RISK MANAGEMENT POLICY

The purpose of this policy is to implement a systematic approach for identifying, assessing, and managing risks related to our construction projects and operations. Our objective is to minimise potential negative impacts on safety, health, the environment, and overall business performance. This Policy applies to all employees, contractors, and stakeholders engaged in Pantera's operations and projects.

Core Principles

Commitment to Safety and Compliance

- We prioritise the health and safety of our employees, clients, and the public by adhering to all relevant regulations and industry standards.
- We are committed to maintaining a safe work environment and ensuring compliance with all legal requirements.

Risk Identification

- We will regularly identify and assess risks related to our operations, including but not limited to safety hazards, environmental impacts, financial uncertainties, and project delays.
- Risk identification will involve input from employees at all levels, as well as stakeholders and experts.

Risk Assessment

- All identified risks will be evaluated based on their potential impact and likelihood of occurrence.
- We will prioritise risks to focus on those that pose the greatest threat to our operations and objectives.

Risk Mitigation

- We will develop and implement risk mitigation strategies tailored to each identified risk. This may include engineering controls, administrative procedures, training, and contingency planning.
- Mitigation plans will be reviewed and updated regularly to ensure their effectiveness.

Communication and Training

- We will foster a culture of risk awareness by providing training and resources to all employees regarding risk management practices.
- Open dialogue about risks and safety concerns will be promoted at every level of the organisation.

Monitoring and Review

- We will continuously monitor the effectiveness of our risk management strategies and make necessary adjustments.
- Regular reviews will be conducted to assess the overall risk management process and ensure alignment with our business objectives.

Reporting and Accountability

- Employees are encouraged to report any identified risks or safety concerns to their supervisors or designated risk management personnel.
- Accountability for risk management will be clearly defined, with designated personnel responsible for overseeing risk management efforts.

This policy will be reviewed periodically to incorporate changes in regulations, industry standards, and the evolving needs of the organisation.

Dino Foti - Director   Mark Pensabene – Managing Director