our business and the personal involvement of all our employees is essential to achieve the highest possible standards.



“Zero Harm, Everyone, Everywhere”

Our Safety Policy

The development of the group Safety Policy is a fundamental step and commitment from senior management to ensure all our operations commit to our vision moving forward.

Each of our leaders will be held accountable to ensure our commitment to change is entrenched at all our operating entities. We equally expect all individuals to be responsible for their own safety and for the safety of others.

We are committed to continual improvement and will allocate the appropriate resources not limited to but including the provision of safety training, education and consultation.

“Zero Harm, Everyone, Everywhere”

Our Safety Foundation and the Golden Rules

Our Occupational Health and Safety Vision “Zero Harm, Everyone, Everywhere” forms the backdrop of our journey towards safety excellence.

To entrench and support our safety Philosophy we compiled the “Golden Rules for Safety” that is to be adopted at all our operating units. The Golden Rules has been established as part of our baseline business risk assessment and is a key initiator to our behavioural change methodology.

“Zero Harm, Everyone, Everywhere”

The Golden Rules for Safety

Behavioural Safety

A mutually beneficial change to our habits, perception and actions.



Vehicle Safety

Vehicle fleet risk management, including any form of mobile equipment.



Lifting and Materials Handling

Material handling utilising cranes, hoists, or other mechanical lifting devices, including manual handling of loads.



Working at Heights

The management of working conditions where there is a risk of falling.



Energy and Machinery Isolation

Isolation of energy sources, including vehicles, compressed air and machinery.



“Zero Harm, Everyone, Everywhere”