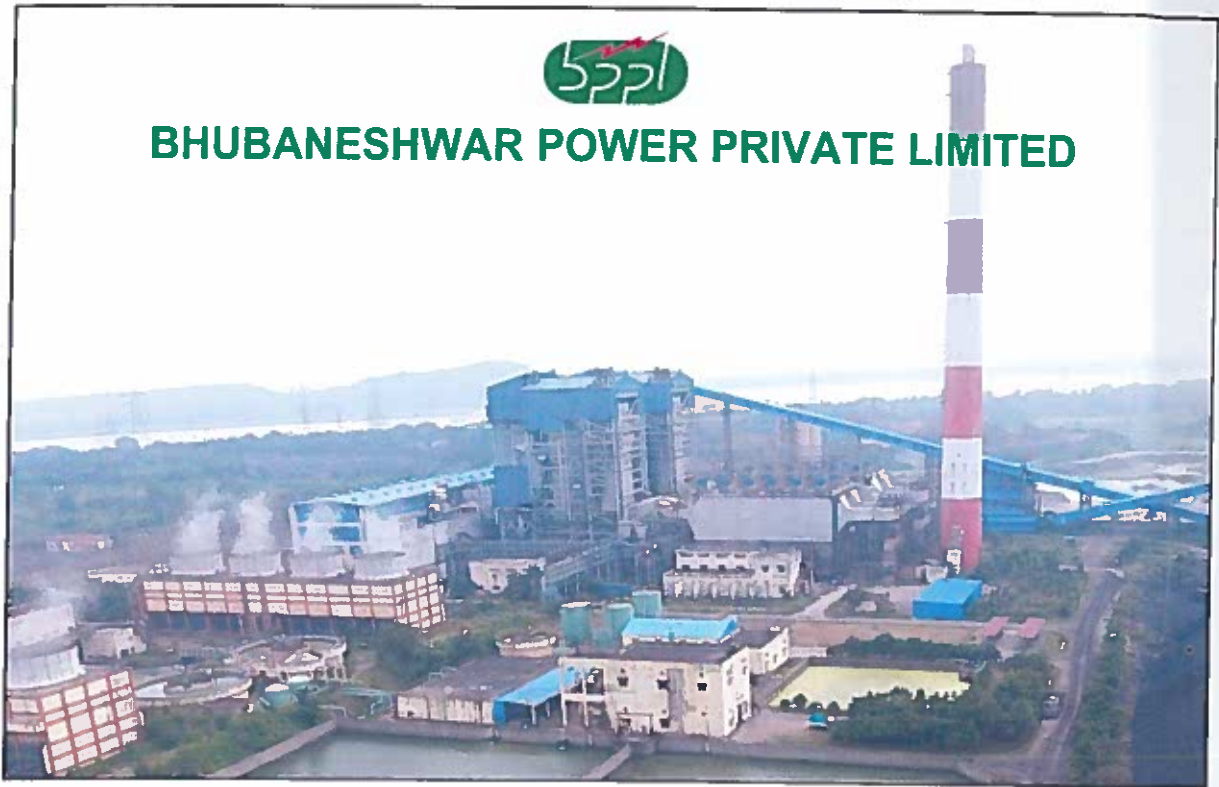


SAFETY & HEALTH POLICY



BHUBANESHWAR POWER PRIVATE LIMITED



Signature of the Manager

Signature of the Occupier

FACTORY AT A GLANCE

1. **Name & Address of the Factory** : BHUBANESHWAR POWER PVT. LTD.
Village: Anantapur, Tahsil: Athagarh,
Dist.: Cuttack
2. **Manufacturing Process** : CFBC Coal Based Thermal Power
3. **Manpower** : 500 Nos.
4. **Installed Power** : 18843.11 kW
5. **Capacity** : 2 X 67.5 MW = 135 MW
6. **Details of the Occupier** :

Name – Mr. Sumitra Saha
Age – 57
Designation – Managing Director
Father's Name – Suhash Chandra Saha
Permanent Address – Plot No.45, Flat-2B,
Ananda Residency, Saheed Nagar,
Bhubaneswar, Odisha - 751007



Signature



7. **Details of the Manager** :

Name – Mr. Debasish Pattnaik
Age – 53
Designation – Vice President (P & O)
Father's Name – Mr. Pravat Kumar Pattnaik
Permanent Address – Plot No. 53, Shanti Nilayam,
Jagmohan Nagar, Jagamara,
Bhubaneswar, Odisha – 753030



Signature



SAFETY & HEALTH POLICY

(In compliance to Rule 12(AA) of Orissa Factories Rules, 1950
framed under Sec 7-A(3) of Factories Act 1948)

1. INTRODUCTION:

M/s BHUBANESHWAR POWER PVT. LTD. manufactures power which involves as hazardous process under section 2(cb) of Factories Act, 1948. Unless special care is taken, there is a probability of material impairment to the health of the persons engaged in or connected through which may result in pollution of the general environment.

In order to ensure the Health, Safety and Welfare of all workers while they are at work in the factory, management has formulated the Safety and Health Policy indicating there in the measures to be initiated to ensure a safe and healthy working environment.

2. INTENSION AND COMMITMENT:

- To adopt proven safe technology and strive at all times for up-gradation of safety and health standard.
- To continuously monitor and improve working conditions for protection of the workers from the associated hazards and eminent dangers along with community at large to establish safety management system.
- To formulate Safe Operating Procedures (SOP) and Standard Maintenance Procedure (SMP) for different processes to provide and sustain a healthy working environment free from dust and fume.
- To comply all the prevailing rules and regulations in force in respect of safety and health of workers.

3. ORGANISATIONAL SET UP:

- All sectional heads are responsible to ensure safety and health of workers under their control. The unit head is entirely responsible for safety and health of all the workers of the factory and general public in the vicinity of the factory. The Safety Officer(s) act as catalyst in the matter related to safety. They work under the direct control of the unit head for effective implementation of safety and health at work.



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4.1 ARRANGEMENT FOR MAKING THE POLICY EFFECTIVE:

For effective implementation of the policy in true spirit, different actions have been pointed out as below.

Management believes that a safe worker is an asset to the organization. To convert each worker into a safe worker, following actions shall be initiated by the management.

- Training to workers – Induction/ need based or job-based training.
- Training modules for different job involving the hazards shall be formulated.
- System shall be developed to evaluate the need for training for each and every worker.
- Safety committee meeting shall be organized on monthly basis.
- Suggestion boxes/ schemes shall be provided across department and workers shall be encouraged to give suggestions. Reward schemes for best suggestion shall be implemented.
- Workers shall be encouraged to participate in different awareness training programs like Safety Day/ National Safety Week/ Environment Day/ Fire Service Day/ Chemical Disaster Management Day etc.

4.2 CAREER ADVANCEMENT:

- All persons of the factory are responsible for safety of themselves and their co-workers.
- Management shall take into account the involvement of every employee in the safety performance and shall keep records of it for evaluation.
- The statistics of safety shall be of prime importance for their career advancement.
- Even incentives/ allowances etc. shall be linked with the safety performance records.

4.3 ENGAGEMENT OF CONTRACTORS/ SUB-CONTRACTORS/ TRANSPORTERS/ OTHER AGENCIES:

- Action shall be initiated to engage such contractors/ sub-contractors/ transporters etc. who are concerned for the human safety.
- Before award of any contract, verification of records of such organizations for last 5 years with regards to human safety shall be the prime focus.
- Action shall be initiated to blacklist such agencies involved in any fatality or major accident contributed by their willful negligent approach towards safety. In addition, both "Reward & Recognition" as well as "Penalty & Punishment" systems shall be enforced to encourage the safety system of the agencies and to discourage their at-risk behaviours in the factory respectively.



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- An effective management system shall be devised to identify such lapses.
- The contracts which are perennial in nature, the concerned agencies shall be asked to submit their safe action plan to the management and preferably shall they give a presentation on the safe modalities of operation inside the factories in presence of Senior and responsible executives of the factory.
- Qualified supervisors having graduation in Science preferably with Chemistry Honours and 5 years of experience shall be deployed by the contracting agencies in each location for effective supervision at work.
- Screening system shall be developed for selection of the contract labourers, only trained and experienced workers shall be deployed at work involving eminent danger.
- Module of training shall be developed for better appreciation of the hazards associated with the workers.

5. HEALTH CHECK UP:

- All employees (Regular/ Contractor) shall undergo pre-employment and periodic health check-up and the record shall be maintained by the company.

6. ANNUAL REPORT:

- The performance in Safety and Health of the Factory shall find place in the annual report brought out by the company indicating there in the statistics with regards to industrial safety and health of workers.

7. RISK ASSESSMENT:

- Management shall adopt relevant techniques and methods such as safety audits, risk assessment at different locations, periodical assessment of status of health and environment in compliance to the statutory provisions of law and shall implement all remedial measures suggested by the team of experts.
- The compliance shall be monitored from time to time until all such measures are complied with.



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8. INFORMATION ON HAZARD:

- Management shall adopt all possible measures to identify the hazards on different work locations and make them known to all the employees at work through training and awareness program.
- Besides this, leaflets, DO's & DON'Ts shall also be distributed & displayed near such hazardous locations to create awareness among employees.

9. INTEGRATION OF SAFETY IN ALL SPHERES:

- Action shall be initiated to procure new state of art proven safe technology to replace the old and outdated plant equipment, machineries involving human safety.
- We shall take action to recruit trained and experienced manpower starting from executives to contract labours.
- We shall create awareness among the employees and impart training to increase efficiency to attend safety at works.
- We shall engage only experienced reputed contracting firm having in-built safety system and have excellent safety records inn factory.
- We shall evaluate the working environment with regular intervals and identify the irregularities, if any, and comply with such irregularities in a time bound manner.

10. CONCLUSION:

In addition to this, we also declare that the safety policy shall be revised appropriately under following conditions.

- Whenever any expansion or modification having implication on safety and health of persons at work is made, or
- Whenever new substances or articles are introduced in the manufacturing process having implication in health and safety of all persons exposed to such substances.



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