

# Building an organisation-wide **safety culture**

Over the years, we have strengthened safety as a core part of how we operate, embedding it in decision-making and day-to-day practices. In 2025, RAIN achieved a new benchmark in safety in our second full year of applying the guidelines of the US Occupational Safety and Health Administration (OSHA) across our three segments. We remained focused on measurable improvement, with Total Recordable Incident Rate (TRIR) reducing to 0.11 from 0.13 in 2024.



To support this progress, we upgraded monitoring systems, increased near-miss reporting, and expanded training programmes for employees and contractors. Visible leadership engagement at site level reinforced accountability and ensured safety expectations were consistently understood and applied at every level.

These actions contributed to greater operational resilience and resource efficiency. Fewer incidents reduced unplanned downtime and supported energy-optimisation efforts across facilities. Safety audits aligned to our ESG reporting further strengthened compliance and workplace standards, reinforcing stakeholder confidence.

By embedding safety as a cultural norm rather than treating it as a checklist, we advanced operational excellence, resilience, and sustainable practices together—supporting our transformation with purpose.