



Trabeate & Corbel Zimbabwe  
Suite 320 Africa House  
Fife Street & 10th Avenue, Bulawayo

Tell: +263 29 224 6748  
Cell: +263 71 292 2211

Email: [trabeateandcorbel@gmail.com](mailto:trabeateandcorbel@gmail.com)  
Website: [trabeateandcorbel.com](http://trabeateandcorbel.com)

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**Design | Innovation | Construction**

## Zero Harm Policy

**Scope** – The construction and installation of engineering products and services, construction of civil engineering works, construction of pipelines within Zimbabwe

**Trabeate & Corbel employees** and its contractors are an essential part of the business and a key part of its growth. We need to work towards all of our client's needs to provide safe working conditions; through this we will achieve Zero Harm

Everyone at Trabeate & Corbel will be expected to participate in a Zero Harm training session during which Trabeate & Corbel will train our people to:

- Not compromise the safety of our people
- Regulate standards of safety, knowledge and the capability to prevent injury
- Put greater concentration on addressing safety during scheduled HSE meetings
- Understand that leaders at all levels are safety role models and effective leadership is a prerequisite for promotion
- Make people aware of the hazards and risks in their workplace and to act accordingly
- Comply with safety standards and procedures, strengthen their accountability for safety through increased role definition
- Make safe decisions and make the choice to work safely
- Understand that “at risk” behaviours are not acceptable and to be addressed immediately when observed
- Understand that “repeat” incidents are evidence of an out-of-control operation and enhance the tracking of safety incidents and near misses with a focus on a more practical management of risks
- Create a Zero Harm attitude

**Managers, Supervisors and Foremen will make the Safety Commitment to:**

- Train our employees to help prevent safety incidents from occurring
- Stop work if there are any concerns for their safety
- Be involved in safety investigations and ensure that similar incidents don't happen in the future
- Support our employees, particularly when an individual has made the wrong decision in a safety related incident
- Not to walk past something that appears unsafe

**Employees will be asked to make a Safety Commitment to:**

- Plan every task to help prevent safety incidents from occurring
- Not conduct an activity where uncontrolled risks are present
- Not let their co-worker or any other person operate in a manner that might harm themselves or others

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- Not conduct an activity where the instructions or processes are unclear, insufficient or inappropriate
- Not to walk past something that appears unsafe

The co-operation of employees at all levels acting, as a committed team in carrying out this policy will ensure the safest possible working conditions, thus minimizing injuries and losses.

Policy is to be revised biennially.

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Mcebisi Dube | Lead SHEQ

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