

Annual Occupational Safety and Health Plan

2024



Rimac Seguros y Reaseguros S.A.

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1. SCOPE

The Annual Occupational Safety and Health Plan applies to all organizational units/divisions and employees of Rimac Seguros y Reaseguros S.A.

2. MANAGEMENT SYSTEM BASELINE

To determine the system baseline, the Occupational Safety and Health service has created an “Occupational Safety and Health Management System Checklist,” contained in Annex 1. This document will be used to continuously improve the system, prevent occupational risks, and care for employees.

3. OCCUPATIONAL SAFETY AND HEALTH POLICY

Rimac Seguros y Reaseguros S.A. recognizes the importance of its human capital and prioritizes its employees’ safety and health. Accordingly, it has adopted the following guidelines and commitments, as mentioned in its OSH Policy (see Annex 2).

- Protect all members of the organization in occupational safety and health matters through the prevention of work-related accidents, diseases, and incidents.
- Comply with all agreements, provisions, regulations, and legislation in force as they apply to occupational safety and health, including those the voluntarily established or entered into by the organization with customers or other stakeholders.
- Promote the active participation and consultation of workers and their representatives in the components of the Occupational Safety and Health Management System.
- Foster continuous improvement in the performance of the Occupational Safety and Health Management System.
- Integrate occupational safety and health management into all the organization’s operating and administrative processes.
- Planning is based on the results of the initial evaluation or subsequent evaluations, which are used to establish priorities, action plans, and quantitative objectives to improve OSH performance metrics.

Rimac Seguros y Reaseguros S.A. must comply with and enforce this policy.

This policy shall be regularly reviewed and updated by the relevant area, and applied and communicated to all workers. It shall be made available to the public and other stakeholders.

4. OBJECTIVES AND TARGETS

Rimac Seguros y Reaseguros S.A. has established, implemented, and maintains the Occupational Safety and Health Objectives, which are consistent with the OSH Policy.

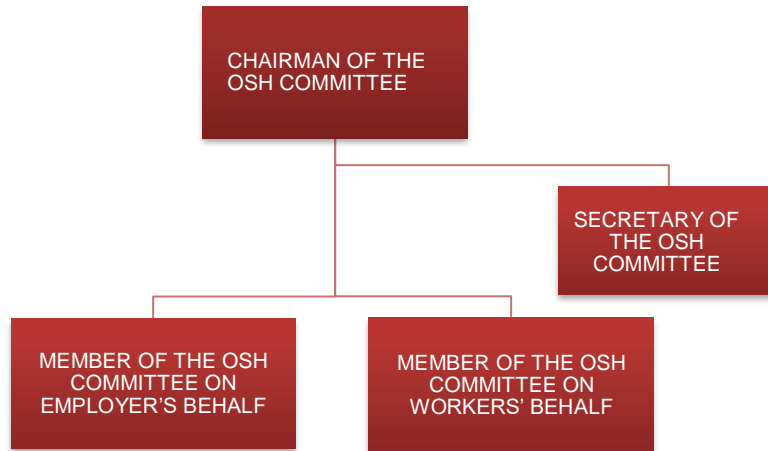
No.	OSH OBJECTIVES 2024	INDICATOR	MEASUREMENT FORM	MAX TARGET	OBJECTIVE TARGET	MIN TARGET
1	Decrease work accident rate indicators compared to the previous year	Accident Frequency Index	$\frac{\text{Incapacitating accidents} \times 1,000,000}{\text{MH-W}}$	N/A	< 0.397 ~calculation w/ 2 accidents~	< 0.793 ~calculation w/ 4 accidents ~
		Accident Severity Index	$\frac{\text{Days lost per incapacitating accident} \times 1,000,000}{\text{MH-W}}$	N/A	< 9.520 ~calculation with 48 DM~	< 19.040 ~calculation with 96 DM~
		Accident Rate	$\frac{\text{Frequency index} \times \text{Severity index}}{1,000}$	N/A	< 0.004	< 0.015
		Disease Occurrence Rate	$\frac{\text{No. occupational diseases} \times 1,000,000}{\text{Total workers}}$	N/A	0	N.A
2	Comply with occupational health and safety laws in force	Statutory Compliance Percentage	$\frac{\text{Score obtained}}{\text{Maximum possible score}} \times 100$	100%	97%	95%
3	Manage employee needs through the implementation of OSH procedures adopted from worker recommendations	Percentage of Procedures Implemented	$\frac{\text{No. of procedures implemented}}{\text{No. of procedures approved}} \times 100$	100%	90%	80%
4	Identify deviations (substandard acts and conditions) through the performance of the Annual Inspection Program	Compliance percentage with Annual Inspection Program	$\frac{\text{No. of activities performed}}{\text{No. of activities scheduled}} \times 100$	100%	90%	70%
5	Comply with Annual Occupational Health and Safety Program	Performed Activities Index	$\frac{\text{No. of activities performed}}{\text{No. of activities scheduled}} \times 100$	100%	98%	95%

5. OCCUPATIONAL SAFETY AND HEALTH COMMITTEE

The Occupational Safety and Health Committee consists of workers' representatives and employer's representatives, who are tasked with promoting health and safety in the workplace, providing advice, and overseeing compliance with the Internal Occupational Safety and Health Regulations and national law, fostering occupational wellbeing and supporting the employer's development.

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OCCUPATIONAL SAFETY AND HEALTH COMMITTEE STRUCTURE



Their duties and responsibilities include the following:

5.1. Chairman of the OSH Committee

- Call, preside over, and run ordinary and extraordinary meets of the OSH Committee.
- Facilitate the application of OSH Committee resolutions.
- Represent the OSH Committee before the employer.
- Submit quarterly performance reports on the OSH Management System to the Senior Management.
- Review matters to be addressed according to statistics or any significant accidents that have occurred during the month.
- Monitor the action plans established by area heads, and respond to objections raised during the monthly inspection.

5.2. Secretary of the OSH Committee

- Responsible for the administrative tasks of the OSH Committee.
- Keep meeting minutes of the OSH Committee, note down or record resolutions reached, and monitor and control them.
- Draft meeting minutes of the OSH Committee.
- Guarantee that OSH Committee members are notified of upcoming meetings.
- Guarantee the drafting of meeting minutes, which shall be distributed immediately after the meeting to the OSH Committee members.
- Guarantee that the OSH Committee's recommendations are recorded and monitored, in accordance with the corrective action system.
- Provide the members of the OSH Committee with accident statistics prior to meetings.

5.3. OSH Committee Members

- Members represent the entire workforce. They have a knowledge of safety, and report, request, and approve OSH Committee resolutions. They also take part in the OSH Committee's monthly inspections.

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- Receive concerns from workers and submit them to the OSH Committee meeting.
- Review cases submitted, occupational accidents and incidents, accident statistics.
- Approve documents pertaining to the Occupational Safety and Health Management System.

5.4. Substitute Members

- Assume responsibilities as representatives before the OSH Committee in the event that a regular member is no longer a representative.

5.5. All Occupational Safety and Health Committee Members

- Perform the duties established in the Internal OSH Regulations .

6. HAZARD IDENTIFICATION, RISK ASSESSMENT, AND RISK MAPPING

One of the key Occupational Safety and Health Management activities is hazard identification, risk assessment, and risk control (HIRARC). Rimac Seguros y Reaseguros S.A. has established a methodology described in the Hazard Identification, Risk Assessment, and Risk Control Procedure, which applies to all activities established by our organization.

The purpose of this methodology is to identify the hazards and risks existing in activities, and establish the control measures needed to eliminate or minimize risk to an insignificant level. Hazard identification and risk assessment are recorded in the HIRARC Matrix and published on the Rimac Home portal.

All control measures implemented shall be done in accordance with the following hierarchy: elimination / substitution / engineering controls / administrative controls / personal protective equipment.

The HIRARC Matrix is created and updated in the following circumstances:

- Initial identification of hazards and risks.
- Development of new projects, new services, or changes thereto.
- Physical modification of the company’s facilities.
- Incorporation of new equipment and/or materials.
- Hiring of new services.
- When a new legal or other requirement is amended or identified.
- When an incident or accident occurred.

The HIRARC Matrix is reviewed at least once a year, according to the Annual Occupational Safety and Health Program (see Annex 3). Risk maps are available inside the facilities to help recognize the main occupational risks that may lead to occupational accidents or diseases. There are also evacuation maps and signage. The process for reviewing and/or updating the risk map is detailed in the Annual Occupational Safety and Health Program activities.

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7. ORGANIZATION AND RESPONSIBILITIES

7.1. Senior Management

- Ensure the availability of the necessary resources to establish, implement, maintain, and improve the OSH Management System.
- Define duties, assign responsibilities, and delegating authority to facilitate effective OSH management. Document and communicate duties, responsibilities, and authority. This responsibility is independent of other responsibilities.

7.2. Head of Safety


- Ensure that the OSH Management System is established, updated, and maintained according to legal and other requirements.
- Request the necessary resources from the Senior Management to maintain and improve the OSH Management System.
- Perform internal audits and monitor the closure of external audits of the OSH System.
- Ensure that the performance reports on the OSH Management System are submitted to Senior Management for review.
- Support Senior Management, ensuring that individuals in the workplace assume responsibility for the OSH matters over which they have control.

7.3. Occupational Safety and Health Supervisor

- Plan, organize, direct, coordinate, and control the process of OSH activities to avoid injuries and harm to workers' health.
- Implement and update documents, train and monitor different areas to verify compliance with the OSH System.
- Participate in the investigation of accidents and incidents, and implement all activities contained in this OSH Plan.
- Provide advice on OSH inspections.
- Provide all information requested by the Head of Safety.
- Continuously cooperate with the Senior Management, OSH Committee Chair, Head of Safety, and area heads to jointly address and resolve occupational safety and health problems within Rimac Seguros y Reaseguros S.A.
- Comply with and strictly enforce the procedures, guides, and instructions prepared at the company with regard to OSH.
- Ensure knowledge of the scope and characteristics at Rimac Seguros y Reaseguros S.A., as well as the company's legal and contractual obligations.

7.4. Occupational Physician

- Perform medical exam protocols according to job position.
- Identify and assess risks that may affect health in the workplace.
- Surveil environmental workplace factors and personnel practices.
- Provide advice on the planning and organization of work, as well as the selection, maintenance, and state of the equipment, machinery, and substances used in the workplace.

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- Participate in the development of programs to improve work practices, as well as the testing and assessment of new equipment, where health is concerned.
- Provide advice on health, occupational hygiene, and ergonomics.
- Promote the adaptation of work.
- Provide assistance for the adoption of occupational rehabilitation measures.
- Help disseminate information and education on health matters.
- Organize first aid.
- Participate in the analysis of occupational accidents and diseases.
- Participate in the management of the different occupational exams required by workers.
- Guarantee and/or submit medical exam results.

7.5. Occupational Safety and Health Committee

- Approve the Annual OSH Plan.
- Approve the Internal OSH Regulations.
- Participate in the drafting, approval, implementation, and assessment of policies, plans, and programs for the promotion of OSH and the prevention of occupational accidents and diseases.
- Approve the Annual OSH Training Program for workers.
- Work to ensure that all new workers receive adequate training, instruction, and guidance on risk prevention.
- Oversee compliance with the law, internal standards, and technical occupational specifications regarding occupational health and safety, as well as the Internal OSH Regulations.
- Promote the commitment, collaboration, and active involvement of all workers in the prevention of occupational risks through effective communication, worker participation in solving safety problems, induction, training, competitions, drills, etc.
- Perform periodic inspections of administrative areas, operating areas, facilities, machinery, and equipment to strengthen preventive management.
- Lead the performance of this Occupational Safety and Health Plan.
- Approve the HIRARC Matrix for job positions.
- Consider the circumstances and investigate the cause of all occupational incidents, accidents, and diseases that occur in the workplace, issuing the respective recommendations to prevent them from occurring again.
- Analyze and issue statistical reports on any occupational incidents, accidents, and diseases that may occur in the workplace. The records and evaluations of these reports shall constantly be updated by the employer's occupational safety and health area.
- Cooperate with medical and first aid services.
- Supervise OSH services and provide assistance and advice to the employer and workers.
- Keep track of compliance with resolutions in the minutes book.
- Hold ordinary meetings monthly to assess progress toward the objectives established in the annual program, and extraordinary meetings to analyze especially serious accidents, or whenever so required by the circumstances.

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7.6. Area Heads

- Act as safety leaders in their areas, setting an example by taking part in all OSH activities.
- Make sure the workers under their control have received new employee induction and signed the compliance commitment, both of which are indispensable requirements before starting work at Rimac Seguros y Reaseguros S.A.
- Instruct their personnel on occupational risk prevention procedures and check compliance by members at all times while performing their jobs.
- Instruct their personnel on the correct use and conservation of personal protective equipment.
- Always use the personal protective equipment required for the performance of jobs and require that their employees correctly use said equipment, as required.
- Ensure order, cleanliness, and the preservation of the environment in their work area.
- If any incident or accident occurs in their work area, they shall immediately inform the Occupational Safety and Health Supervisor.
- Participate and encourage worker participation in training programs, drills, and other occupational safety and health activities.

7.7. Employees

- Comply with work policies, orders, and procedures established at Rimac Seguros y Reaseguros S.A.
- Participate in scheduled occupational safety and health activities.
- Correctly use personal protective equipment.
- Strictly comply with the obligations established in the IOSHR.
- Actively participate in OSH training.
- Comply with the procedures, standards, and rules established in the organization.
- Participate in the investigation of accidents and incidents.
- Immediately report any incident or accident to their boss or the Occupational Safety and Health Supervisor.
- Report any substandard work to their boss or the Occupational Safety and Health Supervisor.

8. OCCUPATIONAL SAFETY AND HEALTH TRAINING

One of the objectives of this plan is to foster a preventive culture among workers and mechanisms by raising awareness of occupational accident and disease prevention topics. Training and awareness-raising begin with the induction received prior to starting work, at which time employees are educated on the management system in place, along with our objectives, commitments, and policies. This induction provides them with all the information they need on occupational safety and health matters.

The organization has established an Annual OSH Training Program (see Annex 4) for all personnel in order to raise awareness and foster a preventive culture, teaching them all the necessary OSH concepts with a focus on the prevention of occupational accidents and diseases.

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9. PROCEDURES

Established Occupational Safety and Health procedures include the following:

- Hazard identification, risk assessment, and risk control
- Occupational safety and health inspections
- Occupational accident and incident investigation
- Contractor management
- Identification and evaluation of legal and other requirements
- OSH Committee election process
- Management system review

10. INTERNAL OCCUPATIONAL SAFETY AND HEALTH INSPECTIONS

Occupational safety and health inspection is a technique involving an analysis performed by directly observing the facilities, equipment, and production processes to identify existing hazards and assess risks in work positions.

Occupational safety and health inspections make it possible to identify and analyze the hazards and risks that cause occupational accidents, incidents, and diseases, as well as worker behaviors that may cause losses of any kind, in order to immediately correct them.

Rimac Seguros y Reaseguros S.A. has established an inspection program, which is the responsibility of the Occupational Safety and Health Committee. The Occupational Safety and Health Service shall perform inspections of unsafe acts, unsafe conditions, and emergency equipment. These activities are established in the Annual Occupational Safety and Health Program.

The inspection methodology is established in the Occupational Safety and Health Inspection Procedure. The performance of the inspection is placed on record in the OSH Inspection Report form.

11. OCCUPATIONAL HEALTH

11.1. INDUSTRIAL HYGIENE

Rimac Seguros y Reaseguros S.A. strives to prevent occupational diseases among our employees. For such purpose, it has established certain activities, such as the identification, assessment, and control of occupational agents that may be harmful to the health.

IDENTIFYING CONDITIONS

Our organization classifies occupational agents as follows:

- Chemical Hazards: Presence of dust, mist, vapors, and gases.
- Physical Hazards: Noise, light, radiation, temperature, humidity, and ultraviolet radiation.
- Biological Hazards: Fungus, microbes, microorganisms, vectors, and viruses.
- Ergonomic Hazards: Work postures, repetitive movements, manually lifting heavy loads.

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- Psychosocial Hazards: Effects of work stress, workplace violence, harassment, burnout, and other types of psychological factors.

Based on this classification, hazards are identified and risks are assessed in the different activities of each area to determine the parameters of these agents and then compare them to permitted limits.

ASSESSMENT OF OCCUPATIONAL AGENTS

During this stage, the occupational agents identified in the first part are assessed and compared with the permissible limits established by law to check whether the levels found are harmful to the worker's health.

The reference standards used are:

- RM-375-2008-TR Basic Ergonomic Standards (for physical agents).
- NTP-ISO-9612-2010 Determination of Exposure to Occupational Noise – Engineering Method.

CONDITION CONTROL

As a control measure, our organization performs occupational agent monitoring as part of the Annual Occupational Safety and Health Program in order to compare the data obtained with permissible limits.

Evidence of occupational agent monitoring is kept in the Occupational Agent Monitoring Record.

11.2. ERGONOMIC RISK

Our organization strives to prevent occupational diseases among our employees. One of our preventive measures is the ergonomic analysis of work positions. This assessment is done in accordance with the Annual Occupational Safety and Health Program.

These assessments are focused on activities with the potential for poor posture and repetitive movements, and are performed in different work areas. Evidence of ergonomic monitoring is kept in the Occupational Agent Monitoring Record.

11.3. PSYCHOSOCIAL RISK

As part of its commitment to preventing occupational diseases and promoting a flexible organizational structure capable of quickly adapting and responding to our customers' needs, Rimac Seguros y Reaseguros S.A. is conscious of the psychosocial risks that may affect the achievement of our established objectives. For this reason, we conduct scheduled evaluations to detect potential risks. We have also established behavioral standards based on good faith, honesty, loyalty, respect, dedication, efficiency, and productivity.

The organization promotes respect among its members at all levels, and punishes all forms and practices of harassment and discrimination based on race or health conditions.

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11.4. OCCUPATIONAL MEDICINE

Our organization has completed an assessment of risks existing in our activities, as well as compliance with the laws in force. As a result, it performs different types of medical exams to benefit the health of our employees and prevent any harm that may potentially be caused by different occupational agents. The occupational health department has established criteria for these evaluations according to the different job positions at Rimac Seguros y Reaseguros S.A.

TYPES OF MEDICAL EXAMS

Medical exams shall be performed before, during, and at the end of the employment relationship:

- **Pre-employment Screening (PES):** An evaluation of the worker prior to starting work at the company to determine the state of their health upon joining the workforce and their fitness for the job position.
- **Periodic Occupational Medical Exam (POME):** Exam to monitor exposure to risk factors and detect early warning signs of possible temporary, permanent, or aggravated changes in the worker's health.
- **Exit Occupational Medical Exam (EOME):** Workers undergo this evaluation to determine the state and condition of their health just prior to leaving the company. Exams performed within the previous two (2) months shall be considered valid.

Medical exams may also be performed in the event that an employee changes job positions or duties, returns to work (after prolonged temporary disability leave), and whenever deemed necessary by the occupational physician, depending on the concrete situation.

12. CUSTOMERS, SUBCONTRACTORS, AND SUPPLIERS

As part of its commitment to providing occupational safety and health to its customers, subcontractors, and suppliers, Rimac Seguros y Reaseguros S.A. has established its Contractor Management Procedure, which contains all information/requirements to be taken into account while suppliers/contractors are at the company's facilities.

13. EMERGENCY AND CONTINGENCY PLAN

Rimac Seguros y Reaseguros S.A. has established an Emergency and Contingency Plan to address emergency situations such as fires, first aid, and earthquakes.

This plan establishes the actions to be taken in case of such events. The organization has installed emergency equipment at all of the company's locations as a preventive and reactive measure. It also has a response team who have been trained on how to handle different emergency situations and use the relevant response equipment.

As part of our efforts to raise awareness among our workers, the organization schedules training sessions and drills throughout the year to improve our emergency response capacity.

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14. OCCUPATIONAL ACCIDENT, INCIDENT, AND DISEASE INVESTIGATION

Accident and incident investigations are a very important part of our Occupational Safety and Health Management System, because they help us identify the main causes of an accident or incident, as well as how and why it occurred.

Rimac Seguros y Reaseguros S.A. has established an accident and incident investigation methodology that allows us to clarify the facts and identify the root cause, then use the data to create an action plan. The details of this methodology are contained in the Occupational Accident and Incident Investigation Procedure and the occupational accident and incident investigation records.

15. AUDITS

To verify compliance with national occupational safety and health standards, and any other standards and rules adopted by the organization, internal and external audits are scheduled throughout the year, as detailed in the Annual OSH Program.

The organization has allocated the necessary resources to perform these activities and guarantee audits of the OSH Management System.

16. STATISTICS

Accident statistics are monitored on a monthly basis and addressed at the meetings of the Occupational Safety and Health Committee. The information is then included in the OSH Statistics Record form.

MANAGEMENT INDICATOR	FORMULA
Frequency Index	$\frac{\text{No. Accidents (Incap. + Fatal)} \times 1,000,000}{\text{Man-Hours Worked}}$
Severity Index	$\frac{\text{No. Days Lost or Charged} \times 1,000,000}{\text{Man-Hours Worked}}$
Accident Rate	$\frac{\text{Frequency Index} \times \text{Severity Index}}{1,000}$
Disease Prevalence and/or Occurrence Rate	$\frac{\text{Total No. Occ. Diseases}}{\text{Total No. Workers}} \times 100$

17. PLAN IMPLEMENTATION

17.1. BUDGET

The senior management of Rimac Seguros y Reaseguros S.A. allocates all necessary resources for the implementation of scheduled activities for the year. These resources are registered in the annual budget for the respective area.

17.2. OCCUPATIONAL SAFETY AND HEALTH PROGRAM

Rimac Seguros y Reaseguros S.A. has defined the activities to be implemented in the Annual Occupational Safety and Health Program (see Annex 3) to prevent workplace

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accidents and occupational diseases, and to protect workers' health. This program is reviewed and approved by the OSH Committee.

Monthly reviews are performed to verify performance of these activities, which are planned annually.

The following criteria shall be prioritized when reviewing activities:

- Critical, important, or intolerable risks identified and assessed in the hazard identification and risk assessment process (HIRARC).
- Occupational safety and health statistics gathered and analyzed from the previous period.
- Opportunities for improvement identified by members of the OSH Committee, area heads, and all of the company's personnel.
- Revised and updated national laws and regulations.
- Internal and/or external audits.

The program contains the activities, budget, details, compliance %, responsible party, and deadlines.

18.RECORDKEEPING

Occupational safety and health records are kept by the OSH Service and stored in hardcopy and/or digital copies. Pursuant to Article 35 of the Regulations on Law 29783, occupational disease records shall be kept for a period of twenty (20) years; records of workplace accidents and dangerous incidents shall be kept for ten (10) years following the event; and all other records shall be kept for a period of five (5) years following the event.

Records are also kept on hand for the twelve (12) months after an event occurs, after which they are put in storage for the remainder of the abovementioned times.

19.MANAGEMENT SYSTEM REVIEW

The Occupational Safety and Health Management System is reviewed at least once a year, in compliance with Peruvian OSH standards. The points reviewed include:

- The results of the internal audits of the OSH Management System and assessment of compliance with legal and other requirements to which the organization has committed.
- Occupational Safety and Health Management System baseline.
- OSH Committee annual report.
- Quarterly reports received by the joint employer/employee committee.
- Results of the consultation and participation process (OSH Committee).
- Communications from outside stakeholders, including grievances.
- The organization's occupational safety and health performance.
- Progress toward OSHMS objectives, including sub-objectives and targets.
- The status of accident and incident investigations, as well as corrective and preventive actions.
- Follow-up on actions taken after previous reviews.
- Recommendations for improvements.

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The conclusions of the employer's evaluation are placed on record and notified to:

- a) The Occupational Safety and Health Service.
- b) The Occupational Safety and Health Committee or supervisor, employees, and unions.
- c) Employees via internal communications sent through available means.

20. ANNEXES

20.1. Annex 1: Occupational Safety and Health Guideline Checklist

	OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT SYSTEM GUIDELINE CHECKLIST				FOR SST-001 Version: 1 Last Updated: January 6, 2023
1. Objectives: 2. Scope: 3. Audit Criteria: 4. Auditors: 5. Auditee: 6. Audit Date:		Verify that the Occupational Safety and Health Management System applied is suitable and effective in preventing occupational risks involving employee safety and health All of the organization's operating and administrative processes Law 29783--the Occupational Safety and Health Act Executive Order (ES) 005-2012--Regulations on Occupational Safety and Health Law 30202--Act Amending Law 29783 Occupational Safety and Health Department OSH Department - Rimac SE GURUS January 3, 2024			
GUIDELINES	REQUIREMENT DESCRIPTION	LEGAL REQUIREMENT	EVIDENCE	COMPLIANCE LEVEL: 0=Not compliant 1=Partially compliant 2=Compliant	OBS
I. Commitment and Involvement					
Principles	1. Employer provides necessary resources to implement an occupational safety and health management system.	Law 29783 Art. 18 (g) DS 005-2012TR Art. 26 (a, j)	2023 Budget	2	
	2. Plans made in the various occupational safety and health programs have been completed.	Law 29783 Art. 18 (b) DS 005-2012TR Art. 26 (h)	PI SST 2023 AOSH P	2	
	3. Preventive occupational safety and health actions are taken to ensure continuous improvement.	Law 29783 Art. 18 (c) DS 005-2012TR Art. 26 (h)	Monitoring of nonconformities matrix.	2	Submit monitoring matrix for findings, preventive and corrective actions.
	4. Employee performance is recognized to improve self-esteem and encourage teamwork.	Law 29783 Art. 18 (g) DS 005-2012TR Art. 26 (i, e)	StatMeUp	2	
	5. Activities are organized to foster a culture of occupational risk prevention throughout the company, public or private entity.	Law 29783 Art. 18 (h) DS 005-2012TR Art. 26 (e)	Culture X Program/Rimacare	2	
	6. A positive workplace climate is promoted to boost empathy between employer and worker and vice versa.	Law 29783 Art. 18 (f) DS 005-2012TR Art. 26 (e)	OffbeVibe	2	
Principles	7. There are means for workers to contribute to the employer in occupational safety and health matters.	Law 29783 Art. 18 (g) DS 005-2012TR Art. 26 (e, e)	OfficeVibe / OSH emails / COVID consultation	2	
	8. There are mechanisms for recognizing proactive personnel interested in the continuous improvement of occupational safety and health.	Law 29783 Art. 18 (h) DS 005-2012TR Art. 26 (i, e)		2	
	9. Main risks that cause the greatest losses have been assessed.	Law 29783 Art. 18 (g) DS 005-2012TR Art. 26 (g, e)	Risks identified in inspections and the HIRARC matrix are managed.	2	
	10. The participation of workers' representatives and union representatives is encouraged in occupational safety and health decisions.	Law 29783 Art. 18 (j) DS 005-12TR Art. 26 (i)	Records are kept of worker representatives' participation in OSHC decision-making	2	Union makeup is not valid, according to most recent arbitration by Estudio MSA law firm in April 2019.
II. Occupational Safety and Health Policy					
Policy	11. There is a documented occupational safety and health policy that is specific to and suitable for the company, public or private entity.	Law 29783 Art. 22 (a) DS 005-2012TR Art. 32 (g)	There is evidence of an updated OSH policy approved by the OSHC in August 2023.	2	
	12. The occupational safety and health policy is concise, clearly worded, dated, and signed by the highest authority of the company, public or private entity.	Law 29783 Art. 22 (b)		2	
	13. The policy is shared, easily accessible to all employees, and displayed in a visible location.	Law 29783 Art. 22 (c) DS 005-2012TR Art. 32	Published online and at all of RIMAC's locations.	2	
	14. Workers are familiar with and committed to the occupational safety and health policy.	Law 29783 Art. 24		2	
	15. The policy is periodically updated and made available to external stakeholders.	Law 29783 Art. 22 (d)	A hardcopy of the policy can be found at the entrance to each area, as well as on RIMAC HOME.	2	
Policy	16. Its content includes the commitment to protect all of the organization's members by preventing occupational accidents, incidents, and diseases; compliance with all safety and health laws; guarantee of protection, engagement, consultation, and participation in the components of the occupational safety and health system by workers and their representatives; continuous improvement in occupational safety and health matters; integration of the Occupational Safety and Health Management System with other systems, if applicable.	Law 29783 Art. 23	The policy's contents include each one of these points.	2	
	17. Decisions are based on an analysis of inspections, audits, accident investigation reports, statistical reports, advances in occupational safety and health programs, and worker opinions, and the proper follow-up is performed.	Law 29783 Art. 41/DS 005-12TR Art. 4	Submit monitoring matrix for findings, preventive and corrective actions validated by the Committee.	2	
Management	18. The employer delegates duties and authority to the personnel in charge of implementing the Occupational Safety and Health Management System.	Law 29783 Art. 25	The duties have been delegated to the OSH Leader and OSH Coordinator, who support the OSHC and other stakeholders in their management duties.	2	
	19. The employer assumes leadership in occupational safety and health management.	Law 29783 Art. 25	Through the focus on a culture of prevention.	2	
Leadership	20. The employer provides the necessary resources to improve occupational safety and health management.	Law 29783 Art. 25	2023 Budget	2	
	21. There are specific occupational safety and health responsibilities entrusted to the different management levels of the company, public or private entity.	DS 005-2012TR Art. 26	Stakeholders have been identified for management assurance, safety / management systems / brigades members.	2	
	22. A budget has been allocated to implement or improve the Occupational Safety and Health Management System.	DS 005-2012TR Art. 25	A budget has been included for mental health and ergonomics programs.	2	
Organization	23. Participate in the drafting, approval, implementation, and evaluation of occupational safety and health, accident prevention, and occupational disease policies, plans, and promotion programs.	DS 005-2012TR Art. 42 (e)	The committee performs a monthly review of the plans to be executed, and approves procedures post facta to guarantee employee wellbeing.	2	
	24. The number of members of the Occupational Safety and Health Committee is defined at the agreement of the parties, and shall not be less than four (4) nor more than twelve (12) members.	DS 005-2012TR Art. 43		2	
Organization	25. The Committee consists of: a) The chairman, who is elected by the representatives who form part of the Committee b) The secretary, who is responsible for occupational safety and health services, or one of the Committee members chosen by consensus c) The members, i.e., the other Committee members appointed pursuant to Articles 48 and 49 of these Regulations	DS 005-2012TR Art. 56		2	
	26. The employer has defined the competency requirements for each job position and established occupational safety and health training guidelines to be completed before a worker reports for duty.	Law 29783 Art. 27	Identified risks have been presented in an educational way in regulatory courses so that employees can internalize their OSH knowledge.	2	MOD: Pursuant to its duty of prevention and Article 27 of the Law, the employer guarantees that workers are trained in prevention. Training shall be focused on: a) The specific job position or work area or the duties performed by each worker, regardless of the contract type or duration. b) Changes in the duties they perform, where applicable. c) Changes in technology or work equipment, where applicable. d) Measures for adaptation to risks as they evolve and the prevention of new risks. e) Periodic refreshers. The administrative labor authority provides free occupational safety and health training services. This training is considered valid for purposes of compliance with the duty to train established in Article 27 of the Law. Training must be in-person and address the topics established in the annual training plan approved by the Occupational Safety and Health Committee.
III. Planning and Application					
Diagnosis	27. An initial assessment or baseline study has been done as a participatory diagnosis of the state of safety and health in the workplace.	Law 29783 Art. 37	There is a 2023 baseline	2	
	28. The results have been compared to the OSH Act and its regulations, as well as other relevant legal provisions, and will be used as a baseline to plan and apply the system, as well as a reference point to measure continuous improvement.	Law 29783 Art. 37 DS 005-12TR Art. 78	The results of the situational OSH analysis have been presented to the committee and notified to the GDH manager.	2	
	29. Planning makes it possible to comply with national laws, improve performance, and maintain safe production processes and insurance services.	Law 29783 Art. 38 DS 005-2012TR Art. 79		2	



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Hazard Identification, Risk Assessment, and Risk Control Planning	30	The employer has established procedures for identifying hazards and assessing risks.	Law 29783 Art. 57 DS 005-2012-TR Art. 32, 62	We currently have HIRARC Procedure PRO-801 v0	2	<p>MOO: Anexo 77 Pursuant to Article 57 of the Law, the Hazard Identification, Risk Assessment, and Risk Control (HIRARC) matrix is created and periodically updated at least once a year by the employer. It is created for each job position, with the participation of the competent personnel, in consultation with the workers, as well as their representatives on the Occupational Safety and Health Committee, the Occupational Safety and Health Subcommittee, or the Occupational Safety and Health Supervisor, if applicable. The creation or updating of the HIRARC shall meet the following minimum requirements: a) Routine and non-routine activities, according to the worker's job position, as well as any emergency situations that may arise during or in the course of performing their job; b) Existing or planned working conditions, as well as the possibility that the respective worker may be especially sensitive to certain risk factors; c) Identify hazards and assess existing or potential occupational safety and health risks related to the work environment or the way in which the work is organized; d) Include protective measures for disabled workers, assess risk factors for progression, using a gender-based approach, as well as the protection of women and teenage employees, pursuant to Articles 64, 65, 66, and 67 of the Law; e) The results of the assessment of physical, chemical, biological, ergonomic, and psychosocial risk factors; f) The results of investigations into workplace accidents or occupational diseases; g) The statistics collected through collective health surveillance of workers. The ongoing are the minimum requirements. The employer may include any additional requirements for risk management. The HIRARC matrix shall be reviewed as per [sic]</p>	
	31	Includes these procedures: All activities. All personnel. All facilities.	DS 005-2012-TR Art. 77		1		
	32	Hazard identification, risk assessment, and risk control measures are documented.	DS 005-2012-TR Art. 32		2		
	33	Hazard identification, risk assessment, and risk control measures are displayed in a visible location in the workplace.	DS 005-2012-TR Art. 32		1		The HIRARC is published on Rímac Homes so that it is available to all employees.
	34	The employer takes steps to manage, eliminate, and control risks; design an environment and job position, select equipment and working methods that guarantee workers' safety and health; eliminate or substitute hazardous situations and agents; update occupational safety and health prevention plans and programs; implement group and individual protection policies; provide workers with preventive training.	Law 29783 Art. 50 DS 005-2012-TR Art. 26 (g)	The necessary monitoring is performed for findings identified in the HIRARC and inspections. Regulatory training programs.	2		
35	The employer updates the risk assessment at least once a year, or whenever conditions change, or damages occur.	Law 29783 Art. 57	The HIRARC was updated in March 2023	2			
Hazard Identification, Risk Assessment, and Risk Control Planning	36	Risk assessment includes periodic reviews of working conditions and workers' health, preventive measures, including those pertaining to working and production methods, to guarantee an increased level of occupational safety and health protection.	Law 29783 Art. 57		2		
	37	Identification is performed in consultation with workers, unions, or the Occupational Safety and Health Committee or supervisor, as applicable, who have made suggestions for control measures and verified their application.	Law 29783 Art. 19 (d) DS 005-2012 Art. 62	Suggestions are received via the OSH email	2		
	38	Risk management includes measures for identification, prevention, and control; continuous improvement of processes; change management; emergency preparedness and response; procurement; and contracting; and worker participation levels and training.	Law 29783 Art. 39		2		
Objectives	39	Objectives are displayed in a visible location in the workplace.	DS 005-2012-TR Art. 32		2		
	40	Objectives are focused on achieving realistic and applicable results, including: -The reduction of occupational risks -The reduction of work accidents and occupational diseases -Continuous improvement of processes, change management, emergency preparedness and response -Definition of targets, indicators, responsibilities -Selection of measurement criteria to confirm that results are achieved	Law 29783 Art. 39 DS 005-2012-TR Art. 81		2		
	41	The company, public or private entity has documented, quantifiable occupational safety and health objectives that encompass all levels of the organization.	DS 005-2012-TR Art. 26 (f), Art. 81 (d), Art. 32		2		
	42	The objectives are periodically evaluated and updated.	DS 005-2012-TR Art. 81 (e)		2		
	43	The objectives are communicated to all relevant job positions and levels in the organization.	DS 005-2012-TR Art. 81 (f)		2		
Occupational Safety and Health Program	44	There is an annual occupational safety and health program.	DS 005-2012-TR Art. 32		2		
	45	Scheduled activities are aimed at achieving objectives.	DS 005-2012-TR Art. 26 (f), Art. 80 (b)		2		
	46	The parties responsible for the activities of the occupational safety and health program are defined.	DS 005-2012-TR Art. 80 (b)		2		
Occupational Safety and Health Program	47	Compliance periods and deadlines are defined, and periodic follow-up is performed.	DS 005-2012-TR Art. 80 (b)		2		
	48	The provision of human and economic resources is established.	DS 005-2012-TR Art. 80 (d)		2		
	49	The safety and health program has been approved by the Safety and Health Committee.	DS 005-2012-TR Art. 42		2		
IV. Implementation and Operation							
Structure and Responsibilities	50	The Occupational Safety and Health Committee consists of representatives of both workers and the company (in the case of employees with 20 or more employees). Employees with majority unions shall include a member of that union as an observer.	Law 29783 Art. 29 DS 005-2012-TR Art. 61	The new OSH Committee was elected for the 23-'25 period.	2		
	51	Workers elect their representatives to the Occupational Safety and Health Committee or their occupational safety and health supervisors. If there are unions, the most representative organization shall call elections for the joint committee. In the absence of such a union, the company is responsible for calling elections.	Law 29783 Art. 31 DS 005-2012-TR Art. 40	The new OSH Committee was elected by vote for the 23-'25 period.	2	The union's participation is proven by the fact that members ran for election.	
	52	There is at least one Safety and Health Supervisor (for employees with less than 20 employees).	Law 29783 Art. 30 DS 005-2012-TR Art. 39		NA		
Structure and Responsibilities	53	The employer appoints its representatives (regular and substitute) to the Occupational Safety and Health Committee from among its executives and employees in positions of trust, as established by its organizational and hierarchical structure.	DS 005-2012-TR Art. 46	There is evidence of the willingness of the employer's representatives, as appointed by the CEO.	2		
	54	Workers elect their occupational safety and health supervisors.	Law 29783 Art. 31 DS 005-2012-TR Art. 39		NA		
	55	The joint committee members and occupational safety and health supervisors have the right to paid leave for the performance of their duties, protection against arbitrary dismissal, and facilities for the performance of their duties in their respective work areas, six months before and up to six months after completing their term.	Law 29783 Art. 32	The committee members have been trained on their rights and duties (July 2021 minutes)	2		
	56	The members of the Occupational Safety and Health Committee or Occupational Safety and Health Supervisors must meet the following requirements: a) Be employed by the employer. b) Be at least eighteen (18) years old. c) Preferably have occupational safety and health training or work in positions that provide them with knowledge or information on occupational risks.	DS 005-2012-TR Art. 47	The candidates for the OSCH have certificates of aptitude	2		
	57	The Occupational Safety and Health Committee, the supervisor, and all participants in the Occupational Safety and Health Management System are given a card or identification or other distinguishing signs that allow workers to identify them.	Law 29783 Art. 33 DS 005-2012-TR Art. 46	The members of the OSCH have a distinguishing feature (ribbon) with the name RIMAC OSCH.	2		
Structure and Responsibilities	58	The Occupational Safety and Health Committee performs periodic inspections of administrative areas, operating areas, facilities, machinery and equipment to boost preventive management.	DS 005-2012-TR Art. 42 (b)	The members of the OSCH perform periodic inspections, as established in the OSH program.	2		
	59	An ordinary monthly meeting is held to analyze and assess progress toward the objectives established in the annual program; and extraordinary meetings are held to analyze serious accidents or when required by the circumstances.	DS 005-2012-TR Art. 42 (f)	There is proof of the monthly OSCH meetings with the members' signatures.	2		
	60	The act of establishment and election, as well as all meetings, resolutions, or events of the Occupational Safety and Health Committee, must be placed on record in a minutes book intended specifically for such purpose.	DS 005-2012-TR Art. 51	Record of establishment and committee minutes up to date.	2		
	61	The Occupational Safety and Health Supervisor shall keep records of the resolutions adopted by the company's or employees' supreme authority.	DS 005-2012-TR Art. 52	Quarterly reports are sent to the VP on OSH management activities.	2		
	62	The employer organizes a safety and health service.	Law 29783 Art. 36	The employer has designated the occupational physician as the person responsible for the OSH service.	2		



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Structure and Responsibilities	<p>The establishment and election of the Occupational Safety and Health Committee is placed on record in minutes containing the following information, at a minimum:</p> <ul style="list-style-type: none"> a) Employer's name; b) Names and titles of regular members; c) Names and titles of substitute members; d) Name and title of the observer appointed by the union, in application of Article 29 of the Law, if applicable; e) Place, date, and time of establishment, and f) Any other important information. 	DS 005-2012-TR Art. 53	Included in the record of establishment.	2		
	65	The workers' representatives of the Occupational Safety and Health Supervisors shall hold the position for at least one (1) year and no more than two (2) years. The employer's representatives shall remain in the position for as long as the employer decides.	DS 005-2012-TR Art. 62	The current term length runs through 2025.	2	
	66	The employer is responsible for guaranteeing workers' safety and health.	Law 29783 A.L. 49 (a)		2	
	67	The employer is responsible for working to improve the level of occupational safety and health.	Law 29783 A.L. 49 (b)		2	
	68	The employer is responsible for implementing preventive measures against risks arising from changes.	Law 29783 A.L. 49 (c)	Culture X Program: RimaCare/Better spaces for you.	2	
	69	The employer is responsible for conducting medical exams of workers.	Law 29783 A.L. 49 (d)		2	
	70	The employer guarantees that the election of workers' representatives is performed through unions, or, in the absence thereof, through democratic elections with the participation of workers.	Law 29783 A.L. 49 (e) / DS 005-2012-TR Art. 49	The employer was in charge of the most recent OSHC elections.	2	The union did not take charge of the elections, but did run candidates.
	71	The employer guarantees the real and effective work of the Occupational Safety and Health Committee, allocating the necessary resources.	Law 29783 A.L. 49 (f)	The employer provides the necessary spaces and amenities for OSHC management.	2	
Structure and Responsibilities	72	The employer ensures that only trained and properly protected personnel enter high-risk areas.	Law 29783 A.L. 55		2	SWAs must be implemented in each task involving significant risk.
	73	The employer ensures that exposure to physical, chemical, biological, ergonomic, and psychosocial agents does not cause harm to workers.	Law 29783 A.L. 56	Through mapping in the HRARC Matrix.	2	
	74	The employer assumes the cost of the safety and health actions executed in the workplace.	Law 29783 A.L. 49 (f) / DS 005-12-TR Art. 26 (B)		2	
	75	The employer takes steps to provide workers with information on risks in the workplace.	Law 29783 A.L. 52	Through regulatory courses or bulletins from the communications area.	2	
Training	76	The employer provides training (no less than 4) during the workday.	Law 29783 A.L. 35	Through regulatory courses.	2	
	77	Workers are not required to bear the cost of training, under any circumstances.	Law 29783 A.L. 35 / DS 005-12-TR Art. 28 / DS 006-2014-TR Art. 1		2	
	78	Provide economic facilities and paid leave to participate in training courses (in the subject whenever these are taught outside the workplace).	Law 29783 A.L. 35 / DS 005-2012-TR Art. 31		2	
	79	The Occupational Safety and Health Committee has reviewed the training program.	DS 005-2012-TR Art. 29		2	
	80	Training is provided by competent personnel with experience in the subject.	DS 005-2012-TR Art. 29 (b)		2	
	81	Evaluated by participants based on their level of understanding and usefulness in risk prevention.	DS 005-2012-TR Art. 29 (d)		2	
	82	Training includes suitable materials and documents.	DS 005-2012-TR Art. 29 (f)		2	
	83	Training has been provided to members of the Occupational Safety and Health Committee or the Occupational Safety and Health Supervisor.	DS 005-2012-TR Art. 48	Monthly training is provided as part of ongoing OSHC education.	2	
Training	84	Training sessions are documented.	DS 005-2012-TR Art. 31		2	
	85	The training program has been approved by the Occupational Safety and Health Committee.	DS 005-2012-TR Art. 42		2	
	86	Occupational safety and health training is provided upon hiring, regardless of the contract type or duration, and during the performance of work.	Law 29783 A.L. 49 (g) / DS 005-2012-TR Art. 27	All employees received periodic training in regulatory courses. New employees are given a week to take regulatory courses.	2	MOD: The employer, in fulfillment of its duty of prevention and pursuant to Article 27 of the Law, guarantees that workers receive training on prevention. Training shall focus on: a) The specific position and work area or the duty performed by each worker, regardless of the nature of the employment relationship, contract type, or duration. b) Changes in the duties they perform, when they occur. c) Changes in the technology or equipment used for work, when they occur. d) Measures for adapting to the evolution of risks and the prevention of new risks. e) Periodic refresher training. The Administrative Labor Authority provides free occupational safety and health training services. These training services are considered valid for fulfillment of the training duty established by Article 27 of the Law. Training must be performed in person, addressing the topics established in the annual training plan approved by the Occupational Safety and Health Committee."
87	Occupational safety and health training has been provided: a) On the specific job position or duty performed by each worker, regardless of the contract type or duration, and during the performance of work. b) Changes in the duties they perform, when they occur. c) Changes in the technology or equipment used for work, when they occur. d) Measures for adapting to the evolution of risks and the prevention of new risks. e) Periodic refresher training. f) Use and preventive maintenance of machinery and equipment. g) Appropriate use of hazardous materials.	DS 006-2014-TR Art. 1 / Amended DS 005-2012-TR Art. 27 / Law 29783 A.L. 69 (b) and (c)	No training is provided in case of internal changes in job position.	1		
Preventive Measures	88	Preventive and protective measures are applied in the following order of priority: Elimination of hazards and risks; Treatment, control, or isolation of hazards and risks; adopting technical or administrative measures; Minimization of hazards and risks; adopting safe work systems that include administrative control measures; Schedule the gradual substitution, as soon as possible, of hazardous procedures, techniques, media, substances, and products with those represent less of a risk, or no risk at all, to the worker. In the last case, provide suitable personal protective equipment, ensuring that workers use them and take care of them correctly.	Law 29783 A.L. 21 / DS 005-2012-TR Art. 26	As per the HRARC.	2	
	89	The company, public or private entity has drafted plans and procedures to handle and respond to emergency situations.	DS 005-2012-TR Art. 83	The company has a 2021 Response Plan.	2	
Emergency Preparedness and Response	90	A brigade has been organized to act in case of fire, first aid, or evacuation.	DS 005-2012-TR Art. 83	All three types of brigade have been established.	2	
	91	Offers relevant information and training to all members of the organization, at all levels, including periodic emergency prevention and preparedness drills and response methods.	DS 005-2012-TR Art. 83	Drills are performed as required by INDECI at all locations with safety personnel leading the activity.	2	
	92	The employer has instructed workers to interrupt their work and/or evacuate the risk zone in case of grave and imminent danger.	Law 29783 A.L. 63		2	
	93	The employer in charge of the primary contract at facilities where contractors, subcontractors, special service providers, and workers' cooperatives perform activities guarantees the coordination of occupational risk prevention management, worker safety and health, verification that insurance has been taken out in accordance with law by each employer; the proper compliance with occupational safety and health laws by the company, public or private entity whose personnel are stationed at the facilities.	Law 29783 A.L. 68	Compliance with the contractor management procedure is required.	2	



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Contractors, Subcontractors, Company, Public or Private Entity, Service Provider, and Cooperatives	94	All workers have the same occupational safety and health protection level, regardless of whether they work for the company or contractors, subcontractors, special service providers, or workers' cooperatives.	Law 29783 A/07		2	MOC Article 77: Pursuant to Article 57 of the Law, the hazard identification, risk assessment, and risk control (HRARC) matrix is created and periodically updated at least once a year by the employer. It is created for each job position, with the participation of the competent personnel. In consultation with the workers, as well as their representatives on the Occupational Safety and Health Committee, the Occupational Safety and Health Subcommittee, or the Occupational Safety and Health Supervisor, (applicable). The creation or updating of the HRARC shall meet the following minimum requirements: a) Routine and non-routine activities, according to the worker's job position, as well as any emergency situations that may arise due to or in the course of performing their job. b) Existing or planned working conditions, as well as the possibility that the respective worker may be especially sensitive to certain risk factors; c) Identify hazards and assess existing or potential occupational safety and health risks related to the work environment or the way in which the work is organized; d) Include protective measures for disabled workers; e) Assess risk factors for promotion, using a gender-based approach, as well as the protection of women and teenage employees, pursuant to Articles 64, 65, 66, and 67 of the Law; e) The results of the assessment of physical, chemical, biological, ergonomic, and psychosocial risk factors; f) The results of investigations into workplace accidents or occupational diseases; g) The statistics collected through collective health surveillance of workers. The foregoing are the minimum requirements. The employer may thus include any additional requirements for risk management. The HRARC matrix shall be reviewed as per [sic]
	95	Workers have participated in occupational safety and health consultations, information, and training; the call to elections, election of their representatives, and operation of the Occupational Safety and Health Committee; and recognition of their representatives by the employer.	Law 29783 art 19		2	
Consultation and Communication	98	Workers are consulted before changes are made to the operations, processes, and organization of work that may affect their safety and health.	Law 29783 A.e. 70	Workers are consulted regarding improvements to processes through Office Vibe.	2	
	97	There are procedures to ensure that the organization's workers receive all relevant information.	DS 005-2012-TR, Art. 37 (b)	Procedures are published on SharePoint/Rimac Home/CC/Y/amer	2	
V. Regulatory Evaluation						
Legal and Other Requirements	99	The company, public or private entity has a procedure to identify, assess, and monitor compliance with all laws applicable to occupational safety and health management system, and keeps this procedure updated.	DS 005-12-TR Art. 77 (a)	The consultation is done directly with the OSH area or the OSHC. There is a legal matrix identifying the applicable laws and standards.	2	
	99	Companies and public or private entities with 20 or more employees have drafted Internal Occupational Safety and Health Regulations (IOSHR).	Law 29783 Art. 34 12 Art. 74 DS 005-		2	
	100	Companies and public or private entities with 20 or more employees have an Occupational Safety and Health Committee book (unless sector standards have established a lower threshold).	DS 005-2012 Art. 42 (b)		2	
	101	The Occupational Safety and Health Committee has approved the employer's Internal Safety and Health Regulations.	DS 005-12 Art. 42 (b)	The OSHC has approved the most recent revision of the IOSHR in the December 2023 meeting minutes.	2	
Legal and Other Requirements	102	The minimum structure of the IOSHR contains: a) Objectives and scope; b) Safety and health leadership, commitments, and policy; c) Attributes and obligations of the employer, supervisors, the Occupational Safety and Health Committee, and employees who provide services, if applicable; d) Safety and health standards in operations; e) Safety and health standards in related services and activities; f) Emergency preparedness and response.	DS 005-12 Art. 74		2	
	103	The employer promptly takes the necessary steps when it detects the use of ropes and/or work equipment or personal protective equipment that represents specific risks to worker safety and health.	Law 29783 A.e. 60 DS-005-2012 Art. 97		2	
Legal and Other Requirements	104	The employer takes steps to prevent pregnant or breastfeeding workers from engaging in hazardous work, in accordance with law.	Law 29783 A.e. 68 DS-005-2012 Art. 100	The OSH area issues work restrictions, where necessary.	2	
	105	The employer does not employ children or adolescents in hazardous activities.	Law 29783 A.e. 67		2	
Legal and Other Requirements	106	The employer evaluates the job position to be performed by adolescent employees before they start work to determine the nature, degree, and duration of risk exposure, so that it can take any necessary preventive measures.	Law 29783 A.e. 67		N/A	
	107	The company, public or private entity will do everything necessary to ensure that machinery, equipment, substances, products, and work tools are not a source of danger, information and training are provided on the installation, proper use, and preventive maintenance of machinery and equipment; information and training are provided on the proper use of hazardous materials; instructions, manuals, warning signs, and other cautionary elements located on equipment and machinery are translated into Spanish; reports on machinery, equipment, products, substances, and work tools are easy for workers to understand.	Law 29783 A.e. 69		2	2022 Maintenance Program.
	108	Workers comply with the standards, regulations, and instructions of the occupational safety and health programs applied in the workplace, as well as the instructions of their direct hierarchical superiors; make proper use of work tools and materials, as well as personal and collective protective equipment; do not operate or handle equipment, machinery, tools, or other elements for which they have not been authorized or, if necessary, trained; cooperate and participate in the investigation process in case of occupational accidents, dangerous incidents, other incidents, and occupational diseases when so required by the competent authority; ensure the comprehensive individual and collective care of their physical and mental health; undergo compulsory medical exams; participate in employer/employee occupational safety and health training; inform the employer of situations that put or may put their safety and health at risk; immediately inform safety representatives of the occurrence of any work accident, hazardous incident, or other incident; attend occupational health and safety training.	Law 29783 A.e. 79		2	
	109	Workers are informed as a group of the reasons for the medical exams, and personally informed of the results of the medical reports on their checkups. Medical exam results cannot be used as a reason for discrimination. These results are taken into account when implementing preventive or corrective actions in this regard.	Law 29783 A.e. 71		2	
VI. Verification						
Performance Supervision, Monitoring, and Follow-Up	109	The surveillance and control of occupational safety and health makes it possible to regularly evaluate the results achieved in matters of occupational safety and health.	Law 29783 A.e. 40 DS-005-2012 Art. 89	Through the traceability of management objectives achievement.	2	
Performance Supervision, Monitoring, and Follow-Up	110	Supervision makes it possible to identify failures or shortcomings in the occupational safety and health management system, and adopt preventive and corrective measures. Monitoring allows for the appropriate quantitative and qualitative measurements. The degree of compliance with occupational safety and health objectives is monitored.	Law 29783 Art. 41		2	
Occupational Health	111	The employer is responsible for performing compulsory medical exams every two years, at the cost of the employer. Exit medical exams are optional, and may be performed at the request of the employer or the worker. In all cases, the employer shall cover the cost of the medical exams. In the case of workers engaged in high-risk activities, the employer is required to perform medical exams before, during, and upon termination of the employment relationship, in accordance with the relevant sector regulations.	Amendment of Law 29783 A.e. 49 Law 30222 A/12	Medical exams are performed at the start of the employment relationship, and every two years for low-risk activities.	2	
	112	Workers are informed as a group of the reasons for the medical exams, and personally informed of the results of the medical reports on their checkups. Medical exam results cannot be used as a reason for discrimination. These results are taken into account when implementing preventive or corrective actions in this regard.	Law 29783 A.e. 71		2	
	113	The employer performs the medical exams established in Article 49, section d) of the Law, based on the tasks performed by the worker in the past at the organization, emphasizing the risks to which they have been exposed during their work. Medical exams shall comply with the requirements of the Technical Worker Health Surveillance Documents issued by the Ministry of Health.	DS 006-2014-TR Art. 1 Amended DS 005-2012 A.e. 101		2	
Accidents, Dangerous Incidents and Other Incidents, Nonconformities, Corrective and Preventive Actions	114	The employer notifies the Ministry of Labor and Job Promotion of fatal accidents within 24 hours following their occurrence.	Law 29783 A.e. 82 DS 012-2014-TR Art. 110 DS 005-12-TR Art. 111, Art. 112		N/A	
	115	The employer notifies the Ministry of Labor and Job Promotion within 24 hours after the occurrence of dangerous incidents that have placed workers' and/or the public's health and safety at risk.	Law 29783 Art. 82 DS 012-2014-TR Art. 110 DS 005-12-TR Art. 111, Art. 112		N/A	
	116	The corrective measures proposed in the records on occupational accidents, dangerous incidents, and other incidents are implemented.	Law 29783 A.e. 88		2	



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	117	Corrective measures are implemented in response to nonconformities identified in occupational safety and health audits.	Law 29783 Art. 45		NA
	118	Preventive occupational safety and health measures are implemented.	Law 29783 Art. 50		2
Accident and Occupational Disease Investigation	119	The employer has conducted investigations into workplace accidents, occupational diseases, and dangerous incidents, and has reported them to the administrative labor authority, indicating the corrective and preventive measures adopted.	Law 29783 Art. 92		2
	120	Workplace accidents, occupational diseases, and dangerous incidents are investigated to: - Determine the causes and implement corrective measures. - Verify the effectiveness of safety and health measures in force at the site of the occurrence. - Determine the need to modify these measures. Corrective measures are taken to reduce the consequences of accidents.	Law 29783 Art. 42 Law 29783 Art. 93		2
	121	Changes to procedures as a result of corrective actions have been documented.	DS 005-12-TR Art. 88		2
	122	The worker has been transferred in case of workplace accident or occupational disease to a different position involving less risk.	Law 29783 Art. 76		2
	123	Investigation results are reported to the Occupational Safety and Health Committee and unions.	Law 29783 Art. 44		2
Accident and Occupational Disease Investigation	124	The Occupational Safety and Health Committee considers the circumstances and investigates the causes of all occupational accidents, incidents, and diseases that occur in the workplace, issuing the respective recommendations to keep them from happening again.	DS 005-12 Art. 42 (f)		2
	125	The OSHC shall report the following information to the employer's supreme authority: r.1) Fatal accidents or dangerous incidents, immediately. r.2) The investigation of each fatal accident and the corrective measures adopted, within 15 days after the occurrence. r.3) Quarterly statistics on occupational accidents, incidents, and diseases. r.4) Quarterly activities of the Occupational Safety and Health Committee.	DS 005-12 Art. 42 (g)	Quarterly reports were submitted to the VP.	2
Operational Control	126	The company, public or private entity has identified risk-prone operations and activities where control measures must be applied.	Law 29783 Art. 50		2
	127	The company, public or private entity has established procedures for the design of the workplace, operating processes, facilities, machinery, and the organization of the job that includes adaptation to human capacities in order to reduce risks at the source.	Law 29783 Art. 50		2
Change Management	128	Safety measures have been evaluated due to internal changes, working method, organizational structure, external regulatory changes, knowledge in the field of safety, and technological changes, adopting preventive measures before implementing them.	Law 29783 Art. 39, 57	Review updates to the laws and regulations.	1
Audits	129	There is an audit program.	Law 29783 Art. 43	Audits have been rescheduled for 2023 following the public health emergency.	NA
	130	The employer performs periodic internal audits to verify the correct application of the Occupational Safety and Health Management System.	Law 29783 Art. 43	Audits are performed by the area head, and have been scheduled for the end of the public health emergency.	NA
	131	External audits are performed by independent auditors.	Law 29783 Art. 43	Performed by external auditors for standardization.	2
	132	Workers and their representatives participate in the consultation on the selection of the auditor, and in all phases of the audit, including the analysis of its results.	Law 29783 Art. 43	OSHC participates.	2
	133	Audit results are reported to the senior management of the company, public or private entity.	Law 29783 Art. 44	Results are reported to the OSHC and the VP of T&T.	2
	134	Audit results are reported to the Occupational Safety and Health Committee and unions.	Law 29783 Art. 44	Reported to the OSHC.	NA
III. Information and Document Control					
Documents	135	The company, public or private entity establishes and maintains information using appropriate means to describe the components of the management system and the relationship between them.	Law 29783 Art. 28 DS 005-12-TR Art. 35, Art. 32, Art. 33	There are digital and hardcopy records.	2
	136	The occupational safety and health management procedures of the company, public or private entity are periodically reviewed.	Law 29783 Art. 47/ DS 005-2012-TR, Art. 85	Procedures are up-to-date.	2
Documents	137	The employer establishes and maintains provisions and procedures to properly receive, document, and respond to internal and external communications on occupational safety and health; guarantees internal communication of occupational safety and health information between the different levels and positions of the organization; guarantee that the suggestions of workers or their representatives regarding occupational safety and health are received and addressed in an adequate and timely manner.	DS 005-12 Art. 37	Through SharePoint.	2
	138	The employer has provided the worker (own employee or third party) with a copy of the internal occupational safety and health regulations.	Law 29783 Art. 35 DS 005-12 Art. 75	The Internal OSH Regulations are published on Rimac Home for informational purposes.	1
	139	The employer has created a risk map of the workplace and displays it in a visible location.	Law 29783 Art. 35 DS 005-12 Art. 32	Some locations have published risk maps.	1
	140	Together with employment agreements, the employer provides safety and health recommendations based on workplace risks and those related to the worker's position or duty. When the employment agreement does not include a written description of occupational safety and health recommendations, said recommendations shall be provided in hardcopy or digitally no later than the first day of work.	Law 29783 Art. 35 (i) 12AA_30	OSHC recommendations are provided in each agreement issued.	2
Document and Data Control	141	The employer has procedures that guarantee the identification, evaluation, and incorporation of provisions on the organization's compliance with safety and health requirements in purchase and leasing specifications. Both legal and organizational obligations and requirements are identified before procuring goods and services. Provisions are adopted to ensure that said requirements are met before using the abovementioned goods and services.	DS 005-12 Art. 84		1
	142	The company, public or private entity establishes procedures for the control of documents created by virtue of this checklist.	DS 005-12 Art. 28	There is currently an updating procedure.	1
	143	This control ensure that documents and data can be easily located, can be periodically analyzed and verified, are available at the locations, are removed when the data become obsolete, are correctly filed away.	DS 005-12 Art. 35, Art. 28	Published in SharePoint.	2
Record Management	144	The employer has implemented up-to-date records and documents on the management system that are made available to workers, including records of workplace accidents, occupational diseases, dangerous incidents, and other incidents, which shall include the investigation and corrective measures.	DS 005-12 Art. 33 (a)		2
Record Management	145	Records of occupational medical exams.	DS 005-12 Art. 33 (b)	Records managed through Sefelia.	2
	146	Record of physical, chemical, biological, and psychosocial agent and ergonomic risk factor monitoring.	DS 005-12 Art. 33 (c)	Not done during the state of emergency due to the fact that locations were closed.	1
	147	Record of internal occupational safety and health inspections.	DS 005-12 Art. 33 (d)		2
	148	Record of safety and health statistics.	DS 005-12 Art. 33 (e)		2
	149	Record of safety or emergency equipment.	DS 005-12 Art. 33 (f)		2
	150	Record of induction, training, education, and emergency drills.	DS 005-12 Art. 33 (g)		2
Record Management	151	Audit records.	DS 005-12 Art. 33 (h)		NA
	152	The company, public or private entity has records of workplace accidents, occupational diseases, dangerous incidents, and other incidents involving its own workers, temporary and/or outsourced workers, likewise, independent contractors performing their activities entirely or partially at the facilities of the company, public or private entity.	DS 005-12 Art. 34		2
	153	The abovementioned records are legible and identifiable, able to be monitored, filed away and properly protected.	DS 005-12 Art. 35		2
Record Management	154	The records referred to in the preceding paragraph shall contain the minimum information established in the forms approved by the Ministry of Labor and Job Promotion by virtue of a ministerial resolution.	DS 005-12 Art. 33		2



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155	Occupational disease records shall be kept for a period of twenty (20) years; workplace accident and dangerous incident records for a period of ten (10) years following the occurrence; and all other records for a period of five (5) years following the occurrence.	DS 005-12 Art. 35	Records are only available for the last three (3) years.	1	
	Workers and union representatives have a right to consult the records of the Occupational Safety and Health Management System, with the exception of information on workers' health, which shall only be accessible with the written authorization of the respective worker.	DS 005-12 Art. 36		2	
VII. Management Review					
157	The senior management periodically reviews and analyzes the management system to ensure that it is appropriate and effective. The review of the Occupational Safety and Health Management System is performed at least once a year. The scope of the review shall be defined based on present needs and risks.	DS 005-12 Art. 90	Quarterly management progress reports are issued	2	
	The provisions adopted by the management for the continuous improvement of the Occupational Safety and Health Management System shall take into account the occupational safety and health objectives of the company, public or private entity; hazard identification and risk assessment results; efficiency supervision and measurement results; the investigation of accidents, occupational diseases, dangerous incidents, and other work-related incidents; the results and recommendations of audits and evaluations performed by the management of the company, public or private entity, the recommendations of the Occupational Safety and Health Committee or the Safety and Health Supervisor; regulatory changes; the results of workplace inspections and their respective recommendations, warnings, and requirements; conventional and labor agreements; relevant new information; the results of the annual occupational safety and health programs.	Law 29783 Art. 46		1	
	The continuous improvement methodology includes the identification of deviations from practices and conditions accepted as safe; the establishment of safety standards; the periodic measurement and evaluation of performance with regard to the standards of the company, public or private entity; the correction and recognition of performance.	Law 29783 Art. 20		1	
	The conclusions of the employer's examination shall be recorded and communicated to the persons responsible for critical and relevant aspects of the Occupational Safety and Health Management System so they can take prompt steps; and to the Occupational Safety and Health Management Committee or Supervisor, workers, and their union.	DS 005-12 TR Art. 91		2	
160	The investigation and audits allow the management of the company, public or private entity to achieve the established purposes and determine, if necessary, any changes to the policy and objectives of the Occupational Safety and Health Management System. The results shall be communicated to the Occupational Safety and Health Management Committee, the workers, and their unions.	Law 29783 Art. 44		1	
	The investigation of accidents, occupational diseases, dangerous incidents, and other incidents makes it possible to identify the immediate causes (substandard acts and conditions), underlying causes (personal and job factors), and shortcomings of the Occupational Safety and Health Management System in order to plan the relevant corrective actions.	Law 29783 Art. 42		2	
	The employer has modified preventive measures for occupational risks when they are proven to be inadequate and insufficient to guarantee workers' safety and health, including temporary and outsourced personnel, trainees, and even independent contractors, provided they perform their activities entirely or partially at the facilities of the company, public or private entity during operations.	DS 005-12 TR Art. 89		2	
TOTAL COMPLIANCE SCORE				293	

GUIDELINES	COMPLIANCE LEVEL %	ACTUAL COMPLIANCE LEVEL	TARGET COMPLIANCE LEVEL	OSHMS GUIDELINE COMPLIANCE %
I. Commitment and Involvement	100%	20	20	
II. Occupational Safety and Health Policy	100%	20	20	
III. Planning and Application	88%	44	44	
IV. Implementation and Operation	91%	91	92	
V. Regulatory Evaluation	100%	20	20	
VI. Verification	98%	39	40	
VII. Information and Document Control	98%	38	42	
VIII. Management Review	79%	11	14	
TOTAL	88%	293	306	

COMPLIANCE LEVEL	DESCRIPTION
0%	Occupational Safety and Health Management System does not meet all of the audit criteria.
1-50%	Documentation of Occupational Safety and Health Management System has been started, and meets audit criteria with great difficulty. OSHMS administrators are highly dependent.
51-75%	Documentation and implementation of Occupational Safety and Health Management System is in process, and meets audit criteria with some difficulty. OSHMS administrators are dependent.
76-90%	Documentation and implementation of Occupational Safety and Health Management System is in process, and meets audit criteria, although there are still nonconformities. OSHMS administrators are dependent.
91-99%	Implementation of the Occupational Safety and Health Management System is well advanced and meets audit criteria, although there are still nonconformities. OSHMS administrators are relatively independent.
100%	Occupational Safety and Health Management System meets all audit criteria.

PERFORMED BY: FEDERICO NAVARRO PONCE DE LEON
 TITLE: HEAD OF SAFETY

APPROVED BY: CARLOS SALINAS READI
 TITLE: CHAIRMAN OF THE RIMAC SEGUROS OSH COMMITTEE



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20.3. Annex 3: Annual Occupational Safety and Health Program

RIMAC		ANNUAL OCCUPATIONAL SAFETY AND HEALTH PROGRAM												RIMAC SEGUROS - 2024		PRO-057-012					
TRADE NAME OR OSA		TAXIDING (RUC)	DOMICILE (STREET ADDRESS, DISTRICT, DEPARTMENT, PROVINCE)					ECONOMIC ACTIVITY					NO. WORKERS AT WORK PLACE	OBJECTIVE	TARGET	MEASUREMENT FORM					
Rimac Seguros y Reaseguros		2010004953	San Isidro, Lima, Peru					Insurance					2,460	Comply with Annual Occupational Safety and Health Program activities	98% compliance with OSH Program activities	No. Activities Executed / 100 No. Activities Scheduled					
No.	ACTIVITY	FREQUENCY	TYPE	2024												TARGET	RESPONSIBLE PARTY	PROGRESS LEVEL	COMMENTS		
				JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC						
COMMITMENT AND LEADERSHIP																					
1	Drafting of Baseline Diagnosis	Annual	S															38.00%	OSH/OSH	0%	
2	Drafting and approval of 2024 OSH objectives	Annual	S															38.00%	OSH/OSH	0%	
3	Dissemination of OSH objectives (internal comms., RIMAC HCME)	Annual	E															38.00%	OSH/OSH	0%	
4	Drafting and approval of the 2024 Annual OSH Plan	Annual	S															38.00%	OSH/OSH	0%	
5	Drafting and approval of the 2024 Annual Occupational Safety and Health Program	Annual	E															38.00%	OSH/OSH	0%	
6	Review of OSH policy	Annual	S															38.00%	OSH / SST / Mgmt.	0%	
7	Dissemination of OSH policy (internal comms., external)	Annual	E															38.00%	OSH / OSH / Internal Comms.	0%	
8	Review of OSH establishment procedure	Annual	S															38.00%	OSH	0%	
9	Ordinary meetings of the Occupational Safety and Health Committee	Monthly	S															38.00%	OSH/C	0%	
10	Updating of OSH accident indicator records	Monthly	E															38.00%	OSH	0%	
11	Drafting of quarterly report with occupational accident, incident, & disease statistics	Quarterly	S															38.00%	OSH/OSH	0%	
12	Drafting of quarterly report on OSH Committee activities	Quarterly	E															38.00%	OSH/OSH	0%	
13	Drafting of annual report on OSH Committee activities	Annual	E															38.00%	OSH/OSH	0%	
14	Drafting of procedure legal equipment identification and compliance evaluation	Annual	S															38.00%	OSH	0%	
15	Review and/or updating of legal requirement identification matrix	Bi-monthly	E															38.00%	OSH	0%	
16	Review of document control procedure and document master list	Annual	E															38.00%	OSH	0%	
EDUCATION AND TRAINING / EMPLOYMENT																					
1	Drafting and approval of 2024 Annual Training Program	Annual	S															38.00%	OSH/OSH	0%	
2	Monitoring of 2024 Annual Training Program execution	Monthly	E															38.00%	OSH	0%	
PLANNING, EXECUTION AND MONITORING OF RISK CONTROL																					
1	Establish methodology for assignment of worker OSH performance and management of workplace disease	Annual	S															38.00%	Wellbeing/OSH	0%	
2	Drafting of internal and external communications procedure	Annual	E															38.00%	OSH	0%	
3	Check list of communications and dissemination of press releases on OSH risk control	Monthly	E															38.00%	OSH Internal Communications	0%	
RISK CONTROL																					
1	Review of the Hazard Identification, Risk Assessment and Risk Control (HIRARC) procedure	Annual	S															38.00%	OSH	0%	
2	Review, updating, and dissemination of HIRARC Matrix	Annual	S															38.00%	OSH	0%	
3	Review, updating, and dissemination of OSH recommendations	Annual	S															38.00%	OSH	0%	
4	Drafting of guide for creation of Safe Work Analysis	Annual	S															38.00%	OSH	0%	
5	Review and creation of E&M maps	Annual	S															38.00%	OSH	0%	
6	Review of manual management procedure for contractors, suppliers, and purchase/lease guidelines	Annual	S															38.00%	OSH	0%	
7	Review of Internal Occupational Safety and Health Regulations, prohibition or restriction method	Annual	S															38.00%	OSH/OOSH	0%	
OCCUPATIONAL HEALTH																					
1	Status review of workers with valid OME	Monthly	S															38.00%	Wellbeing	0%	
2	Review and/or updating of procedure for provision of pregnant mothers	Annual	S															38.00%	Wellbeing	0%	
3	Execution of occupational monitoring (health)	Annual	S															38.00%	Wellbeing	0%	
4	Execution of ergonomic monitoring (ergonomic)	Annual	S															38.00%	OSH	0%	
5	Execution of physical risk monitoring (lighting)	Annual	S															38.00%	OSH	0%	
6	Execution of water quality monitoring (biological)	Annual	S															38.00%	Maintenance	0%	
INSPECTIONS																					
1	Drafting of safety inspection procedure	Annual	S															38.00%	OSH	0%	
2	Higher risk area site assessment, maintenance, painting, fire, hygiene, high-voltage, and first aid kit	Monthly	S															38.00%	OSH	0%	
3	General safety inspection by OSHC (for all types of risk)	Quarterly	S															38.00%	OSH/OOSH	0%	
4	Working area inspection	Quarterly	S															38.00%	OSH/OOSH	0%	
5	Portable fire extinguisher inspection	Monthly	S															38.00%	OSH	0%	
6	Preventive maintenance of portable extinguishers	Annual	S															38.00%	OSH	0%	
7	Preventive maintenance of FDAS system (manual pull stations, flashing lights, control panel)	Annual	S															38.00%	OSH	0%	
8	Emergency light maintenance	Annual	S															38.00%	OSH	0%	
9	Maintenance of fire suppression system (fire pump room)	Quarterly	S															38.00%	OSH	0%	
10	Inspection of emergency kits	Monthly	S															38.00%	OSH	0%	
ACCIDENTS AND EMERGENCIES																					
1	Review of Emergency Plan for each location	Annual	S															38.00%	Safety	0%	
2	Updating and display of Emergency Brigade organizational flow chart	Annual	S															38.00%	Safety	0%	
3	Performance of earthquake drills	As scheduled	S															38.00%	Safety	0%	
4	National multi-hazard drills per MIN 0132002-PCM	As scheduled	S															38.00%	Safety	0%	
5	Drafting and/or updating of workplace accident response procedure	Annual	S															38.00%	OSH	0%	
6	Drafting and/or updating of the occupational accident, incident, and disease investigation procedure	Annual	S															38.00%	OSH	0%	
7	Drafting and/or review of accident and incident follow-up table	Monthly	S															38.00%	OSH	0%	
AUDITS																					
1	Monitoring of occupational safety and health indicators	Monthly	S															38.00%	Safety	0%	
2	Performance of internal OSH audit	Annual	S															38.00%	OSH	0%	
3	External audit performed by MINTRA authorized auditor	Annual	S															38.00%	OSH/Ext. Auditor	0%	
MANAGEMENT REVIEW																					
1	Preparation of audit findings and action plans	Annual	S															38.00%	OSH/OOSH	0%	
2	Review of results with senior management	Annual	E															38.00%	OSH/OOSH	0%	

PLANNED ACTIVITY MONITORING											
JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0


ACTIVITIES		MONITORING	
S	Scheduled	S	Start
E	Executed	E	End
C	Over of Compliance	C	0%

PREPARED BY: FEDERICO NAVARRO PONCE DE LEON
 TITLE: HEAD OF SAFETY

REVIEWED BY: MARIA OCHOA WENZLER
 TITLE: WELLBEING LEADER


APPROVED BY: CARLOS SALINAS RADA
 TITLE: CHAIRMAN OF THE RIMAC SEGUROS OSH COMMITTEE

20.4. Annex 4: Annual OSH Training Program

		ANNUAL OSH TRAINING PROGRAM RIMAC SEGUROS - 2024													<small>PRO-SST-004</small> <small>Version: 01</small> <small>Last Updated: Jan. 29, 2024</small>						
TRADE NAME	TAX ID NO. (RUC)	DOMICILE (STREET ADDRESS, DISTRICT, DEPARTMENT, PROVINCE)		ECONOMIC ACTIVITY		NO. WORKERS IN WORKPLACE		OBJECTIVE		INDEX											
Rimac Seguros y Resseguros	20100041953	San Isidro, Lima, Peru		Insurance		2,450		Have personnel trained in occupational safety and health		Coverage % = (personnel trained / personnel planned) x 100											
No	TOPIC	TARGET PUBLIC	PERSON RESPONSIBLE	TYPE	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	LENGTH (Minutes)	Total Planned	No. Attendees	Coverage Index	Target
1	OSH induction	All RIMAC personnel	Wellbeing Area	S	S	S	S	S	S	S	S	S	S	S	S	S	45 mins.	2,450		0.00%	99%
				E																	
2	Ergonomics and eye strain prevention	All RIMAC personnel	Wellbeing Area	S	S	S	S	S	S	S	S	S	S	S	S	S	45 mins.	2,450		0.00%	99%
				E																	
3	Healthy lifestyle and prevention of psychosocial risks	All RIMAC personnel	Wellbeing Area	S	S	S	S	S	S	S	S	S	S	S	S	S	45 mins.	2,450		0.00%	99%
				E																	
4	Safety in administrative areas	All RIMAC personnel	Wellbeing Area	S	S	S	S	S	S	S	S	S	S	S	S	S	45 mins.	2,450		0.00%	99%
				E																	
5	Emergency response	All RIMAC personnel	Wellbeing Area	S	S	S	S	S	S	S	S	S	S	S	S	S	45 mins.	2,450		0.00%	99%
				E																	
6	OSH Committee duties and responsibilities	OSH Committee	Wellbeing Area	S							S						45 mins.	4		0.00%	99%
				E																	
7	Safety inspections	OSH Committee	Wellbeing Area	S									S				45 mins.	4		0.00%	99%
				E																	
8	Accident and incident investigation	OSH Committee	Wellbeing Area	S											S		45 mins.	4		0.00%	99%
				E																	
9	Brigade duties and responsibilities	Brigades	Wellbeing Area	S		S						S					45 mins.	270		0.00%	99%
				E																	
10	Fire prevention and extinguisher use	Evacuation Brigade	Wellbeing Area	S		S						S					45 mins.	270		0.00%	99%
				E																	
11	Assessment of emergency situations	Evacuation Brigade	Wellbeing Area	S		S						S					45 mins.	270		0.00%	99%
				E																	
12	First aid	Evacuation Brigade	Wellbeing Area	S		S						S					45 mins.	270		0.00%	99%
				E																	

SCHEDULED TRAINING MONITORING												
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
S	5	5	9	5	5	5	6	9	6	5	6	5
E	0	0	0	0	0	0	0	0	0	0	0	0
%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%


ACTIVITIES	MONITORING
S: Scheduled	71
E: Executed	0
Overall compliance %	0%



PREPARED BY: FEDERICO NAVARRO PONCE DE LEÓN
TITLE: HEAD OF SAFETY


 RIMAC SEGUROS Y RESSEGUROS
 MARIA LUISA OCHOA MENDOZA
 Lider de Seguridad y Salud en el Trabajo

REVIEWED BY: MARIELA OCHOA MENDOZA
TITLE: WELLBEING LEADER



APPROVED BY: CARLOS SALINAS READ
TITLE: CHAIRMAN OF THE RIMAC SEGUROS OSH COMMITTEE