



Federation of Indian Chambers  
of Commerce & Industry

**HANDBOOK OF FICCI SAFETY SYSTEMS  
EXCELLENCE AWARDS IN MANUFACTURING**  
*For the year 2013*

**Platinum Partner**



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## About the Awards

FICCI Safety Systems Excellence Awards in Manufacturing is a dedicated award for good safety systems at the work place. The awards institutionalized for excellence in safety systems in manufacturing, assesses the 'Safety Systems' in the organizations. The Awards are completing their third year of journey. The awards are an initiative of FICCI Manufacturing Committee. The Committee works with an agenda of improving manufacturing competitiveness that would enable our economy to achieve increased contribution of manufacturing in our GDP. The current share of 15% of manufacturing in India's GDP has been more or less stagnant for the last two decades and is nowhere near its potential. Achieving this target requires enabling policy environment and also the need to follow global best practices in the processes at firm level.

These awards recognize the best safety system practices in the organisation which are then used for benchmarking exercises. These awards are given to firms and companies in recognition of their commitment to safety at workplace and putting in place safety systems in the organization. We hope that the awards would be a motivation and act as a catalyst for adopting best safety practices and systems in the manufacturing sector. Firms and companies that display high safety systems leading to systematic improvement in organization performance are felicitated with these awards. The best practices of awardees are shared with other applicants and also with industry at large.

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

- Large size category (turnover > Rs 500 crore)
- Medium size category (Rs 100 crore < turnover < Rs 500 crore)
- Small Size category (turnover < Rs 100 crore)

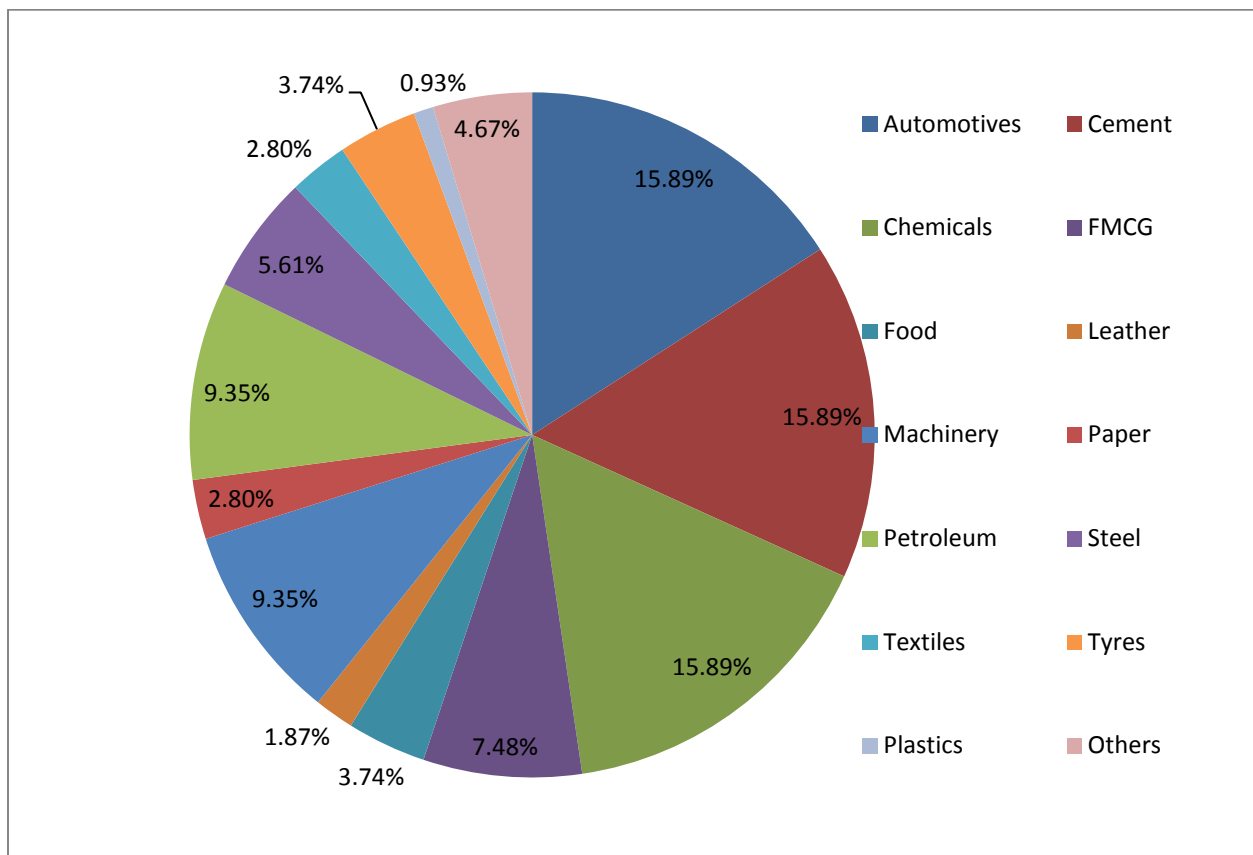
This year FICCI received 107 applications for these awards from 14 broad manufacturing sectors. Around 57% of these applicants are for the first time. A comparative picture of the three editions of these awards is given in the table below.

	Awards 2011	Awards 2012	Awards 2013
Total Applications received	103	115	107
Total Applications in Large category	91	74	61
Total Applications in Medium category	N A	37	37

Total Applications in Small category	12	4	9
Number of sectors represented	12	13	14

Looking at the sectoral composition of these awards, about half the applicants are from three sectors i.e Automotives, Chemicals & Cement, with equal contribution from all the three sectors. Our efforts are to broad base these awards over the years so that more and more companies from other sectors like Plastics, Textiles, Leather, Tyres, Food etc participate in this kind of benchmarking exercise.

### Sectoral Composition in terms of %age of units participated



## **Award Process**

The award process was started in June 2013. FICCI Safety Systems Excellence Awards have followed the detailed twelve stage process as given below:

1. Design of Questionnaire with the help of Mr. A.K.Ghose, Principal Advisor, Quality Council of India and members of FICCI Working Group on Safety & Quality under FICCI Manufacturing Committee
2. Inviting applications from industry for the award
3. Design of Evaluation Plan
4. Document Assessment of Applications by experts from the industry ensuring no conflict of interest
5. Moderation done with the assistance of Mr. A. K. Ghose, Principal Advisor, Quality Council of India to bring consistency and uniformity.
6. Presentation of application evaluation findings after moderation to FICCI Safety and Quality Working Group under FICCI Manufacturing Committee
7. Site Assessment of the companies (for those companies whose applications qualify after document assessment)
8. Compilation of scoring after On-site audit and comments
9. Presentation to FICCI Safety & Quality Working Group under FICCI Manufacturing Committee of On-site audit scores and findings
10. Presentation of top units after on-site audit to Jury
11. Final decision on units to be awarded under the 3 categories.
12. Award Ceremony & Conference

## Last Two Edition's Awardees (2011 & 2012)

### Last Edition's Awardees (2012)

<b>AWARD CATEGORY</b>	<b>AWARDEES</b>
Platinum (First) Prize in Large Size Category	Cairn India Limited (Ravva Offshore & Onshore facilities), East Godavari Dist.
Gold (Second) Prize in Large Size Category	Larsen & Toubro Limited (Heavy Engineering IC), Mumbai
Gold (Second) Prize in Large Size Category (Jointly shared)	Ambuja Cements Ltd. (Maratha Cement Works), Dist. Chandrapur
Platinum (First) Prize in Medium Size Category	Chemplast Sanmar Limited (PVC Plant), Mettur Dam
Gold (Second) Prize in Medium Size Category	Schneider Electric India Private Limited, Hyderabad
Silver (Third) Prize in Medium Size Category	ITC Ltd. (PSPD Unit- Bollaram), Andhra Pradesh
Platinum (First) Prize in Small Size Category	ATC Limited, Hosur

### First Edition's Awardees (2011)

<b>AWARD CATEGORY</b>	<b>AWARDEES</b>
Platinum (First) Prize in Large Size Category	Lafarge India Pvt. Ltd., Sonadih Plant
Gold (Second) Prize in Large Size Category	Essar Oil Limited, Jamnagar Plant
Silver (Third) Prize in Large Size Category	Sudarshan Chemical Industries Limited, Roha Plant
Platinum (First) Prize in Small Size Category	AkzoNobel Chemicals India Limited, Mahad
Gold (Second) Prize in Small Size Category	Raymond Limited, Jalgaon Plant

# Jury Profiles





## **Dr. R. Chidambaram**

Dr. Rajagopala Chidambaram became the Director of the Bhabha Atomic Research Centre (BARC) in 1990. He was Chairman, Atomic Energy Commission, from 1993 to 2000. Since 2001, he is the Principal Scientific Adviser to the Government of India.

Dr. Chidambaram is one of India's distinguished experimental physicists. Dr. Chidambaram played a leading role in the design and execution of the Peaceful Nuclear Explosion experiment at Pokhran in 1974 and also led the DAE team which designed the nuclear devices and carried out the Pokhran tests in May 1998 in cooperation with the DRDO. He has made important contributions to many aspects of our nuclear technology. He has D.Sc Degrees (h.c) from twenty Universities from India and abroad. He has more than 200 research publications in refereed journals and all his research work has been in India.

He was Chairman of the Board of Governors of the IAEA during 1994-95. During 1990-99, he was a member of the Executive Committee of the International Union of Crystallography, the last three years as its Vice-President. He is a Member of the Prime Minister's Council on Climate Change, Chairman of the High-Level Committee for the National Knowledge Network and a member of Space Commission of India. Dr. Chidambaram is a Fellow of all the major Science Academies in India and also of the Third World Academy of Sciences Trieste (Italy). He has received many awards and honours, notable among them are the C.V. Raman Birth Centenary Award of the Indian Science Congress Association in 1995, the Distinguished Materials Scientists of the Year Award of the Material Research Society of India (MRSI) in 1996, R.D. Birla Award of the Indian Physics Association in 1996, Homi Bhabha Lifetime Achievement Award of the Indian Nuclear Society (2006), The Lifetime Achievement Award of the Indian National Academy of Engineering (2009) and the C.V. Raman Medal of the Indian National Science Academy (2013). Dr. Chidambaram was awarded the Padma Vibhushan, the second highest civilian award in India, in 1999.

More recently his initiatives as Principal Scientific Adviser to Government of India, including the setting up of the Core Advisory Group for R&D in Electronics Hardware (CAREL), the creation of RuTAGs (Rural Technology Action Groups), the establishment of SETS (Society for Electronic Transactions and Security) headquartered in Chennai, etc. are making significant impact. He has emphasized the need for 'Coherent Synergy' (a phrase he has coined) in India's S&T efforts to help put India on a sustained fast-growth path. He has also focused on the importance of 'Directed Basic Research' as an additionality (not a substitute) to self-directed basic research.

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## **Shri Ajay Shankar**

Shri Ajay Shankar is the Member Secretary in the National Manufacturing Competitiveness Council.

Ajay Shankar joined the Indian Administrative Service, India's premier career civil service in 1973. He has a Masters in Political Science from Allahabad University and a Masters in Economics from Georgetown University, Washington D.C. He taught Political Science at Allahabad University for two years before joining Government.

He has rich and varied experience in the Central and State Governments in industrial promotion, the energy sector and urban management and development.

He retired as Secretary, Department of Industrial Policy & Promotion in the Commerce and Industry Ministry, Government of India in December, 2009. He played a critical role in putting together the stimulus packages at the time of the global economic crisis 2008 as a member of Group of Secretaries constituted for this purpose. He took a number of policy decisions to improve the competitiveness of the Indian industrial sector. Under his stewardship, the plan for the Delhi-Mumbai industrial corridor project was developed for implementation. The Foreign Direct Investment policy was further liberalized and became more investor-friendly.

Prior to that, he was Principal Adviser in the Planning Commission looking after the water, sanitation and environment and forest sectors as well as provision of rural infrastructure.

As Joint Secretary/Additional Secretary in the Ministry of Power he played a key role in preparation and enactment of the Electricity Act, 2003, and the rules and policies under the Act. This created a new liberal framework for the development of the power sector in India and was one of the major pieces of reform legislation at that time. He was also instrumental in promoting private sector participation in the Power Sector and the ultra mega power projects. He conceived the Rajiv Gandhi Gramin Vidyutikaran Yojana for completing the rural electrification.

As CEO, Greater NOIDA Industrial Development Authority, he was responsible for the development of one of the most attractive industrial townships. He was Secretary to the Lt. Governor of Delhi for over 5 years, and has also been Commissioner, Kanpur and Chairman, Kanpur Development Authority.

He has served on the Board of major public sector companies such as IDBI, EXIM Bank, NTPC, NHPC, PFC, REC. He has been Chairman of the Damodar Velly Corporation. He has been a member of Committees on reform of public sector undertakings, electricity distribution and resources for the

power sector for the 10th Plan. He was closely associated with the design of the Jawaharlal Nehru National Solar Mission.

After retirement he was a Distinguished Fellow with TERI. He served on the Board of Tata Global Beverages Ltd. His articles on economic policy issues have been appearing in the national papers.



## **Mr. Surendra Singh**

**Joined ORF** in September 2008

### **Expertise**

Public Administration, Development Administration, Public Policy, Centre-State Relations, Industrial Development, Corporate Governance.

### **Background**

Mr. Surendra Singh joined the Indian Administrative Service (IAS) in 1959 and retired in 1996 as Cabinet Secretary to the Government of India. During a distinguished career spanning nearly four decades, he held a number of important positions in the Government of India i.e. Secretary (Industry) and Secretary (Company Affairs), Special Secretary in the Prime Minister's Office and Special Secretary in the Ministry of Commerce. He handled the Foreign Investment Promotion Board (FIPB) and Secretariat for Industrial Approvals (SIA). He was the Chairman of the High Powered Committee on Independent Power Production, and the Committee on Infrastructure Development.

Earlier in his career, he served the Government of India in Ministries of Industry and Commerce and the Government of U.P. in the Industries and Infrastructure Departments.

He has also served as Advisor to the Government of Tanzania on Trade Promotion and as Economic Counsellor in the High Commission of India, London.

After retiring from the IAS, Mr. Singh served as Executive Director on the Board of the World Bank, representing India, Bangladesh, Bhutan and Sri Lanka. He chaired the important World Bank Committee on Development Effectiveness. He was also a director on the Boards of the International Finance Corporation (IFC) and the Multilateral Investment Guarantee Agency (MIGA).

After completing his assignment with the World Bank, Mr. Singh has held positions on the Boards of Directors of various prestigious companies and banks. He chaired a committee set up by the Planning Commission on restructuring of the Institute of Applied Manpower Research. He has been advisor to Government of Maharashtra on international financial institutions. He has also been a member of the Planning Commission Consultative Committees on industry, international economic relations, transport and tourism.

His exceptional and meritorious performance in the Civil Service was recognized by the award of Padma Bhushan by the President of India

### **Presently**

Mr. Surendra Singh is on the Board of Directors of a number of prestigious private sector companies and banks. He continues to advise Government of India in the capacity of a Member of Government of India Consultative Committees on Industry, International Economic Relations, Energy, Transport and Tourism.



### **Mr Sompal**

Mr Sompal is a well known Indian politician and an expert on rural economy of India. He has been combining scientific knowledge, historical perspective and current issues of India's rural scenarios to propagate solutions for rural India. He is a deep thinker and is an invited speaker in India and abroad on India's rural economy, agricultural research and application of science to rural upliftment.

Mr Sompal has done his Masters in Economics and LL. B. from Delhi University. Mr Sompal has been Chairman, National Commission on Farmers, Minister of State for Agriculture and Water Resources, Member of Union Planning Commission, Member of 12th Finance Commission Government of India and Vice-chairman, M.P. State Planning Commission.



## **Mr. Sanjay Bhatia**

Born on 10th March 1952, Mr Sanjay Bhatia holds B.Com (H) and LL.B degrees. He has 37 years experience in metal packaging industry, currently he is Managing Director of Hindustan Tin Works Ltd. and Chairman, Rexam-HTW Beverage Can India Ltd. (Leading manufacturers of tin containers for food, beverage and non-food in India)

Throughout his career Mr. Bhatia has been associated with leading Chambers of Commerce and has represented the industry on various committees set up by Central & State Governments from time to time, including Kelkar task force on simplification of Indirect Taxes in India.

He is presently the

- Chairman, Manufacturing Committee & MSME Committee, Federation of Indian Chamber of Commerce & Industry (FICCI),
- Steering & Managing Committee member of FICCI
- Vice-President – All India Organization of Employers (AIOE)
- Part time Director on the Board of National Research and Development Corporation, Government of India
- Member – Standing Committee for monitoring the credit flow to the MSME sector (Government of India) and suggesting policy measures.
- President of Metal Container Manufacturers Association (MCMA)
- Vice-President of Indian Council of Arbitration (ICA)
- Past Chairman of the Indian Institute of Packaging (IIP),
- Past President of the PHD Chamber of Commerce and Industry (PHDCCI)
- Managing Committee member Associated Chamber of Commerce (ASSOCHAM)
- Member of International Packaging Association based in Germany (IPA)



## **Mr. M.M. Singh**

### **Present Assignment:**

A car rolls out of Maruti plants in every 8 seconds. Each car is manufactured with personalized care, passion, hard-work and dedication of each Maruti member. That is why Maruti is the largest, competitive and the most respectable car company of India. The driving force behind this is the visionary leadership by M.M. Singh.

After taking over the reins in 2007 as Executive Director of Production, M.M. Singh has maintained Maruti's dominant position in the crowded Indian market while expanding the product portfolio, production capacity and people development with strong presence in all the segments. He has built Maruti's unique and sustainable edge in low-cost, high quality and high volume manufacturing.

Currently as the Chief Operating Officer of Production, Singh leads a team of over 15,000 people which manufacture every second car running on Indian roads. He is 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.

### **Professional Experience:**

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.

Singh steered the company in various phases which includes going public through IPO and listing on Indian stock exchanges; commissioning 6 new manufacturing facilities to take Maruti from 0.5 million units to 1.2 million units per annum, 13 new car model introductions and doubling of revenue over 8 year.

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 is responsible for building new manufacturing facilities including future expansions in the state of Gujarat. He 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 has initiated a special drive 'Shikhar' to jointly work with Tier-1 suppliers in upgrading their quality systems through creation and adherence of robust manufacturing systems.

Mr. Singh takes philanthropic initiatives include nurturing ITI's across the country; greening Aravallis with Tree plantation and skill development initiatives for youth.

### **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. ROHIT RELAN**

Mr. Relan is currently Managing Director - Relan Group of Industries, Bharat Seats Ltd and Director - Sharda Motor Industries Ltd, Progressive Engineering Automation Pvt. Ltd, Sharda INOAC Pvt Ltd and Relan Industrial Finance Limited. Mr. Relan is spearheading the growth strategy and diversification in Bharat Seats Ltd as well as the Group. Through his professional qualification, he plays an active role in financial services sector, which is an integral part of the family business. He is a Chartered Account (CPA) and has also undertaken Owner President Program - Harvard Business School and Management Development Program - INSEAD France.

Presently, he is member of:

- Executive Committee Member – Federation of Indian Chamber of Commerce & Industry (FICCI)
- Co-Chairman – Manufacturing Committee (FICCI)

- Co-Chairman – Indo Japan Business Cooperation Committee (FICCI)
- Automotive Component Manufacturers Association (ACMA)
- Confederation of Indian Industry (CII)
- Executive Committee Member – Indian Polyurethane Association (IPUA). Also served as Chairman – PU Tech 2011
- PHD Chamber of Commerce & Industry
- Rotary Club of Delhi Southend – Charter Secretary (Past President)
- WPO/YPO – Delhi Chapter



### **Mr. SHYAM BANG**

Mr. Shyam Bang is the Executive Director of Jubilant Life Sciences Ltd. He completed post graduation in chemical engineering from Bombay University and since then has been associated with various chemical companies in India and abroad from the last four decades. Mr Shyam Bang has been associated with the Jubilant Group since 1982. He has been instrumental in bringing new technologies, developing and managing projects and developing new business opportunities for the company. Jubilant is a large integrated company providing products and services to global pharma companies. It has seven manufacturing locations in India and three in North America. The company is recognised globally for supply of specialty chemicals, pharmaceuticals and contract research. He is currently responsible for all operations of the company, which includes manufacturing, projects, and supply chain management. Mr Bang is:

- Former Chairman of Indian Institute of Chemical Engineers (Northern Region),
- Member of Manufacturing committee of FICCI,
- Vice President of Employer’s Federation of India.
- Chairman of Industries Affairs Committee of PHD Chamber of Commerce and Industry.



## Assessors & Auditors

Assessors & Auditors	Auditors (Only On-site)
<ul style="list-style-type: none"> <li>• Mr. Binaya Kumar Debata Associate Vice President-EHS Jubilant Life Sciences Limited</li> <li>• Mr. Ranjan Banerjee Former ED Bharat Seats Limited</li> <li>• Mr. Jeewan Mahadik Sr.DGM &amp; Head-HSE Larsen &amp; Toubro Limited (Hydrocarbon IC)</li> <li>• Mr. Navratan Sharma Senior Manager-HSE Cairn India Limited</li> <li>• Mr. Shyam Narayana Sharma Senior Manager- Safety, Health &amp; Environment Maruti Suzuki India Limited</li> <li>• Mr. Prashant Khurana Manager-Environment &amp; Safety Honda Motorcycle &amp; Scooter India Pvt. Ltd.</li> <li>• Mr. Dinesh Chandra Boliya Manager-HSE Cairn India Limited</li> <li>• Mr. Tanuj Madaan Manager- Business Excellence Apollo Tyres Limited</li> <li>• Mr. P .Gavin Kumar Reddy Team Leader – EHS Apollo Tyres Limited</li> </ul>	<ul style="list-style-type: none"> <li>• Mr. Sushil Kharkwal General Manager Jubilant Life Sciences Limited</li> <li>• Mr. K N Sangamnath Head - H&amp;S Aggs Lafarge India</li> <li>• Mr. Rajesh Deshmukh Manager-EHS Jubilant Life Sciences Limited</li> <li>• Mr. Praveen Bansal Manager-EHS Jubilant Life Sciences Limited</li> <li>• Mr. Pramod Pandey Manager – EHS Philips India limited</li> </ul>

**Last Edition's Awardees (2012)**

### This Edition's Awardees (2013)

<b>AWARD CATEGORY</b>	<b>AWARDEES</b>
Platinum (First) Prize in Large Size Category	Chambal Fertilisers and Chemicals Limited, Kota (Raj)
Gold (Second) Prize in Large Size Category	Cairn India Limited - Mangala Oil & Gas Field, Barmer(Raj)
Silver (Third) Prize in Large Size Category	Dalmia Cement (Bharat) Limited, Ariyalur Dist. (TN)
Platinum (First) Prize in Medium Size Category	L& T Hydrocarbon (Upstream), Application Unit: Modular Fabrication Facility, Hazira, Surat (Guj)
Gold (Second) Prize in Medium Size Category	Magneti Marelli Powertrain India Pvt. Ltd., IMT Manesar Gurgaon (Har)
Silver (Third) Prize in Medium Size Category	Ambuja Cements Ltd.-Unit Nalagarh, Dist. Solan (H.P)
Platinum (First) Prize in Small Size Category	Spicer India Limited (Gear Plant),Pune (Mah)

# Brief on Awardees Best Practices-2013

## **LARGE SIZE CATEGORY**

### **Chambal Fertilisers and Chemicals Limited, Kota**

Chambal Fertilisers and Chemicals Limited (CFCL) is one of the largest private sector fertiliser producers in India. It was promoted by Zuari Industries Limited in the year 1985. It has two hi-tech nitrogenous fertilizer (urea) plants located at Gadepan in Kota district of Rajasthan. The two plants produce over 2 million MT of Urea per annum. The first plant was commissioned in 1993 and second plant in 1999. These plants use state-of-the-art technology from Denmark, Italy, United States and Japan. In 2013, Chambal started production of Single Super Phosphate (SSP) by setting-up a manufacturing facility at Gadepan with a capacity of 600 MT per day.

#### **Strengths:**

- The safety review mechanism of CFCL is very good as unit has a three-tier 'Safety Review System' which consists of plant review, management review and safe operations committees review
- A strong occupational health and safety management system OHSAS-18001:2007 is in place in the unit to ensure safety of employees, contractor workforce as well as equipment and machinery. The unit is also ISO-14001 and ISO-9001 certified & the township at Gadepan of the unit is also OHSAS-18001:2007 and ISO-14001 certified
- The Company has a well-defined 'Onsite Disaster Management Plan' for emergency handling which also involves local administration and other industries in the region
- The company conducts extensive trainings on rescue, fire fighting & emergency handling, electrical safety, material handling, road safety etc. to maintain and improve upon the well established safety system by internal and external expert faculties
- To encourage safety awareness among employees and contractor workforce, a scheme of 'Near-Miss' and 'Make-to-Good' reporting is in place

### **Cairn India Limited - Mangala Oil & Gas Field, Barmer**

Mangala Processing Terminal (MPT) is the central oil gathering and storage terminal for all Oil and Gas fields in RJ-ON-90/1 block. The oil produced from the oil wells in the block is gathered and transported through infield & buried pipelines to MPT. At MPT, crude oil is separated from producer water and stabilized in Oil processing train. Stabilized crude oil is stored in four export oil buffer storage tanks for export.

#### **Strengths:**

- The MPT achieved 18.39 Million LTI Free Man-hours (corresponding to 2 years) as on 17th Nov'13

- MPT Facility is ISO 14001 certified. Integration of EMS with OHSAS (IMS) underway
- The terminal has good frequency of Safety Audits & Inspections and all Safety Audit and Inspections recommendations tracked through Global Action Tracker (GAT) with monthly review
- In Cairn, Contractors' Safety is valued at par with Employees' Safety. HSE performance requirements is given highest weightage before finalizing a Contractor
- Contractor involvement in Hazard Identification & Risk Assessment (HIRA), Tool Box talks, Safety celebrations such as National Safety Day is evident

### **Dalmia Cement (Bharat) Limited, Ariyalur Dist.**

Dalmia Cement (Bharat) Limited at Ariyalur is having a latest state of art technology facility. The unit has Robotic Laboratory for quality control. The unit has clinkerization capacity of 2 MTPA and cement grinding capacity of 3 MTPA. Dalmia Cement Bharat Limited (DCBL) is a multi spectrum Cement player with double digit market share and a pioneer in super specialty cements used for Oil wells, Railway sleepers and Air strips. Their Unique Selling Proposition (USP) is innovation, which has given them a leadership position in niche.

#### **Strengths:**

- The unit has taken lot of Safety Initiatives like :
  - ✓ No reportable accidents
  - ✓ Associated with DuPont to create the world class safety cultural change
  - ✓ 100% safety induction for newcomers
  - ✓ 100% adherence to PPE
  - ✓ 100% adherence of work permit system
  - ✓ Access Card made mandatory for work-at-height and confined space entry
  - ✓ Truck loading and unloading signals introduced
  - ✓ Fall back arrester system introduced for cement bulker and fly ash unloading
- The role of Incident investigation committee is really appreciable. Reporting of incidents include near misses, the committee analyse the incident, arrives at root cause & give some recommendations so that such incident does not happen in near future. The committee also looks after the implementation of recommendations and also ensures that learnings of the incident are spread across the organization
- The unit has good frequency of safety performance review mechanism. Every Monday (weekly basis) performance review meeting over safety is held in which all executives participate, Every month Safety Health Environment (SHE) apex committee meeting reviewing at unit head level & also on monthly basis review of safety performance by Chief Executive Officer is being done. This shows the commitment of top Management in safety

## **Medium Size Category**

### **L& T Hydrocarbon (Upstream), Modular Fabrication Facility, Hazira**

L&T Hydrocarbon Upstream Business provides turnkey solutions to the upstream hydrocarbon sector, encompassing oil & gas exploration as well as production, processing and transportation facilities. It has in-house capabilities in engineering, project management, procurement, fabrication, installation, hook-up and commissioning. The turnover of the unit was Rs 469 crores during 2011-12. It employs 269 regular employees and 1300 contract labour.

#### **Strengths:**

- L&T Hydrocarbon (Upstream), Modular Fabrication Facility (MFF) unit is OHSAS 18001:2007 - Occupational Health & Safety Management System & ISO 14001: 2004 - Environment Management System certified unit
- The unit has ZERO Incident Credo in HSE it means unit has No personal injuries, no work-related ill health, no occupational accident and material damage
- The unit has good Involvement of top management in safety review which is visible through conduct of Apex HSE Committee Meetings with involvement of Corporate Safety Head & Board Members
- The unit has good strength of safety engineers available at site - Head safety plus two safety officers, 4 HSE system administrators, 3 safety engineers. In addition, the unit has safety marshals nominated from contractors deputed at each work location. Safety marshals are dedicatedly involved in safety activities at site
- Safety is a key element for subcontractors' selection & monthly evaluation & also Sub-contractor's Directors are members of safety committee

### **Magneti Marelli Power Train India Private Limited, IMT Manesar, Gurgaon**

Magneti Marelli Power Train India Private Limited plant was commissioned on 18<sup>th</sup> October 2007 with an initial investment of 1000 Mil INR. The plant is engaged in manufacturing of Engine Control Units (ECU's) with share holdings of Magneti Marelli (51%), Suzuki Motors (30%), Maruti Udyog (19%) with major customers being Maruti – Suzuki, Tata Motors, Fiat-India, Volkswagon etc. Company has young and enthusiastic work force of 159 employees (as on 13<sup>th</sup> August 2013) with approximately 70% employees in the age group of 20-25 years, having minimum education qualification of ITI or Diploma Holders

#### **Strengths:**

- As per Factories Act, there is no requirement of qualified safety officers in the unit with a small workforce but still the unit has Maintenance Department person appointed for Safety activities
- Risk Prediction at movement level & task level is done in the unit

- Accident investigation procedure well documented and adhered at work site
- Good safety knowledge level at workmen level
- Safety Tag / Safety Observation Tag system well established and followed
- Good adherence of PPE observed all over the shop floor

### **Ambuja Cements Limited, Unit Nalagarh, Distt. Baddi**

The unit is commissioned in March 2010 and has a workforce of 220 workmen. The vertical roller mill grinds a mixture of Clinker & Gypsum to produce a final product called Portland Pozzolana Cement. The entire plant is operated from central control room where the process people closely monitor the plant operation on visual display units. The computerized control system with field instrumentation ensures smooth and steady operation of the plant.

#### **Strengths:**

- The unit has two qualified Safety Officers (1 Deputy Manager - Safety & 1 Safety Officer) are available at the site against the plant strength of approx. 220 workmen. Though not a legal requirement for provision of safety officer for approx. 220 workmen but still 2 qualified safety officers are recruited and available in the unit
- Safety is a mandatory part of performance appraisal for all employees which is really appreciable
- Good PPE adherence in general amongst workmen and engineers
- Good safety signages visible all across the plant in Hindi & English language. In general safety signages well painted & displayed
- Well defined and documented accident / incident reporting system

## **Small Size Category**

### **Spicer India Limited (Gear Plant), Pune**

The Gear plant is in operation from the last two years and three months. The workforce in Gear plant is around 100 people. The Gear plant is one of the best plants in Anand group. The plant's Lost Time Incident Case and Recordable Incident Case (As per OHSA, USA) is NIL from inception of the plant. The plant has been cultivating system based safety culture in Gear plant from day one of plant operation.

#### **Strengths:**

- Top management is involved in safety review meetings
- Two safety officers have been appointed and are working full time in the plant
- All Head of Departments (HoDs) are actively involved in safety activities
- Induction EHS Manual well maintained
- Knowledge and awareness about safety in the plant is very high
- Rigorous safety training to all level of employees
- Safety has some weightage in the KRA of all employees
- World class Housekeeping is maintained at the shop floor