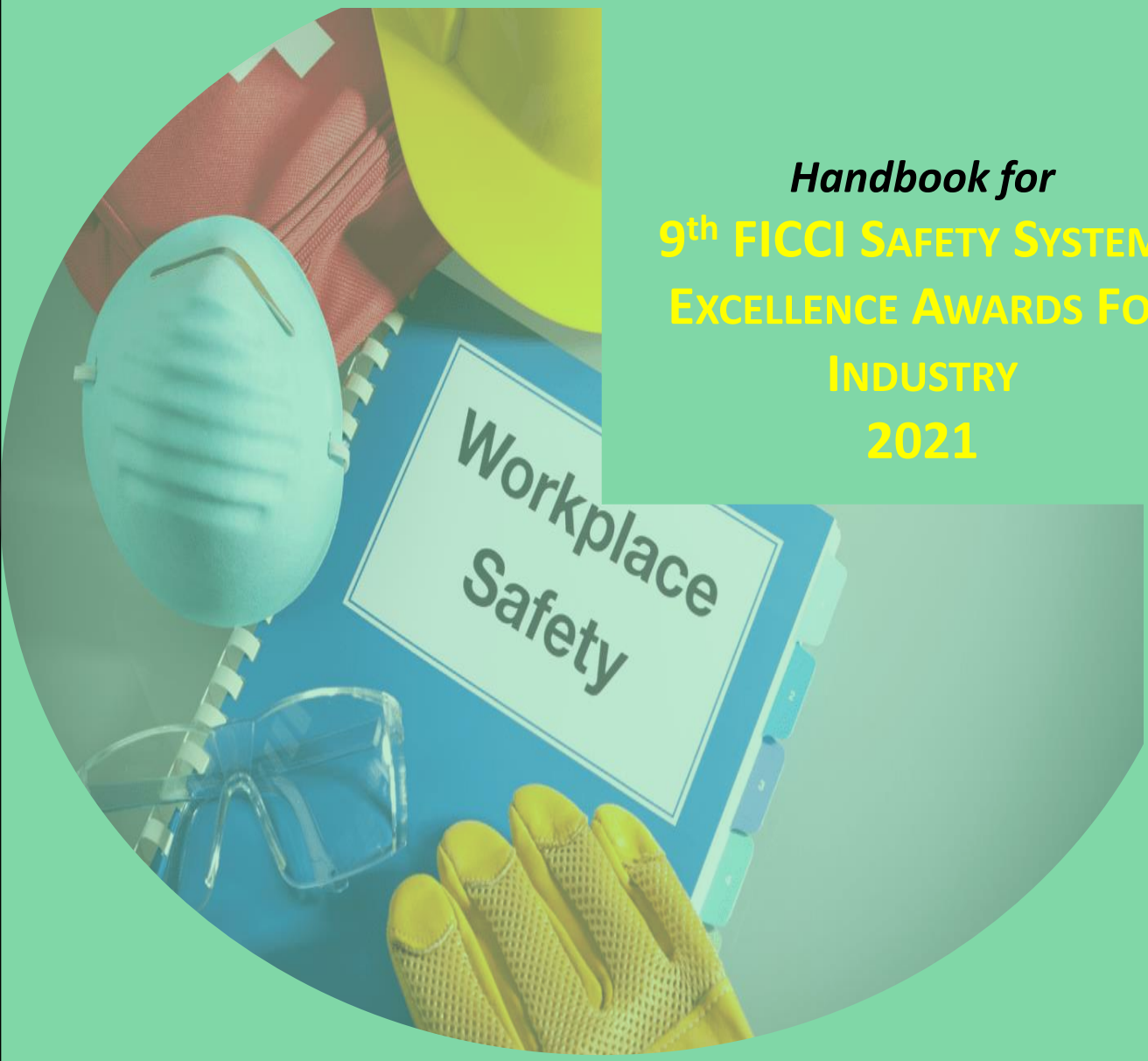
FICCI



Handbook for

9th FICCI Safety Systems Excellence Awards For Industry 2021

Supported by

MARUTI SUZUKI

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1 About the Awards

FICCI Safety Systems Excellence Awards have completed their ninth 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)

Comparative picture of last few editions of the Awards:

Parameters	Awards 2012	Awards 2013	Awards 2014	Awards 2015	Awards 2016	Awards 2018	Awards 2019	Awards 2021
Total applications received	115	107	103	79	85	99	116	92
Total applications in large category	74	61	49	70	77	85	108	84
Total applications in medium category	37	37	37	6	7	9	5	6
Total applications in small category	4	9	17	3	1	5	3	2

2 The Award Process

The award process was started in September 2020. FICCI Safety Systems Excellence Award Process has 3 qualifying stages:

- Document Assessment of all applicant units
- On-site/ Virtual site Audit for shortlisted 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 virtual 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/ Virtual site audit for shortlisted units by FICCI Working Group on Safety
- Presentation of on-site/ virtual 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.

3 Last Edition's Awardees

FICCI SAFETY SYSTEMS EXCELLENCE AWARDS 2019

Manufacturing Sector

- Large Scale Category (Hazardous)

  Platinum Prize Winner: Chemplast Sanmar Limited, Plant-III Caustic Soda Division

  Gold Prize Winner: HeidelbergCement India Limited

- Large Scale Category (Non-Hazardous)

  Platinum Prize Winner: Maruti Suzuki India Limited

  Gold Prize Winner: L&T Shipbuilding (LTSB)

- Medium Scale Category

  Platinum Prize Winner: Arysta LifeScience India Limited

  Gold Prize Winner: J B Mangharam Foods Private Limited

- Small Scale Category

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

Construction Sector

Platinum Prize Winner: L & T Construction, Erode, Tamil Nadu

Gold Prize Winner: Siemens India Smart Infrastructure- "Creating Environments that Care"

Mining Sector

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

Gold Prize Winner: Dalmia Cement Bharat Cement, Kadapa - Andhra Pradesh.

Power Sector

Platinum Prize Winner: Udupi Power Corporation Limited

Gold Prize Winner: CESC Limited (Budge Budge Generation Station)

4 Jury Profile



Mr Shyam Bang

Former Chairman, NABCB & Former Executive Director
Jubilant Life Sciences

Mr Shyam Bang is a post graduate chemical engineer and has been associated with chemical and pharmaceutical industries in India and other countries for over 45 years . He was Member of Board of Jubilant LifeSciences and responsible for operations of the company .

Besides that he is ,

- Past Chairman of National Accreditation Board for Certification Bodies
- Past President of Indian Institute of Chemical Engineers
- Chairman of FICCI Task Force for Manufacturing Excellence
- Member of Governing Council of National Safety Council
- Member of Governing Council of Indian National Academy of Engineering



MS SUMITA DAWRA
Additional Secretary
DPIIT

Ms. Sumita Dawra is an Indian Administrative Officer, presently the Additional Secretary at Department for Promotion of Industry & Internal Trade (DPIIT), Ministry of Commerce and Industry, Government of India. Her current responsibilities in the Ministry include investment facilitation, manufacturing policy, Make in India, among others.

Ms. Dawra has experience of more than two decades in public administration in India and abroad. From the districts of India, to the state government and the Government of India, she has worked at all levels of governance in India and developed useful insights. Her postings include working with Ministry of Finance, Government of India, for six and a half years, which included tenure of about three and a half years in China, as the head of the economic wing in the Indian Embassy.

Her public policy experiences led her to author two best-selling books on public policy, namely 'Poor but Spirited in Karimnagar: field notes of a civil servant,' and a well-respected book on Chinese economy and public policy, titled: 'China: Behind the Miracle'.



DR R. K. ELANGOVAN
Director General
DGFASLI

Dr. R. K. Elangovan is working as Director General and Chief Inspector of Dock Safety in the Directorate General Factory Advice Service and Labour Institutes (DGFASLI), Ministry of Labour and Employment, Government of India, Mumbai.

He received his Ph.D. in Industrial Safety (Education) from Alagappa University, Karaikudi, Tamilnadu, M.Tech in Machine Design from Indian Institute of Technology, Madras, India, PGDBA from Annamalai University, M.Sc in Environmental Science from Bharathiar University and B.E. in Mechanical Engineering from College of Engineering, Guindy, Anna University, Tamilnadu.

He has been selected and included as an Industrial Safety Expert in the 2010 Edition of Marquis Who's Who in the World distinguishing him as one of the world's foremost achievers in the field.

He is an expert faculty in the filed of OSH for various renowned institutions and Universities and has been a Chairman / member secretary of various technical committees on OSH formed by the Central and State Governments.

He is a lead safety auditor and Completed “ILAB India Occupational Safety and Health Modernization Program Trainer Academy” conducted at University of Texas at Arlington, Arlington, TX, U.S.A. He has represented India in the G20 OSH Network, Rotterdom Convention, and various other International programmes and events on OSH.

He is actively involved in OSH activities for around thirty years and published many thematic and research papers at National and International Conferences in the field of industrial safety.



MR V SRIDHAR

Senior Director – Purchase

Honda Motorcycle & Scooter India Pvt Ltd (HMSI)

Mr V Sridhar is currently the **Senior Director – Purchase** in Honda Motorcycle & Scooter India Pvt Ltd (HMSI) . He heads the Purchasing function at HMSI from April 1, 2020. Prior to this he was leading the Manufacturing operations as Group Vice President & Director (Manufacturing) at HMSI.

A Mechanical Engineering Graduate from BITS Pilani and Masters in Business Administration, Mr Sridhar has a total of **35 years work experience** in Automobile & 2-wheeler Production and Operations area.

He started his work career in 1985 as a Graduate Engineer Trainee in Maruti Suzuki India Ltd the No.1 passenger car maker in India. He had a rich mix of Production Planning, Project & Shop floor operation experience for 15 years in Maruti Suzuki India Ltd. He had worked in different areas of Production Planning & Control, Engine Assembly & Vehicle Assembly. In 1999, he was the Leader of the team which set up and operated the Vehicle Assembly line in Maruti's 3rd plant in Gurgaon. He had undergone Technical & Management trainings through Associate Overseas Technical Scholarships(AOTS) in Suzuki s plants in Japan.

He joined Honda Motorcycle & Scooter India (HMSI) in year 2000 and has been associated with HMSI for nearly 20 years since its inception as Head of Manufacturing. At time of his joining, HMSI had just started preparations for setting up its first plant at Manesar.

In last 20 years, 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. Mr Sridhar was selected for the prestigious HEADS program in Honda worldwide in year 2014.

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. He has been an esteemed jury member for ACMA awards for past 6 years and FICCI Safety & Quality awards for last 3 years.
He has been conferred the Best Production Head award in 2 wheelers category by World Auto Forum (WAF) for years 2018 & 2019.



Mr M M Singh

Executive Advisor
Maruti Suzuki india Limited (MSIL)

Mr. M M Singh is currently in the role of Executive Advisor in Maruti Suzuki india Limited (MSIL). In the current role, he is heading the Maruti Centre for Excellence (MACE) as the Director, which is handling the upgradation of vendor ecosystem of Maruti Suzuki India Ltd. This involves hand holding select vendors for implementing manufacturing excellence programs in the areas of Productivity, Quality, Delivery, etc. Also, Mr. Singh is also leading the International Automobile Centre of Excellence (i-ACE), a Section-08 company, will be the apex centre for skill development for the automotive sector in the state of Gujarat, utilizing modern technology & systems. The centre caters to the entire value chain of the Automotive Industry encompassing both Manufacturing & Servicing. It offers training programs with an Industry Designed Curricula alongside State-of-the-art learning resources to ensure exposure to latest technologies and methods thereby provide Integrated Internship Opportunities and a Globally Recognized Certification. All OEMs, Component suppliers of Gujarat are also going to be benefitted through this centre.

Mr. Singh held the position of Executive Director of Production for over a decade. He has built Maruti's unique and sustainable edge in low-cost, high quality and high-volume manufacturing. Singh has led a team of over 15,000 people which manufacture every second car running on Indian roads, leading operations comprising of 114 departments and 8 divisions across vehicle and engine manufacturing, production engineering, supplier quality, projects & infrastructure, power plants, and materials & logistics etc.

Singh is associated with Maruti since inception in 1983. He is a Pioneer of "Low cost, High quality, High volume & Flexible manufacturing way" in India, with a focus on people involvement and empowerment. He introduced innovative ways for enhancing capacity and productivity by introducing flexi-lines for assembly to take care of demand volatility. He gave high trust on low-cost in-house automations resulting in large productivity improvement at low cost.

He is adept at mentoring and building large teams. In 2005, he conceptualized an innovative program named as "Production Management System" or PMS. PMS is a system-based program evolved with the involvement of people at all levels. PMS focuses on involvement, empowerment and integration of the human capital of the organization with linkage to focus areas and challenges prevailing from time to time.

Singh has brought a paradigm shift in auto logistics in India with the development of railway logistics. He has spearheaded various infrastructure projects such as, development of a world-class export car terminal at Mundra Port; development of railway wagons; regional stockyards and warehouses.

He is also active in several forums related to Manufacturing of CII & FICCI.

Educational Background:
He graduated in B.E. (Electronics) from BIT Mesra. He had an initial stint of 5 years in TELCO (now Tata Motors) and TISCO as Design and Maintenance Engineer



MR AJAY SHANKAR

Former Member Secretary
National Manufacturing Competitiveness Council

Ajay Shankar has had rich and varied experience in public service for over forty years.

He has served as Secretary, Department of Industrial Policy and Promotion in the Government of India where his key responsibilities included FDI policy, investment promotion and the IPR regime in the country. The plan for the ambitious Delhi- Mumbai Industrial Corridor Project was developed under his stewardship. He was the Chairman of the National Productivity Council and of the Quality Council of India. He initiated the setting up of Invest India to facilitate enhanced inflow of FDI.

After superannuation, he served as the Member Secretary of the National Manufacturing Competitiveness Council (NMCC), an advisory body comprising leading Captains of Industry, key Secretaries of Government and eminent Academics.

He has been a member of the Committees set up by Government of India on: (i) Reform of Public Sector Enterprises, (ii) Restructuring of HAL and (iii) Electricity Distribution Reforms. He has recently served as the Chairman of (a) PPP Review Committee of the Railways and (b) Expert Committee for Replacing Multiple Prior Permissions with a Regulatory Mechanism for improving Ease of Doing Business. He has served on the Boards of major public sector companies and is now non-executive Independent Director in a few companies. He has been a Public Policy Scholar at the Woodrow Wilson Center in Washington DC. He is a Distinguished Fellow at TERI, a Senior Fellow at the Delhi Policy Group (DPG) and a Senior Adviser at IRADe.

5 Auditors/Assessors for the Awards

1. Mr Ajay Mathur, Head - EHS Capability Center, L&T Power
2. Mr Ajay Pannu, General Manager-EHS, Thermo Fisher Scientific India Pvt Ltd
3. Mr Ankan Mitra, Head Regulatory Affairs, Tata Steel Ltd
4. Mr Arun Bansal, Manager Safety, Delhi Metro Rail Corporation
5. Dr Avdhesh Mathur, Retired Sr. Director & CEO STQC Certification Services, Ministry of Electronics & I.T., Govt. of India
6. Mr Devendra Gill, General Manager- Safety, Delhi Metro Rail Corporation
7. Dr Gyanendra Kumar Pandey, Former Corporate HSE and Sustainability Head, Lanco Infratech Ltd
8. Dr. K Mamallan, Senior Manager (Safety, Health, Environment & Quality), Chennai Petroleum Corporation Ltd
9. Mr Mangesh Mohan Brahme, General Manager, Thane Belapur Industries Association
10. Mr MP Jain, Former ED, EIL
11. Mr Pardeep Parhar, Manager- EHS, Signify Innovations India Limited
12. Dr Pramod Pandey, Global Health & Safety Engineering Leader, Philips India Ltd.
13. Mr Prashant Khurana, AGM – Safety & Environment, Honda Motorcycle & Scooter India Private Limited
14. Mr Rajnish Kumar Singh, Senior Manager, Honda Motorcycle & Scooter India Pvt Ltd
15. Mr S K Srivastava, Chief Health & Safety Officer, Cairn Oil & Gas, Vedanta Limited

6 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

7 Awardees for 9th Edition and their Best Practices

MANUFACTURING SECTOR

Awardees in Large Scale Category (Hazardous)

Platinum Award

Name of the Organization: Dahej Manufacturing Division -Reliance Industries Limited

Location: Gujarat

Key Features of the Safety Systems

- Day at DMD Starts with Safety Prayer and LFI sharing. High risk jobs clearance given by Apex members.
- ReSOP/Field round of high-risk job by Apex team member. Involvement of Site
- Senior Leaders in Contractor Field Audits
- Highly Toxic Material Risk reduction initiative implemented at site and reviewed continuously for further risk reduction.
- All incidents including Near misses reported, investigated and corrective actions tracked through web-based system.
- Focus on HSE aspects from the design stage.
- HSE Standards and Procedures / PSM Project with DuPont /OMS
- Hazard identification & Risk assessment for all activities.
- Internal / inter-site safety audits by cross functional teams & external audits by Shell, Dupont, British Safety Council, DNV
- HSE assessment as a part of Pre-qualification for all contractors and performance monitoring.
- Safety Committees at plant and department level.
- Incident Investigation process right from Reporting of Incidents to Investigation and assigning of recommendations and tracking for implementation.
- ReSOP- A behavioral based safety program for bringing cultural change in regular employees & contract employees.
- Contractor Safety Management –L1/L2/3/L4 training. Base-line Process Hazard Analysis completed of all plants.
- IRCMS (Online) portal for tracking HSEF Legal compliance.
- Learning from Incident for next week is released by HSEF department by Friday. Same LFI is shared across all plants/departments during morning prayer
- Sharing of Daily Near miss /Safety Observation through mass mail and it is also discussed during next day SSM Meeting
- Safety Posters released by S&OR are shared and displayed across complex.
- Township residents are also covered for awareness drive and some of the activities/competitions during celebration of various Safety Programs, Campaigns

- Self-Verification / Intra-site First Party Audits / Group Audits.
- External Third-Party Audits
- Tracking of recommendations is reviewed through CAT system (Corrective Action Tracking)

Various new Initiative and campaign across the site had been put in place at regular interval based on learning form incidents across the world. Details are as follow:

- Town Hall Address by Site Head.
- R-SAMMAN Employee Reward Scheme.
- Conducting PPE Exhibition by various vendor.
- Installation of IVR- Interactive Voice Response system for contract workers to
- report unsafe act and unsafe condition (near-miss).
- HSE Cultural Transformation projects.
- EYE PROTECTION Campaign
- MATERIAL HANDLING Campaign
- HOT WATER CONDENSATE Campaign
- CONTROL OF WORK/PERMIT TO WORK Campaign
- HTM OBSERVANCE WEEK – Remembrance of Bhopal Week.
- SAMBHAL KE CHALO campaign

Organisation had taken / adopted various measures to Safeguard all our employee and contract workers as follow:

- Mask distribution to all employees & contractors.
- COVID-Face shield distributed to all Plants.
- Display of COVID-19 banners at strategic location for Social distancing/ Use of mask / Use of sanitizer.
- Truck / Trailer / Tanker – sanitization.
- In House Technique developed for Sensitization of fall protection system of warehouse.
- Automatic Dispense Units for hand Sanitizer provided in all Plant and Contract Worker Entry / Exit Points for benefits of maximum contract workers.
- COVID-19 awareness sessions w.r.t, importance of wearing mask, social distancing and washing hands to contractor workers.
- Toolbox talk given to all workers regarding COVID-19 “Do’s & Don’t”.

We are a Cohesive Work Unit = a work unit whose members work together to sustain and attain a goal of

“ZERO INCIDENT”

Gold Award

Name of the Organization: HSIL Ltd, Packaging Products Division-AGI glaspac

Location: Hyderabad

Key Features of the Safety Systems

1. Facility is certified for ISO 45001 apart from other certifications of ISO 9001, ISO 1400, ISO 15478 and FSCC 22000
2. This facility is classified as a Major Accident Hazardous (MAH) unit. We are having installed capacity of 100 MT of LPG storage
3. Facility is having PESO licences for storing and handling of two LPG bullets of 50 MT each, two numbers of 400 KL each of LSHS in above ground tanks, one 40 KL underground HSD
4. Top management involvement and commitment towards safety and "Safety First" concept in all the activities. There is no death of funds for safety. Company provides required PPE based on the PPE matrix to all the employees and contract workers
5. Involvement of top management members in scheduled monthly safety rounds. Observations are tracked and monitored every month by top management for effectiveness of closure
6. Safety performance of the facility is reviewed every month by top management as part of Operational Review Meeting (ORM)
7. Regulatory compliance of safety requirements are ensured through "RUBRICS" software with a special feature of escalating to top most level automatically if not closed
8. At AGI glaspac, safety is a line function with involvement of shop floor in-charges in the safety management programs
9. Safety deviations and observations, incidents details are captured in SAP and reviewed every month as part of operational review meetings
10. Solar system installed over ware house roofs generating 1 MW towards a major green initiative
11. Prominent displays at various locations on do's and don'ts during emergency in three languages
12. Dedicated fire water network with automatic sprinkler system at LPG storage. LPG storage with gas sensors and dedicated security round the clock
13. Third party statutory safety audit done regularly and every time with a new agency to get better third party outlook.
14. Elaborate safety displays and signage provided with captions in local languages - Telugu and Hindi as well
15. Safety training PPTs are translated into Hindi and Telugu for various activities as majority of our work force is Telugu and Hindi speaking
16. Compulsory safety induction for employees and contract workers before they are inducted in the work
17. Dedicated pedestrian walk ways are arranged in the plant as part of traffic safety inside the plant
18. Emergency mock drills are carried out as part of the On Site Emergency (OSEP) document. On site emergency mock drills are carried once in six months in presence of district officials from factories department, fire department and representatives from mutual aid industries and nearby public.
19. All the maintenance works are carried out under safety work permit system with involvement of area in-charges
20. As part of Learning and Sharing concept, horizontal deployment of safety requirements are followed at other furnace and also other unit

Silver Award

Name of the Organization: Reliance Industries Limited, SEZ – Jamnagar Manufacturing Division

Location: Gujarat

Key Features of the Safety Systems

- Our Site handles complex processes, starting from storage and handling of petroleum materials (feed and products), hazardous chemicals, operating process with huge inventories of hydrocarbons. Day in and day out we are associated with the many hazards at our workplace which comprises of the both process and workplace related.
- It is of utmost importance to manage all the hazards associated with our process in an effective manner. Reliance's HSE Management System has established company-wide Safety Management Objectives and processes for managing the hazards by improving Operational Discipline and evolving inherent safety measures for Plant Operation & Maintenance.
- From 2008 onwards, we have implemented all 14 Process Safety Management Elements and 11 Operational Discipline Elements. After maturing, we have adopted British Petroleum Operating Management system (OMS) for performance improvement from 2015 onwards.
- **"OMS is the way we operate".** Our Operating Management System sets out Reliance's principles for good operating practice. Through its application, our employees deliver Safe, Reliable, Compliant and Competitive operations. **OMS have two purposes:**
    - ❖ Managing Health, Safety, Security and Environment and Operational Risks in our operating activities by setting out what we need to do.
    - ❖ Improving the Quality of our operating activities through an Annual Performance Improvement Cycle.

For any Management System to be successful, there are four main aspects which needs to be focused. They are:

1. **PEOPLE**
2. **PROCESS**
3. **PLANT**
4. **PERFORMANCE**

We at Reliance Industries Limited, SEZ Refinery now give you a glimpse of our People, our Process, our Plant and share our Performance and how we strive to achieve our Company's Vision, "To be the World's Safest, Most Reliable and Efficient Manufacturing Site".

1. PEOPLE

"Safety of Person overrides all Production Targets" is the Health, Safety and Environment Policy of Reliance. Operating Leaders at Reliance work in such a way that clear direction is given to the people concerned and act accordance to the same. "Reliance believes that all injuries, occupational illnesses as well as safety and environmental incidents are preventable." HSE is Line Management function in our Organization. Our Organogram is established in such a way that, we have dedicated and separate division to manage HSE affairs & engaged experienced HSE professional to advise & assist the Line Management right from Board Level to Site Level. Our fundamental belief is such that, 'Safety is our Value and not just a priority'.

Competency Assurance of the Asset Facing Employees are being ensured through Competency Assurance System (CAS) with a vision 'To build & sustain a competent workforce to Operate & Maintain Manufacturing assets to meet & exceed Manufacturing's goals safely by using rigorous and structured Assurance system'. We embrace our Contractor Business Partners, as their involvement and contribution are vital in our journey together towards goal of HSE Excellence. Every year, before making our Annual HSE Plan, we do a thorough analysis of our Leading & Lagging Indicators, Operational Parameters Deviations, Safety Metrics, CASHe Projects, Audit Observations, Safety Observations, Contractor Field Audit Reports. We always believe in the concept, Unsafe = Stop. To drive this, we have instilled Operating Discipline (OD), which can be defined as the dedication and commitment by the People to perform their work safely and consistent with the requirements of the managing system and defined procedures, every time all the time.

"We either Do it Safely or not at all".

2. PROCESS

We have set up our Facilities by applying good design principles, engineering and operating practices which prevent and control incidents that have the potential to release hazardous materials or energy. Risk Registers are prepared for each plant through HAZID methodology to assess, prioritize and manage our operating risks. We carry out Quantitative Risk Assessment of our units involving Third Parties and regularly update the Process Safety Risks accordingly over and above Legal Requirement.

Our Plants periodically review their Process Hazard Analysis (PHA), Cyclic PHAs as per schedule for identified nodes. All PHAs are carried out by Trained Team Leader(s) and Member(s). We have a very robust Management of Change System and rigorous Pre-Start up Safety Review (PSSR) Procedure, which employs a formal, systematic process to document, evaluate, approve and communicate temporary and permanent changes that could impact safe, compliant and reliable operating activity. For any work to be safely and successfully completed without any untoward incident, a good Job Planning is necessary. We have implemented Weekly Planning and Daily Planning of Jobs and now we are implementing Monthly Planning. Our Hazard Identification and Task based Risk Assessment (HITRA) Process provides an effective method for identifying the hazards and job specific control measures associated Workplace and Process Safety activities at our Site.

At Reliance our Emergency Response and Disaster Management Plan (ERDMP) is in place with a number of Active and Passive Fire Protection Systems along with integrated Fire & Gas detection system which is well connected throughout Complex via Fiber Optic Network to ensure that, Health, Safety, Environment and business risks are adequately protected to minimize the consequences.

3. PLANT:

Our Plants at SEZ operate day in and out delivering World Class Products meeting various Product Norms without any untoward incident. To ensure that all equipment's perform unit process and unit operations are reliable, we have a very focused approach to maintain the asset in good health as it continues to perform its intended functions safely during its useful life. Reliance Engineering and Maintenance team, provide guidelines to Line Function to identify, evaluate, mitigate and monitor Mechanical Integrity and Quality Assurance Aspect of the assets across the Site. We have a pool of Standard Operating Procedures (SOPs) and Standard Maintenance Practices (SMPs), categorized into routine jobs, non-routine jobs and emergency requirements.

We regularly carry out Job Cycle Checks(JCC) for the same to provide a system that will look at the Safety aspects of each operating / maintenance procedure or practice to ensure procedures and practices are current and adequate. We at Reliance have a rigorous Safe Shutdown / Turnaround (TA) Plan for our Operating Plants functioning year around. Shutdowns are a key focus area for Workplace Safety and Process Safety Management. The objective of this Plan is to carry out TAs safely without any Process and Workplace Incident through active involvement of Line Management Function.

4. PERFORMANCE:

All these systems and practices explained above are all part of our Local Operating Management System (LOMS). We have incorporated the OMS requirements into practical plans to Reduce Risk and Deliver Strong and Sustainable Performance. Our OMS Performance Improvement Cycle (PIC) drives and sustains improvement of local business processes to deliver the Elements of Safety and Operational Excellence. Over and above complying regulatory requirements, we have three levels of Line of Defense (LOD) to verify, assess and conform our established systems and practices against our LOMS. They are:

- LOD 1 – Self Verification by field inspections
- LOD 2 – Operational Program Review (OPR) by RIL Group Center of HSE Excellence and Group Safe & Operational Risks
- LOD 3 – External Group Audits (IMS / OISD / Third Party Legal Audit etc.)

All the observations report is reviewed by the Site Management Team. With these findings, the Management takes decision for how to continually improve and strengthen our compliance and conformance against set practices and standards. If we see Safety performance of last three years, our LWCFR-Lost Work Case Frequency Rate for our site is best in our sector like 0.03 for FY2018-19, 0.08 for FY 2019-20 and 0 for FY 2020-21. Our best achieved incident free days is 543 days without lost work case incident. We at Reliance SEZ Site have an unwavering commitment to safety in all our operations. We adopt latest and best technologies for all new projects, invests in cutting edge technology for safe and reliable operations. The safety culture is reinforced with continuous training, updation of processes and engaging some of the best experts to improve safety systems.

This is how We at RIL - SEZ Refinery Division work towards the Vision, "To be the World's Safest, Most Reliable and Efficient Manufacturing Site".

Awardees in Large Scale Category (Non-Hazardous)

Gold Award

Name of the Organization: Hindustan Unilever Limited - Nashik Ice Cream & Foods Factory

Location: Sinnar, Nashik

Key Features of the Safety Systems

Unilever has Vision ZERO and industry-leading Safety systems under the WCM Safety Pillar. The site has leveraged Digital and Behavioural Safety as enablers for safety excellence at work, on road and at home.

Key Safety Focus areas at HUL-Nashik:

1. Process Safety: Categorized as a 'High Risk Site' because of presence of Ammonia in refrigeration process.
2. Hand in Machine (HIM): Globally in Unilever, nearly 40% of HIM incidences happen in ice cream sites
3. Slip Trip & Fall (STF): 1st leading cause of injuries across Unilever sites
4. Road Safety: ~150,000 people lose their lives on Indian roads each year
5. Covid Safety: Maharashtra state - the worst impacted region in India

Safety Interventions:

- Well defined and communicated Safety Policy & USHEC-CSHEC governance structure. Site is governed by '8 Unilever Safety Principles' which strongly call out Safety being a "Line Responsibility" and working safely as a "condition of employment".
- Innovative Ways for Cultural Change: At site entrance a 'Safety Transformation Corridor' is created with audio safety message (with traditional soothing music) and visuals, where 100% workmen pass through. A 'defective tools tree' made by employees reinforces that use of defective tools can cause injuries.
- Strong Access Control: License to Operate for Security, digitally-managed Visitor and Vehicle entry, Facial recognition, supervised-only Vehicle movement and entry of equipment & tools.
- Communication: Unique 'daily morning gate dialogue' for all contractors by executives. 'Safety Lessons Learnt' communication to employees through PA system daily, weekly communication, Quarterly Factory Manager Connect. Employees are equipped with Salesforce U-Click app where every communication is posted in local language.
- Digitalization for Safety: Under Unilever Digital Factory program, site uses e-PTW app, e-MOC (Management of Change) app, Deep Compliance Audits app, Safety Action Meeting app, Bus Audit app, Social Distancing Bluetooth app, Digital First Aid Boxes, 3X increase in CCTV cameras in 3 years with Intrusion Detection, Arctic Cameras for Cold Store and (under-progress) AI Camera Based Machine safety. Smart-phone monetary advance offered to 100% employees resulting in 80%+ smart-phone ownership at site.
- Risk assessment & Risk Predictions: 100% Tasks, Location & Equipment are covered under WCM RA-RP. All the shopfloor employees are fully involved in the RA exercise & mitigation.
- Process Safety: Ammonia Refrigeration critical instruments are SIL certified, fully governed by SCADA and Unilever Standard S-504. HUL-Nashik are 'Thought Leaders' in Process safety for Unilever South Asia and other Industries in Nashik. Site has trained more than 50 external (HUL & Non-HUL) industry managers in process safety.
- Electrical safety: HUL is one of the first company which adopted 55-0-55 control supply voltage in India. All circuits are covered with ELCB or ELR & all portable tools are FRP body & 110 Volts only. Our best practices in LOTO have been widely appreciated by Nashik DISH.
- Road Safety: 100% employees and drivers are trained in Defensive Driving every year through industry experts. We have a fleet of 10 Buses (largest in HUL sites) covering >80% of our people. All buses and cars are equipped with Dashcams, GPS and Fleet Tracking.

- HIM Campaigns: Our machines are audited for guarding with external industry experts, undergo HIM evaluation with Unilever Global Technology Teams. Our guarding standard, best-practices and modifications have been adopted back by Leading Global Machine manufacturers in their upcoming machines.
- Covid Safety of employees and community: HUL-Nashik's world class 'Unilever Covid Tier system' has been recognized as industry gold-standard. 100% of our workforce has been vaccinated. HUL-Nashik has been widely appreciated by Administration for ensuring safety of communities through 'Mission HOPE'.
- Training, PDM & Recognition: Trainings are based on skill gap analysis from Sparkle Annual Appraisal system for shopfloor employees and imparted by senior management/experts with pre-post test. Home safety trainings are conducted for family members. Site has a well-structured Progressive Disciplinary Matrix and Reward-Recognition program.
- Auditing: Well-defined internal & external safety audits. We engage renowned firms like DNV, BIS, ERM (USA), PSRG (USA).

Exceptional Safety Results & Recognition:

1. Zero own employee recordable injury for last 5 years
2. Zero contractor recordable injury for last 7 years
3. Zero Process Safety incident for last 7 years
4. Highest score in Unilever in PSRG (USA) Process Safety Audit 2020
5. Winner, Unilever South Asia Process Safety Award 2020
6. National Safety Council Maharashtra Chapter Safety Award 2020

Silver Award

Name of the Organization: Vardhman Fabrics Budhni (A Unit of Vardhman Textiles Limited)

Location: Madhya Pradesh

Key Features of the Safety Systems

Vardhman Fabrics, Budhni is complying with all the rules and norms of Safety as per Law. But as we are catering to the global customer base, we have to not only meet but exceed the performance in terms of Personal, Product, Process and Plant safety.

Key Safety Practices and concepts are defined below –

- ✓ Top management's commitment towards Safety is driven by "Safety First" concept. Group EHS policy, Safety manual and review mechanism strengthens the safety focus. Periodic reviews are done at each management level.
- ✓ VFB is certified ISO - 45001 & 14001 safety Compliant.
- ✓ Safety Culture embedded by elaborate Training & awareness comprising of Classroom Training, physical demonstration & Experience Learning. RCAs of all incidents help in further improvements. All Contractor & full-time employees are covered in training.

✓ **Safety by Design – .**

- Safety is ensured while procuring new machinery, technology selection and building designing.
- Visual Factory concept implemented.
- Electric Arc Suit used in HT system.
- Roof lifeline system & Duck ladder for Height work.
- Use of Insulated Epoxy flooring in Substations & Panel room in place of Rubber mats

✓ **Safety Excellence by Innovative Ideas**

- **Online Portal** designed in-house for **Safety** compliances for monitoring EHS.
- Being a large estate, we deploy **Drone Surveillance** for height and difficult to access areas like Chimney, Shed Roofs, Boundary and Sump well.
- We have full-time **Industrial Psychologist** services for **counselling & training.** The interactions have enhanced people motivation and alignment with organizational vision.
- Safety being prime responsibility of all team and not only Safety officer, so **One Day Safety Officer** concept is implemented for shared responsibility and experience.
- In-house Developed a **Centralized Fire Alarm system** with automated SMS & Call facility.

✓ **Safety Response System**

- Additional Night Mock drills & Surprise Safety audits conducted for all including Female workers to ensure the preparedness of the team. 24x7 response ensured by Safety control room having Dedicated Emergency numbers and ready fire and safety response equipment (own Fire Tender, Ambulance & protective suits and equipment).

✓ **Continuous Learning & Improvement**

- Risk Mapping based on our experience, we have introduced new technological advances and training modules to minimize the safety risk.

✓ **Safety for Society**

- Providing safety support to nearby villages and community by Fire tender, ambulance and safety training camps.
- Health & Hygiene programs for women, children and elderly in nearby communities.
- Ensured and implemented COVID guidelines in residential colonies and provided Medical equipment including setting up a 100 bed Covid Care centre for the use of society.
- Distributed Masks, Sanitizers and necessary Medicines in nearby villages.

✓ **Performance** – Proud to share that by effective Safety System implementation, we did not report any loss of man-hours in last 3 years

✓ **Awards & Recognition**

- Frost & Sullivan Sustainability 4.0 award winner 2020.
- CII National level Safety Kaizen winner.
- International Quality Circle award winner twice (Singapore & Bangladesh)
- Best achiever in PAT Cycle 1 (Energy conservation)
- Appreciation by Village panchayat, Municipal council and neighbouring Industry for active support during emergencies.

Awardees in Medium Scale Category (Hazardous)

Gold Award

Name of the Organization: Clariant India Limited- Bonthapally Site

Location:: Telangana

Key Features of the Safety Systems

The smooth running of operations with ESHA taking the Pivotal role, resulted in achieving overall improvement in safety culture. Some of the measures implemented at the site include Safety Moment, Leading Safety indicators, Safety walks by Line Manager and Supervisors, Life Saving Rules, Safety deviation reporting, Avoiding accidents program, Safety committees' meetings, Zone safety measures etc. Compliance to Local and global ESHA guidelines which helps in improvement of risk portfolio measures and Guideline score.

The site operates the state of the art Zero liquid discharge (ZLD) wastewater treatment plant which is one and only of its scale and size, in the local industrial zone. These features will help further enhance the production capacity of the plant with multiple product portfolio. To ensure safety requirements are followed strictly at site, we have safety review meetings conducted daily, weekly, and monthly at site level. We have an identified monthly KPI. The quarterly site safety performance review is done is taken at the Site Manager's meeting by the Country Cluster Head.

The site diligently follows targets identified on the Leading and Lagging indicators for site on safety performance. We have introduced zone safety performance from year 2018 and the best performing zone is awarded after scrutiny by the selected jury on monthly basis. All Company and Contract employees are encouraged to report Unsafe Act or Unsafe Condition. Safety Suggestions for improvements are reported through a Safety Count Card which is available at site. Filled Safety Count cards are dropped in the Box provided at strategic locations. All Safety Count cards are reviewed by site committee and Best Safety count Card is rewarded. Every month, we reward best performer through Best Safety zone, Best Safety PPE award for employee and contractors and Best 5S Zone.

We have defined Safety Goals with weightage given accordingly based on hierarchy and nature of job. Safety is an important element under Performance linked incentive and constitutes around 10 to 20%. All process related risks are evaluating as referred under our Clariant Process risk analysis Guideline (GL no.6). All workplace's related risks are evaluated by the Clariant process called "Evaluation of health hazards in workplace area" (EHWA) which is equivalent to HIRA.

Management of Change (MOC) and Process Risk Analysis (PRA) is being implemented for new products and improvements or modification or alteration required in existing Plant set up and product. The Process Risk Analysis and EHWA are reviewed periodically for Corrective and Preventive Actions compliance. Clariant has Incident reporting and investigation process as defined under our Corporate ESHA Guideline no.8. Incidents are reported in "myESHA – Event Based Reporting" tool. All incidents are reported and investigated. The composition of investigating team varies with type and severity of incident. Major incidents like lost Time Accident (LTA) and high potential incident are investigated by cross functional Senior Management Team from other Clariant sites. Bonthapally has Standard Operating Procedure (SOP) for reporting of incident and investigation by team members. Techniques such as Fish Bone / Fault Tree / Why - Why analysis are used for Root cause analysis. All Corrective and Preventive Actions (CAPA) are discussed in Safety Committee Meeting, Management Meetings are tracked for compliance.

Site has "On Site Emergency Plan (OSEP)" containing all worst-case scenarios with action plans. Site has Local emergency management (LEM) system with defined roles and responsibilities. Emergency plan is in place for handling both onsite and off-site emergencies. Mutual understanding (MARG) with neighboring industries is in place. We support neighbouring industries along with Fire tender during emergency. Mock Drills are conducted at frequency of once in a Quarter considering worst case scenarios. Crisis Communication protocol for various scenarios are prepared to address stakeholders in case of crisis. LEM and crisis Communication trainings are conducted periodically.

Site has Occupational Health center with Doctor and Nurse's availability24 X 7. We have Emergency response Team (ERT) including First Aiders and Fire Fighters to help during emergency. Periodic refresher training is given to both First Aiders and Fire Fighters. Site has own well equipped ambulance. Fire tender is available at site. We Support neighbouring industries and villagers on a need base. Occupational Health check ups are being conducted for all employees and contractual workers and all CMR substances are charging/dispensing through TOX cabins and site has performing industrial hygiene monitoring and workplace monitoring.

Silver Award

Name of the Organization: Ferro Alloys Plant, Athagarh - Tata Steel Mining Limited

Location: Orissa

Key Features of the Safety Systems

Safety Systems

- Hazards Identification and Risk Assessment (HIRA)
  - All regular & Non-Regular jobs
  - Job Cycle Check
  - Re calibrated risk matrix
- Engagement Leadership in Safety
  - Felt Leadership training
  - Line walk by Senior leaders
  - PSAP for front line Managers
- Safety Campaign
  - Quarterly campaigns on company's key hazards
  - Competitions to improve workers participation
  - National Safety Week
  - Road Safety Week
- Process Safety
  - Management of Change
  - Pre-Start-up Safety Review
  - Process Hazard Analysis
- Contractor Safety Strengthening
  - Severity Rating of Vendor
  - Engagement of contractor proprietor and their senior leaders
  - Consequence Management

- Emergency Preparedness & Response Planning
  - Onsite Plan approved from Dir. Of Factories and Boilers.
  - Annual mock drill plan and conducting Mock Drills
- Incident/accident investigation system
  - Completely through EnSafe System
  - Risk Score Calculation
  - Fair and just model, Root cause and risk thinking

Safety Awareness and Training

- Observance of Various Safety Programs
- On site quiz Competitions
- Safety Signages in vernacular Language
- Skill Certification
- Annual training calendar & its compliance

Safety Inspection, Audits and Performance

- Capturing of Unsafe Act & Conditions, Near misses and tracking of compliance by EnSafe System.
- Identification and Compliance to the FRCP – Fatal Risk Control Program
- Identification and Compliance to the CAUP – Commonly accepted Unsafe Practices
- Inspection of tools, Equipment, & Access controls gates
- Inspection of internal hauling vehicle
- Inspection of Fire hydrant, Extinguisher & Alarms
- Cross functional Audit
- Job Cycle Check – To know the adequacy and compliance to SOP
- Contractor Safety Audits
- Positive Isolation & Work permit Audits

Occupational Health Management System

- Pre-employment Health Check up
- Annual Health Check up
- On site awareness on occupational health safety by Doctor
- Stress Management Program (Mind Matters)
- Development of wellness calendar

Awardees in Medium Scale Category (Non-Hazardous)

Gold Award

Name of the Organization: TE Connectivity – AD&M India

Location:: Bangalore

Key Features of the Safety Systems

TE is committed to achieving an injury-free culture and sustainable operations. This commitment is reflected in our Board's and Executive Team's support for and oversight of our EHS strategy and performance. It is also reflected in our corporate, business unit and site leadership roles for EHS, and in our Operations and EHS and Facilities Leadership Teams.

Some of the Best practices which is practiced across the organization are as follows.

1. Velocity Tool
2. Recording of TRIR (Total recordable incident rate)
3. SAFE Tool
4. BBS/Ergonomic Assessment
5. Dristi Program
6. EHS Continuous Improvement Plan
7. COVID-19 Protocols

Velocity Tool & TRIR (Injury free days as on date is more than 1100 days)

All our employees are instructed to report injuries to management immediately or as soon as possible after they believe they may have been injured in the workplace. Site EHS is required to file an initial report of a recordable injury in Velocity within 48 hours of the notification by the employee. All information regarding the incident, including root cause and corrective action, will be entered in the VelocityEHS database. Employee hours are to be entered in Velocity each fiscal month, By this TRIR will be evaluated.

Environmental "green metrics" (i.e. energy, water, waste, wastewater, recycled materials, etc.) will be reported in Velocity monthly by the 10th day of the following calendar month.

S.A.F.E – Safety Assessment for Effectiveness

All our manufacturing facility is expected to complete a full self-assessment of their safety management system in TE's Safety Assessment for Effectiveness System (S.A.F.E.) After the initial assessment is completed, continue to work in S.A.F.E. each quarter to improve the overall S.A.F.E. score.

Rising scores are a measure of the maturity and effectiveness of our safety program.

Dristi

Dristi in the Indian language means the power of sight. Using this word, we have launched our program on the 12th Dec 2018 to our ADM India Operations Team.

What is Dristi ? A Program to identify and track for closure of unsafe conditions at the workplace, prior to a near hit or accident occurs.

BBS/Ergonomic Assessment

BBS/Ergonomic & Safety teams will analyze the risks and process risks of the facility both ergonomic risks and process risks and gauge the safe behavior of employees.

EHS Continuous improvement plan

In the beginning of the financial year, EHS team will work with all other departments and identify the projects related to the environment, Health & Safety, legal compliance and arrive at the whole year improvement plan and will be monitored on the completion of the assigned projects will be done on monthly basis.

COVID-19 Protocols

More than 30 COVID-19 Protocols have been implemented and practiced in the plant, few of them are, Thermal screen at the gate, Oximeter check, issuing of 2 Nos surgical masks, pedal operated sanitizer dispensing units, social distancing in shop floor, Canteen, identification on stair case, Bio-degradable disposable plates for food in canteen and many more...

Silver Award

Name of the Organization: J.B. Mangharam Foods Pvt. Ltd

Location: Gwalior

Key Features of the Safety Systems

JBM unit focuses on "Zero Injury" with continual improvement in safety standards.

EHS Policy :

The unit is having well defined EHS policy aligning to Britannia Industries Ltd. In which the organization commits about

- ✓ The provision of Healthy and Safe workplace.
- ✓ Ensuring Health and safety requirements.
- ✓ Regular assessment of risk and its elimination.
- ✓ Special emphasis on water, energy and waste disposal.
- ✓ Encourage workers participation and consultation.

EHS Programs

- ✓ Site is working on action plans of system improvement, culture and capability, infrastructure and Process which is part of X matrix, which is continuously monitored and reviewed for its efficacy.
- ✓ Site conducts the EHS campaign and promotional activities like kaizens with the great zeal. In this employee engagement is ensured.
- ✓ Site focuses on it Balance Score card system in which lead and lag indicators area there, on this basis the site score is decided

Behavior reporting and correction

- ✓ Managers and Officers are actively involved in reporting of unsafe acts and conditions.
- ✓ The site has recognised 46 critical safety behaviours at the workplace. Disciplinary actions against serious behaviour violations as per consequence management policy.
- ✓ Site has implemented the line Safety Monitors for three running shifts in the site and defined script work day to Spot and highlight documented observation in the notebook .Safety officer looks at Line safety monitor data and share action taken report. This is duly reviewed by Regional EHS.

Contractor safety Management

- ✓ The Unit Provides platform to each worker through Suggestion Drop box and SGA to share their safety concerns, near-miss and Unsafe conditions.
- ✓ Every month, the contractor safety is evaluated and ranking is done accordingly. Reward and recognition is done for them.

Process

- ✓ Stringent focus on PTW and LOTO system. The refresher training and evaluation before authorization is ensured at the site periodically.
- ✓ Periodic review of Hazard identification and risk assessment.
- ✓ The site put focus on recommendations from the Alert released by Corporate EHS.
- ✓ Safety Briefing is done before start of every shift.
- ✓ Weekly Gemba walks by site leadership team and capturing the points to address.
- ✓ MOC, Workplace inspection checklist, Machine Safety audit to be critically reviewed. CAPA is reviewed by regional EHS by checking evidence photographs.
- ✓ Site has identified the critical safety equipment like packing machines, rollers, tapping machines and grinders in which 360 degree machine guarding is ensured and validated by safety officer.

Fall Protection System

Site has installed prominent fall protection system at palm oil, Raw material and tarpaulin areas where critical height work is carried out.

Unsafe Condition closure

- ✓ Unsafe condition closure is done within 7 days as per feasibility.
- ✓ Unsafe locations are identified with red tags, action owner name and initiation date.

Family Safety Initiatives

- ✓ COVID-19 vaccination camp (Free of cost) organized for all the employees and their family members in association with District Administration
- ✓ Distribution of sanitizers and nose mask for family members.

Awardees in Small Scale Category

Gold Award

Name of the Organization: ATC Limited

Location: Hosur

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 statues
   - 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

14. COVID19 PREVENTION MEASURES
    - Social distancing
    - Use of face mask, face shield and PPE
    - Complete premises sanitization daily and touch point sanitization every 2 hours
    - Foot pedal operated, hand wash taps, water dispensers, door openers
    - Incoming parcels / courier by UV sanitization.
    - Hand wash, hand sanitization at every entry and exit of buildings
    - Body temperature measurement and recording for incoming and outgoing people. Declaration by all entering the factory once in a week
    - Compulsory use of Arogya sethu app for all entering the factory
    - Compartmentalization of dining tables in the canteen
    - Zoning of the factory – total 6 zones
    - Awareness through booklets, announcements through PA System, tool box talks and display of posters / banners
    - Incoming vehicle sanitization,
    - Designated toilets for drivers, ESPs and employees
    - Emergency preparedness for handling the COVID Positive cases
    - Regular tracking of the people health and people in the containment zones

AWARDEES IN CONSTRUCTION SECTOR

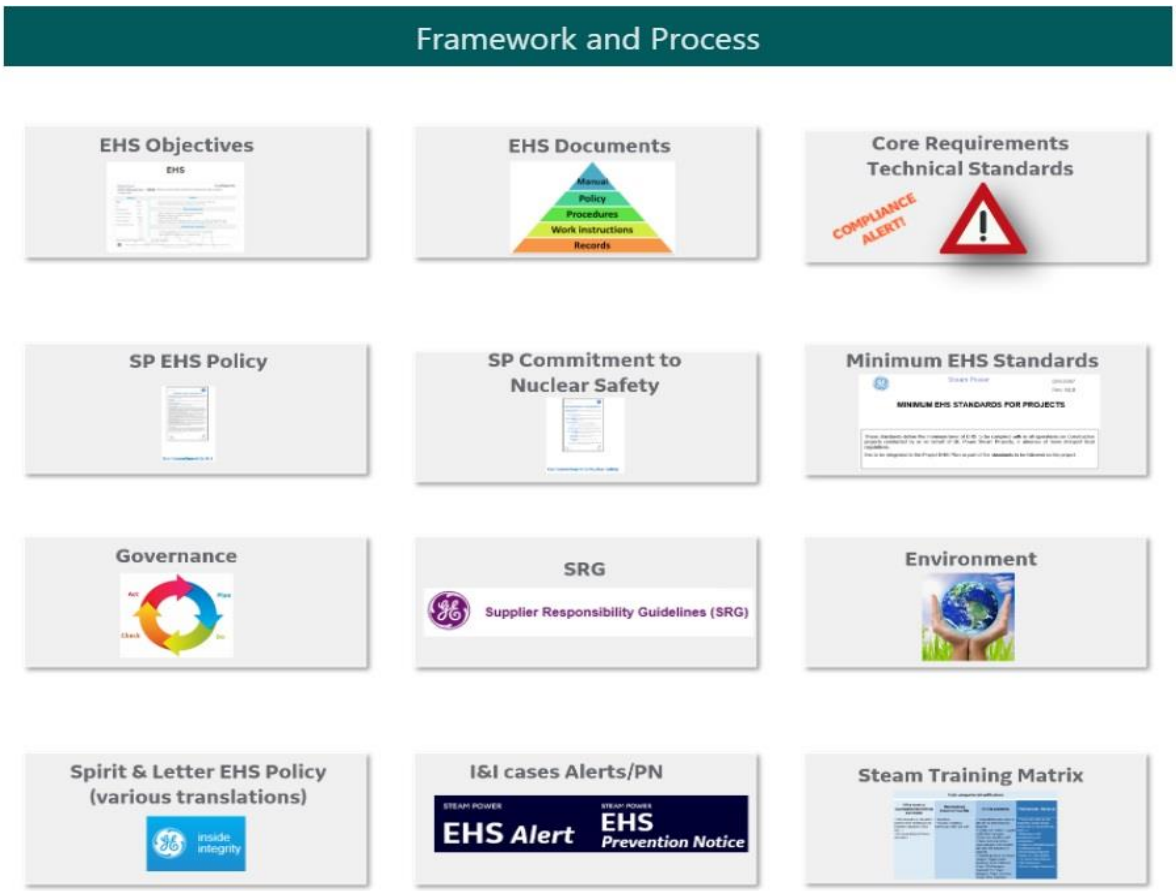
Gold Award

Name of the Organization: GE Power India Limited, Telangana FGD Project

Location: Telangana

Key Features of the Safety Systems

EHS Management System



Material and Tools

EHS@Power



Gensuite



PoWRA



LEAN Material



Training



Templates



OneEHS page



Travel



ENHESA & Reg Tracker



INTERNATIONAL SOS



Field Service EHS Reporting



Global Health Services COE



Culture and Communication

Yammer EHS Steam Power



Campaign



Steam Power



SP Global Supply Chain



LSP *Life Saving Priciples*



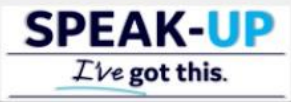
EHS Moments



GE Leadership Behaviors

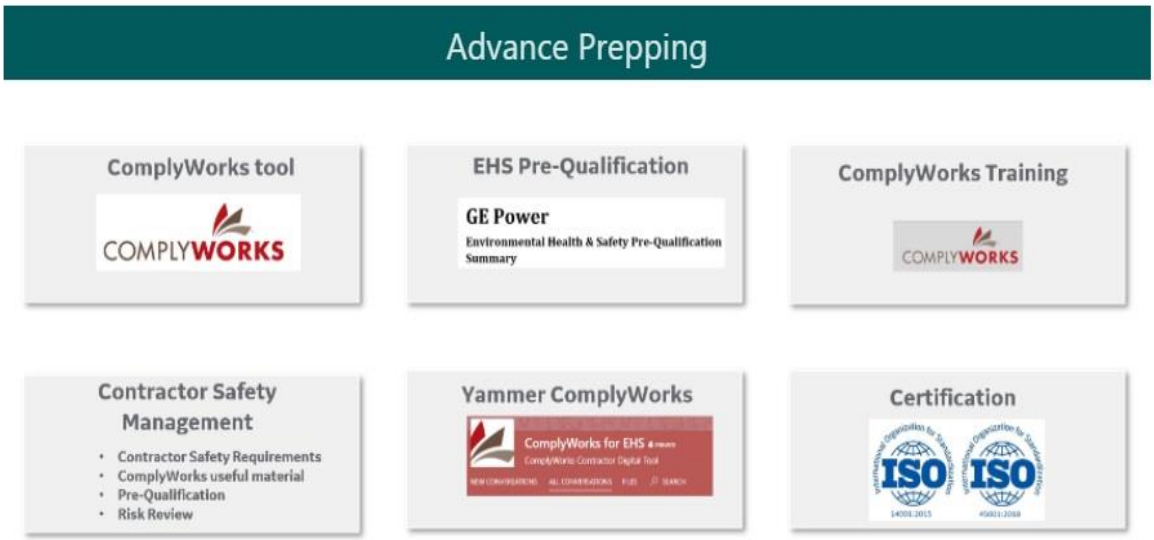


Employees speak to EHS



EHS Org. Chart





Silver Award

Name of the Organization: L&T Construction WET IC: Tirunelveli UGSS Phase II Project

Location: Tamil Nadu

Key Features of the Safety Systems

Tirunelveli UGSS Phase II is the project planned by Atal Mission for Rejuvenation and Urban Transformation (AMRUT), Ministry of Housing and Urban Affairs, Government of India. Tirunelveli city is situated in Tamilnadu, on bank of River Tamirabarani, and project area consists of western part of the city, that include Tirunelveli old town region. Most of the roads and streets are very narrow in nature, congested & densely populated.

L&T-WET IC's Integrated Management System (IMS) is an ISO certified system, which is been transformed as a digital technology with copyrighted "VIEW EHS" app, where all the job-related work permits, inspection checklists, IMS documents, SOP's & risk assessments, are included in this platform. Also, this app helps us in paper saving & eco-friendly. The major works on UGSS to Tirunelveli are sewer pipelaying, construction/erection of manholes & deep excavation. Following engineering measures for the major risk works such as Shoring boxes, confined space rescue kits are being used at our site. Also, in-house site-specific engineering controls initiatives are being designed & fabricated by site team such as:

- Spreader beam to lift 12 meters steel bundle.


SPREADER BEAM

- Mobile crane a small mechanical equipment with using hydraulic chain system whose work involves in lifting and erection of precast inspection chamber at constraint/narrow street locations.



MOBILE CRANE LIFTING EQUIPMENT.

- Lifting tool for soil crammed SFRC cover.



SFRC COVER LIFTING TOOL

Environmental activities like tree plantation done at project cost about 17736 no's of tree sapling in and around Tirunelveli City, Schools, Colleges and Temples. Every month waste minimization camp conducted, and separate place designated for collecting / segregating the waste generates at site. Also, steel scarps are being reused as necessary tool kits like, fire extinguisher stands, shore racks, tree guards & dewatering pump guards.

The project contributed to CSR activities such as conducted health camp, Blood donation Camp, HIV/AIDS Awareness camp, Free Eye Check-up, Cancer Awareness camp to the Workmen and Public. Also, in COVID-19 times distributed Kabasura kudineer kashayam the immunity Booster to Public along with honourable Tamil Nadu Health Secretary. Radhakrishnan J, IAS. Furthermore, supplied monthly groceries to HIV/AIDs affected kids – "Hope Foundation" on monthly basis for about a year.

Achievements by the project team,

- EHS Awards such as International Safety Award.
- British Safety Council (BSC) Award.
- RoSPA Health & Safety Award and National Awards.
- Confederation of Indian Industry - Southern Region (CII-SR).
- CIDC "VISHWAKARMA Award" from Government of India.

AWARDEES IN MINING SECTOR

Gold Award

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

Location: Rajasthan

Key Features of the Safety Systems

Our organization is driven by core vision viz "ZERO HARM: ZERO WASTE: ZERO Discharge" and abiding by same ,entire set of operation revolves around this fundamental. Major emphasis is laid on sustenance of established best HSE practices via key HSE indicators identified through robust HSE management system.

Important narrative which decides the performance of safety system is out looked via two prerequisites viz:-

- Leading indicators
- Lagging indicators

Leading indicators are measures of conditions and activities geared to the prevention of accidents. Leading indicators, therefore, have predictive value and can be used to improve safety management systems. And, moreover, they tend to measure the factors that are considered key elements of well-performing management systems.

In our organization , there is identification of leading indicators which play vital role in demonstrating value to our existent HSE management System:-

1. Annual HSE Programme objectives
2. No. of Near miss Incident reported-Daily review by Business President
3. No. of Unsafe Act / Unsafe Conditon reported
4. HSE Trainings-Total HSE training days /employees / annum- Field
5. HSE Performance Reviews- HSE Governance Council (Line function SPOCs to drive HSE) Review Meetings by CEO / Presidents, BP HSE Performance Review (Monthly), Review of External and Internal Audit Compliance
6. Review of Visible Felt Leadership

   "What is VFL- It is a tool basically designed as a "Implementation of Digitalization to inculcate attribute of HSE Leadership" in the mindset of all individuals associated with core oil and gas operational prerequisites. Online VFL domain is imbibed coherently with key indicators viz Leadership Tour , Tool box Talk , Safety Interaction & e COP. These indicators persuade as "Connecting Nodes" in negotiating mindset of individuals especially contract personals. Safety interaction
7. Toolbox Talk / Mass TBT attended by Line Leaders
8. Work permit audit (fatal Risk standard permit) through Leadership as a part of their KPI
9. International Minimum Industry Safety Training (IMIST) / MVT to contractor employees
10. Process Safety Management:
    - % of Mock Drill Completed vs Planned.
    - % of PSSR Completed vs PSSR required for Implemented MoCs
    - Nos. of override/ deviation---Critical over ride-A category as zero on 7 days period, and B-can be closed within 30 days.
    - Compliances to concerns as raised in monthly asset integrity report---90% MoM Basis
    - Tier-1 & Tier 2 PSE 's investigated & recommendations implemented (specifically Opex related recommendations) ---100%
    - Actual Plant availability v/s Target
    - Action plan in place for more than 30 days override % Excursion of critical equipment / device operating outside alarm levels

11. Occupational Health :
    - Compliance to Planned occupational health trainings
    - Compliance to completion of Industrial Hygiene audit recommendations

Additionally, in present times , Covid management is duly followed as per Govt and our organization Covid SOP protocol, with 4 days quarantine with RT-PCR test before joining at site. Vaccination drive through company under progress for covering all regular and contractual workforce.

Reward / Motivational scheme exists for rewarding Best Near Miss reporting Awards(Monthly), Safety Champion of Month Award, Catch of the Month Award to contract worker for reporting unsafe act/condition, Half yearly and Annual COO Award for Safety initiatives and overall HSE performance by individual.

Silver Award

Name of the Organization: NP-TP Limestone Mines, Dalmia Cement (B) Limited-Kadapa

Location: Andhra Pradesh

Key Features of the Safety Systems

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
- ✓ Safety Management plan is being followed at Mines
- ✓ Safety Audits is being conducted at regular intervals

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 honoring 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 dimension of the business at Board level on quarterly basis. The review decision from CEO cascade to COO through various communication channels.
- ✓ 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 HODs
- ✓ Every executive is given responsible for safety and given highest weight-age in key responsibility area.
- ✓ 5s System is implemented in plant.

Controls:

- ✓ Clearance certificate form safety department for every restart of kiln to ensure safety.
- ✓ Monitoring of dumper tyre pressure in operator cabin
- ✓ Driver fatigue Nip-Nap alarm system for operators
- ✓ Equipment Interlocks as per the sequence of operations either to start/stop of the operation / equipment.
- ✓ State of Art technology equipment's
- ✓ Monitoring the light vehicle speed through GPS system is a key reinforce positive driving behaviors 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.
- ✓ After Behavior Based Safety training , tremendous change in Safety Culture
- ✓ Road safety conducted along with RTA department in plant and in near by 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.

AWARDEES IN POWER SECTOR

Gold Award

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

Location: West Bengal

Key Features of the Safety Systems

BBGS is aligned with the Vision, Mission and Core Values of CESC. It is certified with ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018. Safety is an integrated part of CESC's governance. BBGS has built a robust structure to embed safety as a culture. Every Day at the early morning the Safety Officer sends a brief message on previous day's safety incident occurrence to the MD. Every day Morning Manager's Meeting starts with previous day's safety issues if any.

There are five safety sub-committees namely Safety Observation, Incident Investigation, Rules & Procedure, Contractor Safety Management and Capability Building sub-committee to find out the safety gaps. Ten Safety observation teams (comprising Vice President to Executives) visit job sites every day to observe the different safety aspects of the job and the details are entered in soft module. Toolbox talks are conducted every day at the beginning of every job. Annual training plan for Safety training is prepared through online in-house portal. Specialized safety trainings and fire-fighting trainings are also provided periodically. Mock drills are conducted at regular intervals. Every incidence, unsafe condition/act, Corrective and Preventive Action is registered in in-house portal. Safety monitors are there for all contractor groups. Lock Out Tag Out system is an inevitable part of Online Defect Management System.

To harness smart safety management BBGS has launched several IIoT (Industrial Internet of Things) based systems like Safety helmet with app based Wi-Fi camera for remote monitoring of critical activities, App based Safety Observation Tab, upgraded safety portals, online checklists and so on.

Safety committees are there both at departmental and at apex level with every section of employees. EHS (Environment, Health, Safety) committee arranges meeting with the contractor proprietors periodically. Awards & felicitations are given to employees by the Top Management to boost their motivation. An EHS quiz is organized for the workmen every year and the winners are rewarded by the Top Management of the Station. Participation of employees in 'Employee Suggestion Scheme', Kaizen on safety, near-miss and housekeeping is encouraged. Special days like World safety day, Fire services week etc. are organized both at Station and Corporate level. Activities like safety poster contest, safety slogan contest etc. are organized to promote awareness amongst all sections of employees.

BBGS has campaigned beyond the boundary walls with various safety posters for all stakeholders. We visit schools and take part actively in Science Fair and Knowledge Carnival for awareness campaign regarding power generation, electrical safety, fire hazards, energy conservation etc. through interactive sessions like presentations, videos, quiz contests.

Achieving zero incidence is BBGS' safety objective. In this journey a track record of consistent decrease in number of incidences and the safety recognitions show evidently that it is on right path and it will leave no stone unturned till the goal is achieved.

Silver Award

Name of the Organization: JSW Hydro Energy Limited- Karcham Wangtoo & Baspa-II HEP

Location: Himachal Pradesh

Key Features of the Safety Systems

Our Approach: At JSW HEL, we are driven by better everyday and to achieve this we continuously strive to make our workplace better and safer.

JSW HEL is committed to providing a healthy and safe working environment for the employees, contractors, business associates and visitors on premises and community where impacted by our operations. Everyone at JSW HEL has a responsibility for helping to create a healthy and safe working environment. Our Leadership team have overall responsibility for ensuring that the correct policies, procedures and safeguards are put into practice. This includes making sure that everyone in the group has access to appropriate information, instruction, training and supervision.

Our Commitment: JSWHEL is committed to the effective delivery and continual improvement of its Occupational Health and Safety (OHS) management system across all our sites and shall ensure that:

- JSW's leadership, HODs, line management, employees are responsible for ensuring they proactively identify, manage and eliminate hazards and reduce risks in the workplace.
- All OHS&FS risks are assessed, managed, recorded, monitored and reported
- OHS&FS performance goals are set and met periodically to promote continuous improvement.

Putting commitment into practice: We delivered a range of programs to help us understand and manage effectively the OHS&FS risks we face and improve the sites:

Performance Management: JSW HEL has improved its systems and processes to measure, monitor, manage & continually improve OHS&FS performance including:

- Site-level Safety KRAs with weightages in Variable Pay Performance factor with annual target of a minimum 20% reduction in lost time injury frequency rate (LTIFR)
- Individual Safety KRAs for employees with incentives for enhanced safety performances
- Monthly Group H&S Bulletin.
- Safety News Letter
- IMS Audit
- Safety Excellence Journey - Safety review through corporate

Training & Competency Development: We have developed and implemented an improved health and safety training and awareness programme for all our workforce, ensuring roles and responsibilities were clear and understood. Leveraging technology, various E-learnings on High-Risk Standards were introduced. Site-level OHS Training & Competency matrix formed. We have developed 40 Health and Safety e learning modules.

Safety Observations: Safety Observation (SO) program is a great way of engaging the workforce and building positive Safety Culture. Its mandatory for the leadership team to conduct mandatory shop floor walkthrough & identify unsafe acts & conditions, conversation, and making SOs more personal and positive for our workforce. It's mandatory for every line manager to conduct safety observations every week.

Contractor Safety Management: Contractor Safety Management program is being implemented to provide quality assurance, evaluate contractor performance at defined intervals to provide feedback, lessons learned and a basis for improving Health & Safety performance and future contractor selection. There is focus on improving the contractor's safety standard, we have Pre-Qualification assessment of the contractor prior to bidding and contractor achieving less than threshold PQA score isn't given the job. We have also starred this year JSW CARES, Contractor Assessment and Rating for Excellence in Safety, this will encourage contractors to perform better on safety.

10 JSW Critical Safety Rules: All JSW employees, business associates & contractors are required to comply with the recently launched "10 JSW Critical Safety Rules". These rules cover the most critical safety practices to achieve a notable reduction in injuries & illness.

Digital for OHS Improvements: We have been undertaking extensive research on digitalization and OHS including scenario-based foresight study on new and emerging OHS challenges, leveraging technology and its potential impact on OHS improvements.

Online portal :

All the JSW sites have online portal for recording of incidents and incident investigations, Safety Observations, Inspection and Audits, Road Safety and Contractor Safety Management.

Learning and Certification Program: It's important that line manager owns the safety, to achieve this, this year we have launched learning and certification training program for line managers with British Safety Council. Each line manager will have to undergo this online program and post this, the manager will undergo an exam conducted by British Safety Council. In addition to this, the site nominated operational leaders for NEBOSH IGC training program.

8 Certificate of Appreciation Recipients

MANUFACTURING SECTOR

In Large Scale Category (Hazardous)

- GAIL (India) Limited, Gas Processing Unit – Gandhar
- HSIL Limited, Packaging Products Division, AGI glaspac, Bhongir
- UPL Limited, Unit 4
- ROURKELA STEEL PLANT - STEEL AUTHORITY OF INDIA LIMITED
- UPL LIMITED, UNIT-05, JHAGADIA
- UPL Limited (Unit-2) Ankleshwar

In Large Scale Category (Non-Hazardous)

- MAHINDRA & MAHINDRA LTD., HARIDWAR
- Vardhman Spinning Mills
- TATA Power Solar Systems Limited
- GMM Pfaudler Ltd
- Royal Enfield (A Unit of Eicher Motors Limited) Vallam Vadagal
- Royal Enfield (A Unit of Eicher Motors Limited) Oragadam
- HINDALCO INDUSTRIES LIMITED, TALOJA PLANT
- SIEMENS LTD – Smart Infrastructure - Goa.

In Small Scale Category

- Tex Corp Pvt Ltd

CONSTRUCTION SECTOR

- Larsen and Toubro ltd., WET- IC (Mallanna Sagar Reservoir Project)
- Nordex India Private Limited – Mulanur Wind farm
- Larsen & Toubro Construction, WET IC, KIP-LBC
- Larsen & Toubro Construction, WET IC , Hazaribagh Urban Water Supply Scheme
- Larsen and Toubro, Faridabad Smart City, WET IC
- GE Power Systems India Pvt Ltd, Telangana Turbine Island Project

MINING SECTOR

- Bhagyam Oil & Gas mine
- Aishwariya Oil & Gas Mine
- Mangala Processing Terminal
- BAPHLIMALI BAUXITE MINES OF UTKAL ALUMINA INTERNATIONAL LIMITED

POWER SECTOR

- JSW Energy Limited Ratnagiri
- Renew Power Private Limited
- SUGEN MEGA Power Project, Torrent Power Limited
- Hindalco Industries Limited . Hirakud Power



ABOUT FICCI

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FICCI provides a platform for networking and consensus building within and across sectors and is the first port of call for Indian industry, policy makers and the international business community.