



Handbook for
**8th FICCI Safety
Systems Excellence
Awards for Industry**

September 2019



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The Awards

FICCI Safety Systems Excellence Awards have completed their eighth year of journey with an expanded scope. Enhancing the scope from “Manufacturing Awards” to “Awards for Industry”, the Awards now cover sectors like Construction, Manufacturing, Oil & Gas, Mining and Power.

The Awards, institutionalized for excellence in workplace safety systems in industry, focus on the robustness of systems and not just the performance. Good safety systems lead to systematic improvement in organization performance. The Award is an initiative of FICCI Manufacturing Committee & FICCI Taskforce on Manufacturing Excellence that works with an agenda of improving Industry competitiveness that would enable the domestic industry to stand up to new and emerging challenges of the global market.

Materialising this ambition requires enabling policy environment and also the need to follow global best practices in the processes at firm level. Firms and companies that display high performance safety systems and stand through a rigorous three-tier evaluation process are felicitated with these awards. The Awards provide a benchmark for the industry as the best practices of awardees are shared with other applicants and also with the wider industry. Hopefully, this would motivate and act as a catalyst to encourage the industry to adopt robust safety systems.

The Awards are given in three categories which are as follows:

- Large size organization (organization having either turnover or investment excluding working capital of more than Rs 500 crore)
- Medium size organization (organization having either turnover or investment excluding working capital between Rs 100 crore to Rs 500 crore. If any one of the parameter crosses the limit of Rs 500 crore then the organization goes into large size organization)
- Small size organization (organization having turnover & investment excluding working capital both less than Rs 100 crore)

Picture of last few editions of the Awards:

Parameters	Awards 2012	Awards 2013	Awards 2014	Awards 2015	Awards 2016	Awards 2018	Awards 2019
Total applications received	115	107	103	79	85	99	116
Total applications in large category	74	61	49	70	77	85	108
Total applications in medium category	37	37	37	6	7	9	5
Total applications in small category	4	9	17	3	1	5	3

The Award Process

The Award process was started in May 2019. FICCI Safety Systems Excellence Awards Process has 3 qualifying stages:

- Document Assessment of all applicant units
- On-site Audit for short listed units based on Document Assessment
- Jury Meeting to finalize the Awardees

Details of this process are as follows:

- Design and finalisation of application for the awards with the support of industry
- Circulation of application amongst the industry
- Application forms received by FICCI
- Empanelment of auditors/assessors for the evaluation from the industry based on prescribed eligibility criteria formed by the Safety Working Group under FICCI Manufacturing Committee and FICCI Taskforce on Manufacturing Excellence
- Finalization of checklists for application evaluation and on-site audit by FICCI Taskforce on Manufacturing Excellence
- Applications evaluated by the assessors and marks allotted along with feedback for each application
- Presentation of document evaluation results to the FICCI Working Group on Safety
- On-site audit for shortlisted units by FICCI Working Group on Safety
- Presentation of on-site audit results to FICCI Working Group on Safety
- Presentation of further shortlisted units to the Hon'ble Jury of the Awards
- Selection of Awardees by Hon'ble Jury
- Announcement of Awards in the Conference
- Feedback to the applicants.



Last Edition's Awardees

FICCI SAFETY SYSTEMS EXCELLENCE AWARDS 2018

Manufacturing

- **Large Scale Category**

Platinum Prize Winner: Maruti Suzuki India Limited, Gurugram, Haryana

Gold Prize Winner: UPL Limited, Unit -II, Ankleshwar, Gujarat

Silver Prize Winner: ITC Ltd, India Tobacco Division, Ranjangaon, Maharashtra

Silver Prize Winner: Dalmia Cement (B) Ltd., Kadapa, Andhra Pradesh

- **Medium Scale Category**

Platinum Prize Winner: Elin Appliances Private Ltd., Baddi, Himachal Pradesh

Gold Prize Winner: Mahle Anand Filter Systems India Pvt. Ltd., Khandsa, Gurugram, Haryana

- **Small Scale Category**

Platinum Prize Winner: ATC Ltd., Hosur, Tamil Nadu

Gold Prize Winner: M/s TE Deutsch India Power Connectors Pvt Ltd, Bangalore, Karnataka

Construction

- **Winner in Large Scale Category**

Platinum Prize Winner: L&T MMH - RSP HSM Project, Rourkela, Odisha

Gold Prize Winner: L&T (MMH), CDQ # 10 & 11 Project, Jamshedpur, Jharkhand

Mining Sector

- **Winners in Large Scale Category**

Platinum Prize Winner: Bhagyam Oil & Gas Mine, Vedanta Limited, Cairn Oil & Gas, Rajasthan

Gold Prize Winner: Lanjiberna Mines, OCL, Dalmia Group, Odisha

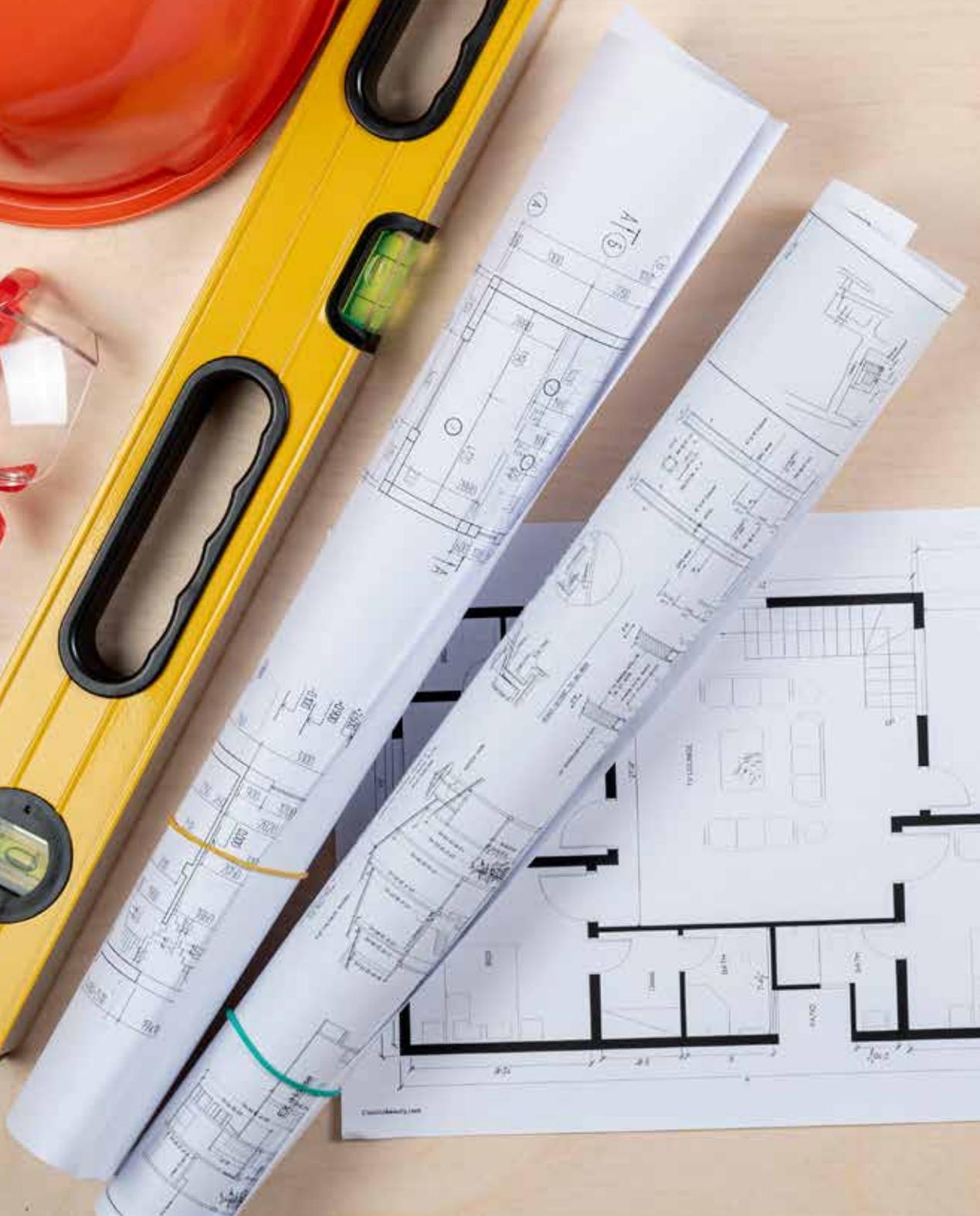
Power Sector

- **Winners in Large Scale Category**

Platinum Prize Winner: Sembcorp Energy India Ltd., Andhra Pradesh

Gold Prize Winner: JSW Energy Ltd, Toranagallu, Vijayanagar, Karnataka







JURY PROFILE



Mrs Surina Rajan

Former Director General
Bureau of Indian Standards

A gold medallist, distinction holder and topper in All India examinations for Indian Economics Service and Indian Administrative Service, she is a development professional and retired in the rank of Secretary to Government of India with proven track record for successful sectoral transformation. Passionate about excellence in performance and delivery; aiming at near zero defects.

She was the CEO of the National Standards Body (NSB) of India till August 31/19. Harmonized Standardization work in nearly every industry & services' segment with direct technical staff (650) and 10,000 technical experts from industry/academia/regulators. Ensured compliance through multiple conformity assessment schemes in 50,000 industrial units across 51 countries.

Over three decades of

- Leadership roles at micro and macro level
- Operations support & compliance administration in industry;
- Policy development and programme implementation including six years in UN system (International Labour Organization). Impacted learning levels of over 5 million children through pioneering work in around 15000 schools. Created base models for long duration professional teacher education courses and skill training in mainstream educational institutions of India.

Successful personnel management of organizations with employee strength ranging from less than a hundred to more than a lakh. Worked in quasi-judicial capacity in various assignments.





Mr. Shyam Bang

Chairman

National Accreditation Board for Certification Bodies (NABCB) & Chairman,
FICCI Manufacturing Excellence Taskforce

Mr. Shyam Bang is a post graduate chemical engineer and has been associated with chemical and pharmaceutical industries in India and abroad for over four decades. He is recognized for his contribution in the field of manufacturing and supply chain management.

- He is member of the board of some companies.
- He is Chairman of National Accreditation Board for Certification Bodies.
- He is Chairman of FICCI Task Force on Manufacturing Excellence.
- He is past president of Indian Institute of Chemical Engineers.
- Member of Governing Council of National Safety Council, Ministry of Labour and Employment.





Dr Avneesh Singh

Director General

Directorate General Factory Advice Service and Labour Institutes

Dr. Avneesh Singh is the Director General, Directorate General Factory Advice Service and Labour Institutes (DGFASLI) under Ministry of Labour and Employment, Govt. of India. The DGFASLI serves as the technical arm in formulating policies on Occupational Safety and Health at the national level.

After completing post-graduation, Dr. Singh carried out research work at Indian Institute of Technology (IIT), Delhi, on 'Mental Health of Industrial Workers' and was awarded Ph.D. in the year 1989. He has also completed graduation course on Occupational Safety and Health at ILO Ctr. of International Training, University of Turin, Italy.

He has developed a number of training modules and training manuals. In addition to this he has directed a number of OSH films produced by DGFASLI organisation. His professional experience (over 28 years) includes Research, Training, and Development in the area of Behavioural Aspects of OSH.

Dr. Singh has carried out many prestigious national research studies in the field of Occupational Safety and Health. Some of the notable research projects include 'National study on Identification and Prevention of Silicosis in India'; 'National Project on Safe Driving in Major Ports of India'; and, 'Development of National OSH Profile'. Dr. Singh has also been assigned tasks of national importance such as 'Development and Implementation of National Policy on Safety, Health and Environment at Workplace'.

Dr. Singh has been instrumental in globalising the OSH Activities. Under his able guidance the first International Vision Zero Conference on OSH was organised at New Delhi in March, 2017 and the second international conference is being held at Mumbai in February, 2019.

In addition to membership of other professional and scientific bodies, Dr. Singh held the office of the President of the Indian Science Congress Association (ISCA), during the year 2010.





Mr. V Sridhar

Group Vice President & Director
Honda Motorcycle & Scooter India (HMSI)

A Mechanical Engineering Graduate from BITS Pilani and Master's in Business Administration, Mr Sridhar has a total of 33 years work experience in Automobile & 2-wheeler Production and Operations area.

He started his work career as a graduate Engineer Trainee in Maruti Udyog Ltd in 1985. He had a rich mix of production planning, project & shop floor experience for 15 years in Maruti Suzuki India Ltd.

He had worked in areas of Production Planning & Control, Engine Assembly & Vehicle Assembly. In 1999, he led the team which set up and operated the Vehicle Assembly line in Maruti's 3rd plant in Gurgaon.

He joined Honda Motorcycle & Scooter India (HMSI) in year 2000 and has been associated with HMSI for 18 years since its inception as Head of Manufacturing.

In HMSI, he has been completely involved and responsible from plant setup to operations of all 4 factories, Quality, Production Planning & Control, New Models & expansion projects. He has been in the Board of Directors of HMSI since 2013.

With his vast experience in Manufacturing & Management, Mr Sridhar has been a member of several committees. Notable among them are Society of Indian Automobile Manufacturers (SIAM), Confederation of Indian Industry (CII), FICCI Manufacturing Committee and FICCI Quality & Safety Work group and Society of Automobile Engineers.





Mr. Satendra Singh

*Head- Strategy and Business Development, Supply Network and Engineering,
Global Operations*

Nokia Solutions and Networks Private Limited.

Mr. Singh has a global role as head of strategy, quality and business development for global supply network and engineering at Nokia. He is a member of global Supply Network and Engineering leadership team.

In his current role, Mr. Singh is responsible for global supply network strategy, global supply network architecture and capacity management, performance management, project management and global supply network quality. Nokia supply network consists of 30+ manufacturing sites and multiple distribution hubs globally. Prior to this role Satendra led manufacturing operations for Nokia Networks in India.

Mr. Singh has 28 years of experience in general management, operations, supply chain management and quality management. He specializes in setting up new operations, building up efficient teams and delivering value to business. Mr. Singh has extremely rich general management experience as business head in multinational corporations.

Mr. Singh has started 2 world class technology manufacturing operations and has led introduction of new technology products into India. He has been instrumental in building India's largest telecom infrastructure manufacturing facility for Nokia Networks in Chennai. Nokia Networks Chennai has grown very rapidly to become a significant part of Nokia's global supply chain and has received several national awards.

He is co-chair of FICCI manufacturing excellence task force and is member of national councils on smart manufacturing, Electronics and consumer durables. Mr. Singh is electronics engineer with masters in management and has completed advanced management from IIM, Bangalore.



Auditors/Assessors for the Awards

1. Mr Ajay Pannu, General Manager-EHS, Thermo Fisher Scientific India Pvt Ltd
2. Mr Arun Bansal, Manager-Safety, Delhi Metro Rail Corporation
3. Dr Avdhesh Mathur, CEO, A4 Global Consultants
4. Mr Ankan Mitra, Head Regulatory Affairs, Mining & Steel Tata Steel Limited
5. Mr S K Srivastava, Chief Health & Safety Officer, Cairn Oil & Gas, Vedanta Limited
6. Dr Anant Tandale, Senior Manager-HSE, Cairn Oil & Gas, Vedanta Limited
7. Mr Satish Kumar Kaushik, Manager - Safety Department, Maruti Suzuki India Limited
8. Mr Saurabh Dixit, Senior Manager -EHS, Jubilant Life Sciences Limited
9. Mr JC Sekar, Co-founder & CEO, AcuiZen Technologies Singapore Pte. Ltd
10. Mr Devendra Gill, General Manager- Safety, Delhi Metro Rail Corporation
11. Mr Rajnish Kumar Singh, Manager - Safety, Honda Motorcycle & Scooter India Pvt Ltd
12. Mr Pardeep Parhar, Manager- Environment Health and Safety, Signify Innovations India Limited
13. Mr Krishnan L, Senior Consultant, HSE & Fire Protection
14. Mr Mangesh Mohan Brahme, General Manager, Thane Belapur Industries
15. Dr Pramod Pandey, Global Health & Safety Engineering Leader, Corporate Health & Safety, Royal Philips
16. Mr Prashant Khurana, AGM - Safety & Environment, Honda Motorcycle & Scooter India Private Limited
17. Mr Gyanendra Kumar Pandey, Corporate HSE Head, Lanco Tanjore Power Company Limited
18. Mr M.P. Jain, Management Consultant, Nuberg Engineering Limited
19. Mr Rajani Sonowal, General Manager, Engineers India Limited
20. Mr Bhavauk Verma, General Manager, Engineers India Limited
21. Mr Ranjan Banerjee, Corporate Consultant & Industry Connect, R B Solutions



Eligibility Criteria for Assessor/Auditor for Empanelment to FICCI Safety Systems Awards

QUALIFICATION AND EXPERIENCE OF ASSESSORS - Manufacturing & Power Generation

1. Qualification

- Bachelor's degree in Engineering Or
- Master's degree in other science subjects with Post graduate diploma (1 year or above) in Industrial Safety from a University/ recognized Institute

2. Experience

- Minimum 10 years' of experience in a manufacturing/power generation industry in the operation/maintenance/safety department with a minimum 5 years' experience in Health, Safety and Environment department.
- Identification of hazards, unsafe conditions, unsafe acts
- Experience to cover implementation/knowledge of safety systems, safety inspections, investigation of incidents/accidents, root cause analysis, corrective and preventive actions
- On-site emergency plans and organising mock drills
- Good Knowledge of Factories Act and relevant Rules

The qualification and experience mentioned above are essential requirements.

3. Preferable

- Safety Audit experience
- OSHAS 18001 Lead Auditor

QUALIFICATION AND EXPERIENCE OF ASSESSORS - Mining

1. Qualification

- Bachelor's degree in Mining Or
- Master's degree in Geology or allied subjects dealing with identification, assessment and management of risk and hazards in mining industry

2. Experience

- Minimum 10 years' of experience in Mining industry in the operation/maintenance/safety department
- Identification of hazards, unsafe conditions, unsafe acts related to mining industry



- Knowledge and implementation of safety systems, safety inspections, investigation of incidents/accidents, root cause analysis, identification and implementation of corrective and preventive actions in mining industry
- On-site emergency plans and organising mock drills
- Good Knowledge of relevant Acts and Rules applicable to mining industry.

3. Preferable

- Safety Audit experience
- OSHAS 18001 Lead Auditor

QUALIFICATION AND EXPERIENCE OF ASSESSORS - Construction

1. Qualification

- Bachelor's degree in Civil Engineering/ Mechanical / Electrical Engineering Or
- Master's degree in Science with diploma in Construction Management

2. Experience

- Minimum 10 years' of site experience in a Construction industry
- Identification of hazards, unsafe conditions, unsafe acts in construction industry
- Knowledge and implementation of safety systems, safety inspections, investigation of incidents/accidents, root cause analysis, corrective and preventive actions in construction industry
- On-site emergency plans and organising mock drills
- Good Knowledge of relevant Act and Rules applicable for construction industry

3. Preferable

- Safety Audit experience
- OSHAS 18001 Lead Auditor



Awardees for 8th Edition and their Best Practices

MANUFACTURING SECTOR

Awardees in Large Scale Category (Hazardous)

Platinum (First) Award

Name of the Organization: Chemplast Sanmar Limited, Plant-III Caustic Soda Division

Location: Mettur Dam-636403, Tamilnadu

Key Features of the Safety Systems

- During the power block out situation, chlorine from the process lines needs to be absorbed by the scrubbing system. In order to ensure the continuous availability of electrical power to the chlorine absorber system, Chemplast Sanmar has made 6 levels of power redundancies, including 250KVA UPS.
- Mechanical “LOTO” is mandatory for the pumps attached to hazardous chemicals, when the process lines are taken for maintenance work.
- Cross plant auditors, who are not having any direct responsibility on the area audited, are being deployed for the internal auditing aspects.
- All high-risk activities are being executed only after carrying out the Job Safety Analysis (JSA) by a competent team & implementation of actions suggested.
- Smoke detectors were installed all over the plant, where the man movement is very minimum / isolated locations & the alarms are linked to the DCS of control rooms.
- Periodical inspection of transboundary chemical pipelines & sustaining its integrity.
- Adherence on the points emerged from the Journey Risk Management Analysis for various chemicals transport routes to reduce the risks related to distribution of hazardous products minimum.
- Monitoring & Control of hazardous goods transportation through GPS by a dedicated team.
- Dedicated emergency kits at strategic locations for mitigating transport emergencies by dedicated well trained teams.
- Plant Safety Inspection by a designated team once in a month to identify the unsafe acts and conditions to weed out from the plant & improve the safety culture.
- Automatic Earthrite system for unloading of methanol from the truck to bulk storage to eliminate the risk of fire due to static electricity.
- Detection of energized cables by a dedicated equipment before carrying out the excavation work.



Gold (Second) Award

Name of the Organization: HeidelbergCement India Limited

Location: Narsingarh Damoh, M.P.

Organisation Overview: HeidelbergCement India Ltd. at Narsingarh is a clinkerisation unit having mines at a distance of 22km. Limestone from mines is transported through OLBC (Overland Belt Conveyor) which is the longest OLBC in Asia region. The annual capacity of the plant is 3.1 MTA and a WHR power plant of 15 MW.

Key Features of the Safety Systems

1. Certification:

Unit is certified with ISO-45001:2018 ISO-14001:2015, ISO-9001:2015, ISO-50001:2011

2. Safety Committees:

Following Safety committees are existing in the unit

- Plant Safety Committee
- Pit Safety Committee
- Apex Safety Committee

3. Review System:

- Safety statistics are reviewed on daily basis in production meeting.
- The Plant Safety Committee headed by Unit head reviews the safety performance on monthly basis. Ahead of this, the Technical Director reviews the safety performance on every visit (once in 2 months).
- 30% of MBO (yearly performance) is based on Safety performance of the year of individual & department.
- Managing Director reviews safety performance quarterly in MRM.
- Board of Directors' review Safety performance every six months.
- Chairman reviews safety performance annually.

4. Emergency Handling and Response:

- OHC with qualified doctors, nurses and compounders
- 03 Nos. of ambulances
- 02 Nos. of fire tenders
- Tie up with district and state medical hospitals
- Well-defined 'Onsite Disaster Management Plan' for emergency handling which also involves local administration. Based on the emergency of the plant mock drill is being conducted once in two months for emergency preparedness.



5. Training and Awareness:

- TNI
- Fully equipped safety training centers with models and simulators for providing training on workplace hazards and significance of safety controls.
- For job specific training to engineers and trainees, they have a well-equipped separate lab with simulators.
- Daily safety gate meeting is conducted to enhance awareness in all aspects of safety and sharing message of unsafe act/condition, accident alert and corrective measures.
- Monthly theme book is being published & is distributed to all employees & contractor workmen for their awareness. Monthly conduction of Q &A session is organized on the safety theme.
- Safety training to family members, nearby villagers and school children.
- Safety training to transporters and other stack holders.
- Best use of waste.
- Suggestion scheme for safety and other ideas for improvements.

6. Health Initiative:

- Pre-employment medical test
- Medical test for the persons deployed to work at height and confined space.
- Annual medical checkup for all contract and own employees and trend analysis.
- EYE & ENT test for Drivers and Operators
- Hygienic monitoring
- Portability test of Drinking water facility
- Implemented WASH
- Health campaigns, designated food shelter, blood donation camps, yoga camps, Run for Safety programmes are organised.

7. Enforcement of Safety:

- PTWs, toolbox talk
- Risk assessment & SOPs
- Cardinal rules
- Cardinal rules Implementation committee

8. Contractor Safety Management System:

- Contractors are divided in to four classes
- Contractor selection - pre-qualification
- Nomination of designated contact person
- Assessment of Pre-commencement phase
- Reward and punishment system
- Post assessment system



Awardees in Large Scale Category (Non- Hazardous)

Platinum (First) Award

Name of the Organization: Maruti Suzuki India Limited

Location: 1 HUDA, Sector-18, Industrial Estate, Palam Gurgaon Road, Gurgaon (Haryana)

Key Features of the Safety Systems:

Maruti Suzuki has a very effective OH&S management system. Achievement of more than 163 million accident free man hours is a result of the top management commitments, efforts and involvement of all.

The major safety initiatives taken by MSIL last year to improve safety culture are explained below:

1. Zero Sai Campaign (Safety Circles Initiative):

Maruti Suzuki has launched excellent scheme of Safety Circles across the company with an objective to spread safety awareness, reduce risks and motivate including one and all through “Zero Sai Campaign”.

This is a 9-step process, starting from group formation, data collection, and selection of topic for risk level reduction, risk analysis, defining countermeasures, implementing them and standardizing all across the plants.

The scheme has received great response and a total of 252 circles have been registered. The scheme was launched in presence of Managing Director of Maruti Suzuki in presence of Director General, Factory Advisory Service and Labour Institutes (DGFASLI) Govt. of India.

Post-launch of this scheme, campaigning and trainings on the scheme was conducted all across the company with the involvement of senior leaders of Management and Union representatives. Once the risk reduction step was achieved the competitions of shortlisted teams were conducted and Felicitation was conducted for the winners. The Winning team also presented the risk reduction process and benefits upon reduction of risks at SMC Japan.

In this way through continuous handholding and motivation Maruti Suzuki has derived great benefits in reducing the risks and making the workplace safer so that the employees/workers feel safe while working at Maruti Suzuki and with high enthusiasm give their 100% at their work.

2. Fire Risk Assessment of Vendors Plants:

Maruti Suzuki has developed a comprehensive checklist with lot of research and started the Fire Risk Assessment of Vendor Plants in December 2016. Since then Maruti Suzuki is conducting regular audits and defining the results of Vendor Plants in OK/NG Category. Numerous improvements are made by Vendors in terms of fire detection and alarm systems, fire protection systems, Fire Safety procedures, electrical fire safety.

With the help of Fire Risk Assessment, Maruti Suzuki has demonstrated the sense of responsibility by not just keeping their plants safe but also setting improving the fire safety preparedness and establishing a safety culture for vendor Plants also. This initiative has helped Vendor Plants in a manner that No Major Fire has happened in last 2 years at their plants and their employees/workers have become more ware towards Fire Safety.



3. Theme Based Safety Campaigns:

- In view of focused improvements in certain areas Theme based safety campaigns are conducted at Maruti Suzuki.
- Every quarter 3 themes are released by Sr. Vice President Safety across the company. Departments/Shops select the themes and work on the themes for improvements in their work areas.
- The improvements are verified by Safety division from time to time and presented at various forums, review meetings for appreciation and horizontal implementation.
- More than 3801 improvements are done in through Theme Based Campaign in FY'18-19.

4. Safety Committee System

Safety Committee Organization



5. Road Safety Initiatives:

At Maruti Suzuki number of road safety initiatives is taken out of which one unique initiative is explained below:

LED Display Board for Road Safety Awareness: LED display board implementation has turned out to be one of the many road safety initiatives taken at MSIL. 8 such boards are installed at various locations of the plant. This initiative has helped in creating a positive impact in driving behavior of drivers and creating a sense of responsible driving inside as well as outside plants.



6. **KY (Kiken-Yochi)** is a ‘japanese word’ meaning ‘Hazard Prediction’ is well accepted activity across MSIL.
7. **Sujhav Sangrehika/Suggestion Scheme:**
 ‘Sujhav Sangrehika’- The Suggestion Scheme of MSIL ‘is an important and outstanding platform for MSIL employees to give their valuable feedbacks/Suggestion/constructive thoughts for the betterment of Safety and prosper growth of the organization. It is an online portal in which there is an online suggestion form where in employees fill in their suggestion for improvement.
8. **Safety Ambassadors Scheme (200+ safety ambassadors);**
9. **Safety training through simulators**
 MSIL has established a fully equipped safety lab with simulators for providing real time simulation training of workplace hazards and significance of safety controls.
 Real time models are installed and of understanding of all the above hazards and their consequences.
 The simulators also consist of Engineering control devices for control of these hazards which are explained to the trainees.
10. **Third Party Internal Safety Audits**
 MSIL has appointed a highly experienced, CIF certified, DGFASLI and IRCA certified auditors for safety.
 Every month minimum 4 audits are conducted; this rigorous proactive approach helps the identify inherent process risks and to take suitable engineering countermeasures.

Gold (Second) Award

Name of the Organization: L&T Shipbuilding (LTSB)

Location: Tiruvallure District, Tamil Nadu

Key Features of the Safety Systems:

- L&T Shipbuilding (LTSB) has one of the best Occupational Health and Safety Management System in India, which was audited by British Safety Council in April 2019 and accorded “5 Star” rating. They have established EHS Management System based on PDCA, which brought down the injury rate drastically, but does not completely preclude injuries. As demonstrated in Bradley Curve, they are living example to prove the theory and are in the middle of migrating from independent to interdependent.
- In addition to conventional EHS Apex Committee and Contractors EHS committee, LTSB has formed Vessel Safety Co-ordination Committee (VSCC) for each new build project/ship under refit. VSCC comprises Project Manager, Safety Officer, engineers from each trade and supervisory level representative from each contractor, engaged in the project/ship under refit. Meeting is being convened every day to co-ordinate all activities for next 24 hours with the participation and consultation of all engineers, ship’s crew & contractor supervisors. There Are 17 Permits to Work which are strictly followed. The project manager ensures that contractors are fully involved in carrying out HIRA for any non-routine activity and preparing the work method statement.



- Involve (Hands-on persons) to Evolve (Safety Culture) and thus, all workers and supervisors are being encouraged to report any sub-standard act/condition they come across and empowered to stop the work. Health and safety concerns have been reported regularly and action tracking register being maintained to ensure root causes are addressed and corrective action taken to prevent recurrence. All those, who made RSC (Reporting Safety Concern), are being rewarded in the National Safety Week function.
- Point of Work safety assessment has been initiated for hot work, painting and lifting activities. To guide the supervisors on the point of work safety assessment, the checks to be made prior to the commencement of work, is tabulated in the pocket card.
- Management initiated “Process Confirmation” by engaging the team through conversation for reinforcing expected behaviours of the contractor’s workforce is practiced. The emphasis of the organisation is on “Behaviour Based Safety” through counselling and reinforcing safety culture.
- All workforce including contractors undergo EHS basic Induction training and pre-employment medical screening before obtaining gate pass. Trade based EHS training is conducted before commencing the work.
- Contractors’ tools & tackles are being inspected at gate itself to ensure the condition of tools and valid inspection certificates for lifting gears and pressure vessels. Upon bringing into the yard, the gas cutting torch & hoses are pressure tested fortnightly and electrical appliances including extension boxes are inspected & tagged once in a month.
- Evaluation & Continual Improvement: Top management considers OHS as an integral part of yard operations and thus every top management meeting starts with review of OHS performance including Board of Director’s Meeting. CEO reviews Safety on monthly basis.
- Management of Change (MOC) committee has been revamped and all the changes (man/machine/method/material) are being ensured by the MOC committee that HIRA & OHS impact are assessed thoroughly using guiding checklist.



Awardees in Medium Scale Category

Platinum (First) Award

Name of the Organization: Arysta LifeScience India Limited

Location: Panchmaha, Gujarat

Key Features of the Safety Systems:

Arysta follow the principal of “Safety by Design” and “Safety First” to sustain safe work environment.

- **Compliances:** To ensure 100% health & safety compliance is integral part of HSE policy. Compliance audit is being driven by top management. They have set & achieved HSE objectives which is 50% lower than legal compliance criteria.
- **Resource Allocation:** They ensure best practices across the company like PPE Compliances, work permit system, Fall protection devices. All plant equipment’s do’s & don’ts and work instructions are displayed in pictorial and local language. Safety data sheet (SDS) provided at respective location.
- **Equipment Design:** They follow management of change practice before addition, modification and change in equipment or process or plant with detail health & safety risk assessment and their outcome action plan.

Ensure all equipment are designed safe with emergency stop provisions.

- **Infrastructure:** Entire factory is protected by fire hydrant, sprinkler system, foam flooding system, automatic fire alarm and actuating system, various first aid firefighting equipment with emergency response control room. They have achieved asbestos free site in the year 2018.
- **Performance Measurement:** They have established meaningful metrics to monitor their health and safety performance and use these metrics to set goals for safety. They have given 30% of weightage to safety in employee annual appraisal.
- **Training & Development:** They follow 100% safety induction to all contractor workmen, employees, visitors. Training is part of every employee KPI based on training need identification. Every shift starts with safety talk. Contractors and suppliers are part of annual training plan.
- **Health & OHC:** Site is equipped with full-fledged OHC, shift wise medical attendant and ambulance. Ensure all employee including contract labour have their pre-medical check-up done, periodic health checks, weekly counselling with regular occupation doctor are conducted.
- **Annual Review:** Annual review the company’s HSE performance and updating of the policy, procedure and system as needed.



Gold (Second) Award

Name of the Organization: J B Mangharam Foods Private Limited

Location: Gwalior, Madhya Pradesh

Key Features of the Safety Systems:

- *At recruitment stage:*
 - (1) Occupational health check-up along with statutory compliances in plant premises
 - (2) Biometric authentication followed by required vaccination
 - (3) Mandatory communication of EHS policy by HR Manager and followed by endorsement
 - (4) Induction about plant and safety systems through animated module of four hours (This module is developed with help of Purple frame) followed by plant round
- *On the job training:*
 - (1) Training of SOPs, OCPs through adequate visuals.
 - (2) Round the clock safety communication through videos about EHS in rest room and canteen
 - (3) Must walk through from Behaviour based safety tunnel
 - (4) Machine safety risk assessment done for each machine and all significant risk points are marked clearly on machine itself
- *Other shop floor best practices and operating system:*
 - (1) Unsafe act/Unsafe condition / unsafe behaviour reporting station
 - (2) Permit to work and LOTO system
 - (3) Motivational schemes through R&R program and Thank you cards
 - (4) Participation of employees' children in safety programs through painting and poster competition
 - (5) 360 degree guarding of all the rotating parts in machines
 - (6) Learning about usages of PPEs through mannequin
 - (7) Participation in National events like safety week, Industrial safety day and Environment day
 - (8) Equipped with Fire hydrant and CCTV system
 - (9) Usage of Industrial electrical sockets inside factory area and flame-proof lights in all stores
 - (10) Monthly campaigns on different themes every month i.e. Hand safety, Push-Pull, heat stroke, etc.
 - (11) Safety Committee meeting and MRM done on schedule time.
 - (12) Safety Kaizen are promoted and rewarded in monthly townhall.
 - (13) HIRA and MSRA is being reviewed and upgraded for every process/ machine change through Management of change process.



Awardees in Small Scale Category

Platinum (First) Award

Name of the Organization: ATC Limited

Location: Hosur, Tamil Nadu

Organisation Overview:

- Factory was established in 1974
- First company to start operations in SIPCOT Hosur belt
- Total land area 11.3 acres, Built up area 1.97 acres
- Green coverage 62%, Road and other open area 19.5%
- Manpower - 187 employees, 140 ESPs, 34 Managers & OAs
- Licensed Capacity - 9500 Million Cigarettes / Annum
- Nil loss time accidents for the past 9.5 years
- Several awards for EHS excellence from CII, FICCI, NSCI and TN Government
- Zero wastewater discharge unit
- Benchmark in Energy Conservation, Water Conservation, Waste Minimization
- 100% Roof Rainwater Harvesting
- Offsite wind power - 1.5MW capacity
- 95% of energy used is from Renewable Energy Source (Wind)
- Excess power generated is sold to TNEB

Key Features of the Safety Systems:

1. *Management Leadership:*

- Top management demonstrates its commitment to continuous improvement in safety and health, communicates that commitment to workers, and sets program expectations and responsibilities.
- Managers at all levels make safety and health a core organizational value, establish safety and health goals and objectives, provide adequate resources and support for the program, and set a good example.

2. *Worker Participation:*

- Workers and their representatives are involved in all aspects of the program - including setting goals, identifying and reporting hazards, investigating incidents, and tracking progress.
- All workers, including contractors and temporary workers, understand their roles and responsibilities under the program and what they need to do to effectively carry them out.
- Workers are encouraged and have means to communicate openly with management and to report safety and health concerns without fear of retaliation.



3. *Education and Training:*

- All workers are trained to understand how the program works and how to carry out the responsibilities assigned to them under the program.
- Employers, managers, and supervisors receive training on safety concepts and their responsibility for protecting workers' rights and responding to workers' reports and concerns.
- All workers are trained to recognize workplace hazards and to understand the control measures that have been implemented.

4. *Hazard Identification & Risk Assessment:*

- Extensive hazard identification and risk assessment across unit
- Consolidated HIRA register and display in the relevant area
- Inclusion of all incidents in HIRA Register

5. *Safe Work Procedures:*

- Safe work procedures for all operations carried out in the unit
- Display of SWP in the area of operation
- Training and plan job observations

6. *Standard Operating Procedures:*

- SOP for all the Operations
- Display of relevant SOP at all places of Operation
- Training and plan job observations

7. *Legal Compliance:*

- Legal register comprising all applicable statutes
- Gap identification by Experts
- Monthly compliance report

8. *Work Permit System:*

- Height work permit, Hot work permit, confined space work permit
- Electrical work permit, Excavation work permit

9. *Plant Inspections:*

- Quarterly Inspection by Factory Manager along with HOD and EHS Manager
- Inspection of different zones of the factory by cross functional teams
- Observations with photographs and corrective actions by responsible team



10. *Hygiene Quality Rating System:*

- This is a hygiene audit system where women employees are auditors
- Elaborate check list and guideline. Monthly audit. Score card circulated after the audit with observation along with the photographs
- Corrective actions taken against each observation within time limit

11. *Implementation of Incident/ Accident Case Studies:*

- Case studies of accidents and incidents are circulated by ITC Corporate EHS
- Each case study would be analysed for applicability to the unit and the case studies are communicated to all employees
- Corrective action is taken for all applicable case studies and implemented

12. *Performance Measures, Monitoring & Reporting System:*

- Sustainability Report to ITC in GRI G4 format
- Monthly EHS report
- Corporate EHS Audits twice in three years
- Divisional EHS audit once in a year
- IMS Audits once in a year

13. *Behavioural-Based Safety Management:*

- Organized BBSM training through NSCI
- Formed Core Committee
- Identified 17 Observers in all shifts
- Organized Observer training and invited suggestions towards major risk
- Identified 5 Major Risk along with observers, prepared checklist in local language and shared the same to the observers
- Implementation under progress

CONSTRUCTION SECTOR

Awardees in Large Scale Category

Platinum (First) Award

Name of the Organization: L & T Construction, Water & Effluent Treatment IC

Location: Erode, Tamil Nadu

Key Features of the Safety Systems:

1. *Safety Practices for Staff, Subcontractor & Workmen*

- General medical screening for all staff, sub- contractors & workmen.
- Skill medical test for skilled workers.
- EHS Induction for all: - New & visiting staff
 - Subcontractors
 - Workmen before deploying for works.
- Daily Safety PEP talk for all workmen & subcontractor.
- Motivation for safety consciousness planned for: - Workmen - Weekly basis
 - Subcontractors - Quarterly
 - Staffs- Monthly
- Periodic EHS training planned for all staffs, sub- contractors & workmen.
- Periodic Health check-up for staffs, sub- contractors & workmen.
- Code of conduct communicated to sub-contractors and regular evaluation is conducted.
- Sub-contractors are motivated to participate in Monthly Committee Meetings.

2. *Safety Practices in Execution Activities*

Electrical Works:

- Electrical connections routed only through RCCB & Earthing ensured for all connections.
- Safety & precautionary warning signboards are placed near all electrical equipment.
- Only IP-55 Power Distribution Boards (PDB's) & Junction box used.
- Electrical Resistant Rubber Mats placed in front of all PDB's & Diesel Generators.
- All electrical cables routed either overhead or underground.



Height Works:

- Height pass is mandatory for workmen i.e. only workmen fit for height works are allowed.
- Primary fall protection arrangement along with secondary protection i.e. safety net ensured with safe working platform.
- Proper Hard Barricade and appropriate signboards placed in all working areas.
- Jersey barriers implemented in all sites for barricade in busy roads.
- Shoring, Benching or Slopping arrangements provided for working inside trenches based on the soil conditions.
- Proper Traffic management plan implemented in pipe laying areas.
- Traffic Marshall deployed in all pipe laying, loading & unloading areas.

Material Handling:

- Skilled workmen with skill pass mandatory for material handling works.
- All lifting tools & tackles is periodically inspected by home & annually inspected by 3rd party.

Gold (Second) Award

Name of the Organization: Siemens India Smart Infrastructure- “Creating Environments that Care”

Location: Greater Noida, Uttar Pradesh

Key Features of the Safety Systems:

- Zero harm culture is implemented by embedding EHS within the area of manufacturing and project business by ensuring safety walkthroughs, identifying UA/UC along with analysis of critical risks, robust contractor management and adopting the first time right & safe approach.
- EHS ownership is throughout the hierarchy and reviews are held at the highest level of management with online dashboard for reporting KPI's.
- Robust contractor management process with performance-based incentives for future orders, site kick off meetings during site mobilization, contractor engagement programs, contractor qualification process, contractor evaluation process with traffic lights RED/YELLOW/GREEN contractor.
- Award and consequence policy applicable to all employees. Zero Tolerance is key message being spread through regular communications on safety alerts, SURAKSHA (EHS magazine). Global events like World Environment day, Safety day being celebrated at all factories and project sites.
- SITRUST (Siemens Training Center) being used to impart training/certification to own employees and contractors on safety guidelines and methods for safe site activities.



- Safety parks built on each site to demonstrate/display our commitment to EHS and showcase samples of good work practice and methods.
- Operation controls in place at all sites like live line detectors, LOTO kits, Arc flash suits, ELCB testers, LUX meters, solar snake repellants, temperature and pressure sensing flashback arrestors, pictorial Safe work method statements.
- To address health issues, camps are organized for check-ups, behaviour-based training programs are held, tie ups are done with local hospitals and Air Ambulance service provider to provide instant medical help.
- SIEvellance- remote viewing app to monitor site progress and evaluate safety compliance.
- Every site is rated safe/unsafe as per its compliance to safety requirements using an online tool to capture different elements and predefined points system.



MINING SECTOR

Awardees in Large Scale Category

Platinum (First) Award

Name of the Organization: Raageshwari Oil & Gas Mine, Cairn Oil & Gas, Vedanta Limited

Location: Dist. Barmer, Rajasthan

Key Features of the Safety Systems

As Best Practices in Safety, following key initiatives are implemented at Raageshwari Oil and Gas Mine

1. Awards & Recognitions

- Celebrating HSE milestones - 11 years and 15 million manhours of LTI free operations.
- Achieved Sword of Honour from British Safety Council, 5S certification from JUSE.

2. Visible Felt Leadership

- Screening of Group CEO Video Message “Safety is our first value and our top priority” in local language before every contractor meeting/townhall
- Visible Felt Leadership initiatives- Safety Interactions, hazard tours, toolbox embedded in Seniors leadership/frontline supervisors KPI and tracked on monthly basis.
- Full Day Safety Training imparted to leadership team (including business partners) on Hazard identification and Safety interaction techniques for quality safety interaction
- Monthly HSE Leadership tour by Corporate Senior Management (Operations dept.)

3. Risk Management

- Safety Critical tasks (Work at height, Confined Space entry etc.) are identified and ensured that critical competencies, critical controls required for the job are compiled prior to start.
- Critical Controls (CC) identified for Major Risk Events thru QRA, Bow-Tie and healthiness of CC monitored monthly.

4. Contractor Management

- Every Contractor/business partner needs to qualify Safety evaluation as per Contractor Management Procedure, before award of contract.
- Daily HSE tips on random safety topics, Weekly HSE meeting involving contractor personnel.
- Monthly rewards schemes

Best Contractor Personnel

Best Driver

Best BBS Card

All Personnel reporting nearmiss



5. *Safety Initiatives*

- Safety part of Annual Performance Management System for each employee and 25% of total weightage for Safety.
- Personnel lock with name/photo issued to all workers. Individuals apply personnel lock for activities involving isolation prior to Job start.
- “PERFECT DAY” concept at RGT for operational excellence with HSE targets embedded
- Strict implementation of Zero T behaviors and Life Saver Rules.
- Emergency Preparedness with scenario specific ERP and monthly mock drills

6. *Digitisation*

- Online Applications for
 - Monthly compliance monitoring of HSE regulation by respective HOD, legal department and TPC.
 - Reporting, investigation of HSE Incidents.
 - Tracking of recommendations from incident investigations, Internal/External audits, Safety studies etc.
 - BBS intervention
 - GPS tracking of deviation by vehicle like over speeding

7. *Occupation Health*

- Tie up with Medical air lift service provider to commute patient during emergency.
- Various Health promotion events- Diet Management, Diabetics, prevention of drug and alcohol, Yoga/laughter Yoga camps etc are organized.
- Personal Health Card (pocket size) with key health parameters issued to all.

8. *Training & Competency*

- Competency gap analysis done annually for employees/contractors. Trainings imparted based on assessment.
- Mandatory 2 man-days of Safety training per year for all employees/contractors.
- HSE Passports issued to employees/contractor personnel and training details updated in passport for tracking.
- Classroom training, Balance test and Vertigo test mandatory for personnel working at height.
- International Minimum Individual Safety Training (IMIST).
- External Advanced Firefighting training thru M/s Suraksha Marine for Incident Response Team
- Theme based Monthly HSE Campaign.



Gold (Second) Award

Name of the Organization: Dalmia Cement Bharat Cement

Location: Kadapa - Andhra Pradesh.

Key Features of the Safety Systems:

The Safety best Practices Systems that were followed for the operations/Processes/Maintenance activities and for Human safety are as follows:

Systems:

- Unit level Apex committee headed by Unit Head will review the performance on monthly basis. The vertical heads for Safety observation, Incident investigation, Contractor Safety Management, Standards & Procedures, Road Safety Management, review the performance for their respective vertical heads on monthly basis.
- Cardinal Rules

Employee Motivation:

- Safety Park Developed with Live Models.
- Introduced the concept of “Safety Star Award” to bring strong safety culture among the workmen and also is the highest appreciation award in the unit.
- Ceremonial red carpet honouring of best safety worker in monthly safety meeting for flag hoisting.

Leadership:

- Safety review meeting on monthly, meeting is chaired by the CEO.
- The Managing Director of the organization reviews the Safety Performance, as the one of the main dimensions of the business at Board level on quarterly basis. The review decision from CEO cascade to COO through various communication channels.
- SHE council headed by COO to review the Safety Performance every month.
- Safety committee meeting headed by Unit Head to review the Safety performance with workers participation.
- Daily in the Production review meeting headed by Unit Head / Technical Head, a 5- minute each duration shall be given for Safety for knowing any safety related matters.
- Every month conducting Safety Gate meeting headed by Unit Head.
- Senior Management Audit once in a month with Unit Head, with respective HoD’s.
- Every executive is given responsible for safety and given highest weightage in key responsibility area.
- 5s brought tremendous development in 5s systems across the entry plant and own the model company award form ABK AOTS.



- Kiln coating removing by manually is risk, by using broke machine risk severity reduced to zero.
- Fly ash sample collection form truck fall from height is risk by using fly ash sample collection from hopper risk severity reduced to zero.

Controls:

- Clearance certificate form safety department for every restart of kiln to ensure safety.
- Visual indication of Confined Space Provided an automated visual indication at entry point of confined space area using a light (Green/Red) & developing interlocks in plant DCS system considering isolation of all equipment's. This will ensure that now area is safe for carrying out work at confined space in addition to our existing permit system.
- Equipment Interlocks as per the sequence of operations either to start/stop of the operation / equipment.
- Monitoring the light vehicle speed through GPS system is a key reinforce positive driving behaviours among drivers along the vehicle check.

Motivational Training:

- 360-degree approach to create safety culture in overall team, family, society and partners.
- Created safety awareness among workers that no work is so important (or) urgent that it cannot be performed safely.
- Instant Gifts and good citizens.
- Road safety conducted along with RTA department in plant and in nearby 4 villages to bring awareness on traffic management and safety systems.
- Pictorial SOP displayed in Local Language in all sections.
- Posters and wall paintings have been used as an efficient tool to make awareness among workers on safety.



POWER SECTOR

Awardees in Large Scale Category

Platinum (First) Award

Name of the Organization: Udupi Power Corporation Limited

Location: Udupi, Karnataka

Key Features of the Safety Systems:

- UPCL has undertaken a Safety Process Transformation Project in consultation with M/s DuPont in the name “Chetna” with the tagline “Aapki Suraksha, Hamaara Lakshya”. The main objective of the project is to involve/engage all level of employees into the safety system to achieve the mission zero harm. Under this project site has implemented 05 Safety Management System Standards which are as follows:
- **Safety Interaction (SI):** Structured pro-active two-way safety conversation with people at their workplace to achieve positive change in people’s behaviour towards safety.
- **Incident Management (IM):** Employees and Agency employees are encouraged to report all incidents and incidents are investigated to find out the root cause. The Corrective actions are horizontally deployed to avoid the reoccurrence.
- **High Risk Activities (HRA):** High performance standards and governance structure for safe execution of high-risk activities is ensured in HRA. UPCL has identified 12 high risk activities and prepared the Fatality and Serious Incident Prevention Plan (FSIPP). Risk owner and barrier owners are identified for all FSIPP and made responsible to ensure the healthiness of all the barrier by regular audit by the concern barrier owner and KPIs are monitored.
- **Process Safety Management (PSM):** Application of management principles and systems for the identification, understanding and control of process hazards to protect employees, facility assets and the environment.
- **Contractor Safety Management System (CSM):** Process to establish safety standards for defining pre-qualification criteria for contractors, contract preparation and post contract compliance. Six steps are followed in contractor’s safety management, Contractor selection, Contract Preparation, Contract Award, Orientation and Training, Managing the work and Periodic Evaluation.
- **Plant Implementation Committees (PIC)** - In order to implement all the standards effectively, the entire plant is divided into six implementation committee.
- **Dedicated software** - GENSUITE is used for reporting of Safety concerns, Incidents, Safety suggestions and other Safety elements. All the employees are provided with training and access to report the safety concerns.
- **Legatrix** - online legal & other requirements evaluation is undertaken.
- Site is following the Wear three (Helmet, Shoes and Reflective Jacket is mandatory) carry four PPEs procedures (Ear Plug, Goggles, Hand gloves and Dust mask on need basis)



- Site has implemented 04 Life Saving Safety Rules. (Work with a valid work permit when required, verify isolation before work begins and use the specified life protecting equipment, protect yourself against a fall when working at height & Do not walk under a suspended load). All the employees and the agency employees are trained and undertaking taken. Poster displayed at prominent location in local language.
- Safety KPI are linked to all Employees' PMS and about 25% of total weightage is reserved.
- Every meeting starts with a Safety pledge and Safety contact - Sharing of incidents/events, learnings of which can prevent reoccurrence.
- Personnel engaged for work at height undergo vertigo test and is issued height work pass.
- Electrical Arc suit is kept in all the LT/HT room and being used during electrical isolation.
- Any change in the existing system is strictly followed through MOC.
- Dedicated work at height equipment are available like JLG, Manar.
- New generation pick & carry crane is used for lifting of material.
- TVs are fixed at waiting location in the site and short safety movies are screened on continuous basis to create the safety awareness among the employees.
- Job Cycle Check is carried out by the trained JCC auditors while on job to check weather job is carried out as per the SOP. Any deviation noticed is corrected then and there and records maintained.
- PTW with LOTO is strictly followed for all the jobs and PTW audits are conducted to check for effective implementation
- Monthly Safety Activities planner is made and the compliance for the planner is strictly monitored through daily planning, daily morning and evening meeting.
- At Entry gate Safety chanting is continuously played during shift IN/OUT hrs to create awareness about safety precautions to be taken during the work.
- First day 3 hrs mandatory Safety Induction for all employees and contracting agency employees before deployment on job and refresher training conducted on quarterly basis.
- Tool Box Talk before start of work & Mass Tool Box Talk by Safety & Execution team on daily basis & area wise covering total plant area.
- Displayed Dos and Don'ts & MSDS at prominent locations in the plant in local languages. Displayed of HSE slogans on all lighting poles.
- Safety Mela is conducted on every month where agency employees are performing the Safety skit and Safety speech on different topics is delivered by the agency employees. Suitable award is given to the winners.
- Safety performance is review done at different forum which involves

Quarterly Chairman Review meeting, AGSSC (Adani Group Safety Steering Council), APSSC (Adani Power Safety Steering Committee), Apex Meeting, ORM (Operation Review Meeting),HSE Meeting and PIC (Plant Implementation Committee)

- All safety permits are discussed one day in advance in the evening meeting to ensure proper planning for safe execution of job.



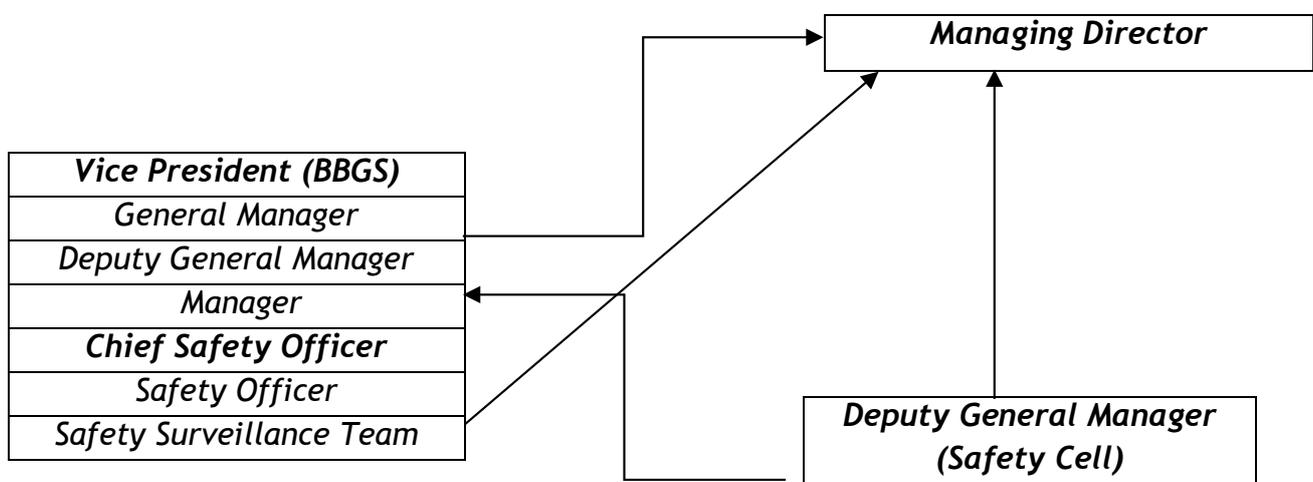
Gold (Second) Award

Name of the Organization: CESC Limited (Budge Budge Generation Station)

Location: Parganas (S), West Bengal

Key Features of the Safety Systems:

Budge Budge Generating Station, CESC Ltd. has embedded 'Safety' as a culture over the years. While continuing the journey towards one mission- 'Zero Incidence', it has taken various safety initiatives and practices. To enable safety in every tier of the organization a proper hierarchical structure is maintained described as below:



1. In addition, there are five safety sub-committee namely

- a) Safety Observation
- b) Incident Investigation
- c) Rules & Procedure
- d) Contractor Safety Management
- e) Capability Building

Each sub-committee meet once every month to discuss gaps. Any issue which needs top management intervention are taken up in the APEX committee meeting

2. Everyday Morning Manager's Meeting is started with previous day's safety issues if any.

- A) Training & awareness: Basic safety training is compulsorily given to all new entrants before issuing them gate-pass. Job specific safety trainings are imparted to concerned employees.
- B) Online software module on Training.
- C) 24X7 safety surveillance team.
- D) LOTO (Lock Out Tag Out) system.
- E) Safety Day Celebration
- F) Periodic Safety meeting with Contractor Proprietors



Recent Innovative Safety Measures and Practices:

- Automated Fire Ball in unmanned areas
- Static Electricity Discharge Plate at the entrance of Hydrogen admission room
- Foam monitor at LDO dyke area
- Hydrogen Leakage Detector
- Compartmentalization of Cable alley to prevent fire from spreading
- Fluorescent Painting on Staircase at Bunker for better visibility
- Unmanned level crossing alarming system: Through Beam sensor alarming system with one transmitter and one receiver
- Mill Ball safe Lifting arrangement
- Installation of Hose reels to protect roof top assets
- Water Sprinkling System in Hydrogen admission room
- Battery operated Head Light: Mainly used for confined space jobs and tunnel jobs





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