

HEALTH AND SAFETY POLICY

The purpose of this policy is to ensure that Pantera provides a safe and healthy working environment for all employees, contractors, and visitors. We are dedicated to always safeguarding the health and safety of our workforce. This policy applies to all employees, subcontractors, visitors, and operations at Pantera facilities, job sites, and activities.

Pantera will implement a Health and Safety system in accordance with ISO 45001, aimed at fostering a safe and healthy workplace. This system will focus on identifying, assessing, and managing risks associated with our operations. We are committed to adhering to all relevant health and safety regulations and standards.

Responsibilities

Management

Ensure the implementation of health and safety procedures, provide necessary resources, and lead by example.

Employees

Follow all health and safety procedures, report hazards or unsafe conditions, and participate in safety training.

Health and Safety Representative

Oversee the health and safety program, conduct risk assessments, and ensure compliance with regulations.

Regular risk assessments will be conducted to identify potential hazards within our work environments, allowing us to implement effective measures to mitigate these risks. As part of our commitment to safety, safety procedures will be updated accordingly to reflect any changes in operations or regulations. By maintaining an ongoing process of risk evaluation, we ensure that our workplace remains as safe as possible for all employees, contractors, and visitors.

All employees will receive health and safety training tailored to their specific roles. This training will be provided during the hiring process, incorporated into orientation, and offered periodically throughout employment to reinforce key safety principles and practices. By equipping our workforce with the necessary knowledge and skills, we foster a culture of safety that empowers employees to take responsibility for their own well-being and that of their colleagues.

It is imperative that all incidents, including near misses, accidents, and injuries, are reported immediately to a supervisor or the Health and Safety Representative. Following such reports, a thorough investigation will be conducted to determine the underlying causes and implement corrective actions to prevent future occurrences. This proactive approach not only addresses immediate concerns but also contributes to continuous improvement in our safety practices.

This policy will be communicated clearly to all employees, contractors, and visitors, with procedures put in place for effective implementation. We will monitor our performance through regular reporting, audits, inspections, and reviews, tracking performance metrics and taking corrective actions as necessary.

This policy will be reviewed regularly to ensure compliance with legal requirements and adoption of best practices.



Dino Foti - Director



Mark Pensabene – Managing Director