



**RESPONSIBLE PEOPLE CARE –
OCCUPATIONAL HEALTH AND SAFETY
2019-20**



Responsible People Care – Occupational Health and Safety

For GFCL “Safety is A Value-Not just A Priority” to be lived in all our endeavours. The Company is committed to ensuring the health and safety of its employees, contractors, customers and the public while meeting Company’s business needs. **GFCL is certified under OHSAS 18001:2007, ISO 9001:2015, ISO 14001:2015, and ISO45001.** In accordance with its provisions, the Company ensures adherence to the standards and regulatory norms, thereby providing a safe and healthy working environment.

Gujarat Fluorochemical Limited has taken up Responsible Care activities as one of its most important Management Pillars. Based on the core principle of Responsible Care we have aggressively acted on Pollution Prevention, Process Safety, Distribution, Employee Health and Safety, Community Awareness and Emergency Response, Product Stewardship and Security. Our

Commitment to Responsible Care is part of the Company Sustainability Initiative to positively impact Planet-People-Profit.

Over the years, Occupational Health and Safety has been extensively promoted as a part of the Company’s culture. It is also clearly reflected in Company policies on sustainability, EHS, responsible care, climate change and

green supply chain. GFCL advocates EHS as a line function as well as a responsibility. Employees, supervisors and managers are directly responsible for ensuring their own safety and the safety of colleagues, thereby promoting a safe and healthy workplace and protecting the neighbouring communities.

Occupational Health and Safety and Stakeholders

Our Health and Safety Management Systems has been developed keeping in mind our stakeholder expectation and material topics

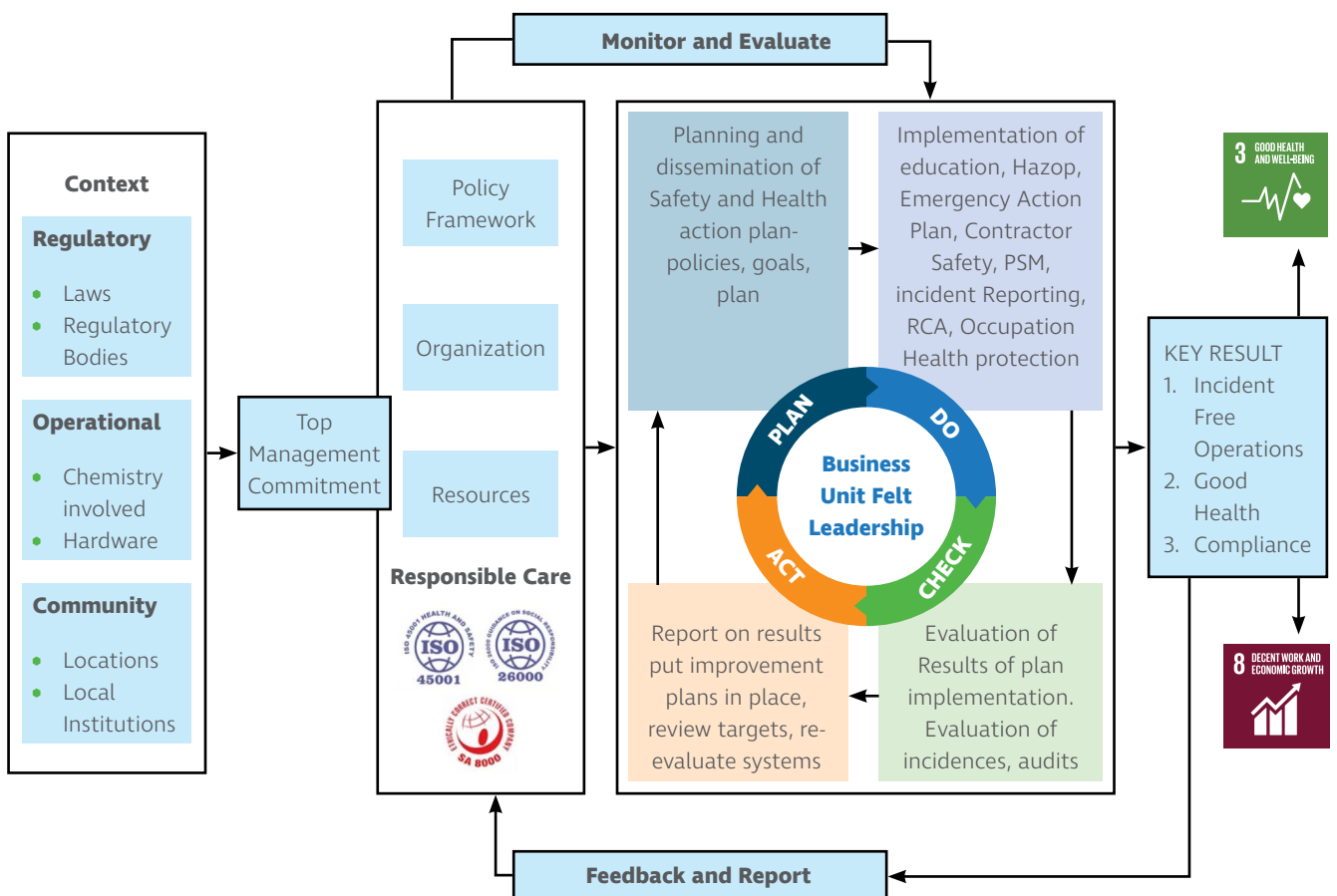
					
Employees	Regulators	Management	Contractor	Community	Shareholders
<ul style="list-style-type: none"> • Healthy and Safe Working condition • Training • Participation 	<ul style="list-style-type: none"> • Compliance • Transparent information sharing 	<ul style="list-style-type: none"> • Implementation of Health and Safety Processes • Real time reporting • Compliance 	<ul style="list-style-type: none"> • Healthy and Safe Working condition • Training 	<ul style="list-style-type: none"> • Incident free operation • Awareness and communication • Partnership 	<ul style="list-style-type: none"> • De-risked Business operations • Secured investments • Company Reputation

In short, our stakeholder's expectations are -

- **Employees** – Safe and Health Workplace so that they can return home without getting injured or falling ill
- **Regulators** – compliance to all Laws of the land regarding employee health and safety and transparent information sharing
- **Management** – Rigour in implementation of all Occupational Health and Safety policy and procedure and achieve an incident free workplace
- **Contractor** - Safe and Health Workplace so that their labour working in our site can return home without getting injured or falling ill
- **Community** – None of their members gets hurt or ill due to Company operations. Engaging with the Company to partner in making workplace safer and healthier
- **Shareholders** – Continuity of operations without any incident and upholding the reputation of the Company by establishing best in class occupational health and Safety system.

Occupational Health and Safety (OH and S) Framework and Governance Structure

Our OH and S Framework is based on the principles of Responsible Care, taking into consideration the business environment we operate in and taking into consideration our stakeholder expectations.

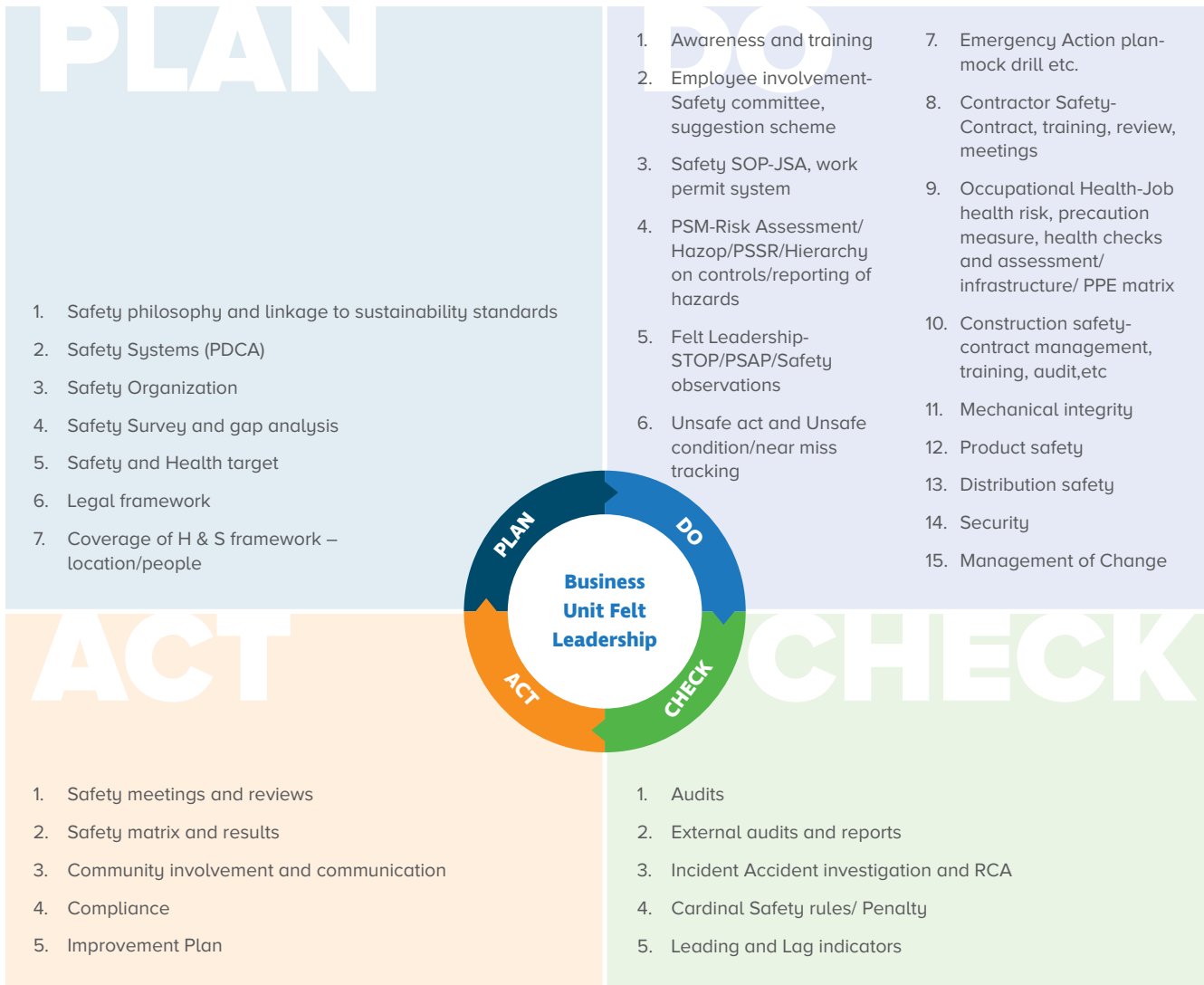


Responsible People Care – Occupational Health and Safety

Our Operations are governed by various regulations and our OH and S framework and our processes are built to comply with the same. We manufacture Chemicals of various nature, through the process of advanced chemical reactions requiring chemical installations adding to the risk in operations. Wherever we operate, we believe that the confidence the community bestows on us is our licence to operate.

We believe that the foundation of our safety culture is the top Management Commitment. They help in establishing the safety environment whilst their decisions, actions and behaviours set benchmarks for safety, through the systems and processes they put in place, promote and support and, finally through their ‘felt leadership’. They provide the policy framework, the organization and resources across the Company to ensure safe and health workplace.

Our OH and S management system at our sites in Dahej and Ranjitnagar are based on international standards like ISO 45001, ISO 26000, SA 8000. We follow the PDCA process based on continuous monitoring of our results against targets and international benchmarks for continually improving our OH and S systems and processes.

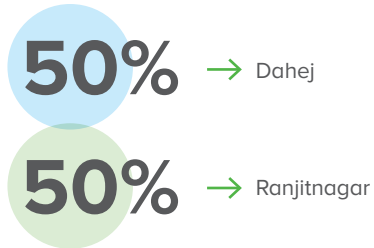


Finally, our objective is to ensure that “Nobody who works for us gets hurt or ill”. In doing so we positively impact SDG GOAL 2 and 8. There were no reported cases of work-related ill-health in FY 2019-20

The OH and S framework is implemented through a well-structured governance structure which ensures the linkage of the Top Management to the shop floor.

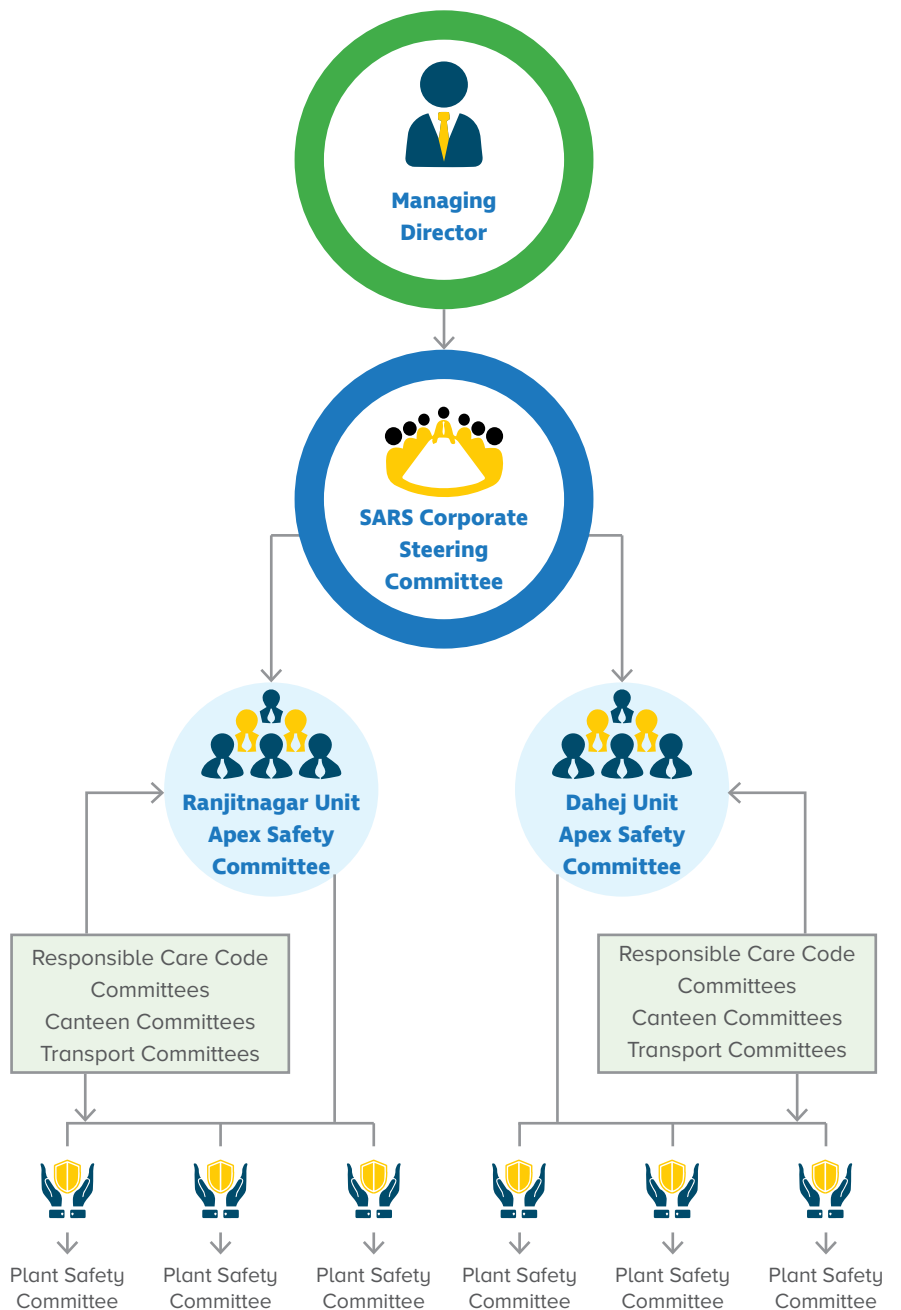
The SARS is constituted by the Managing Director to drive OH and S across the Plants. This Committee is headed by the CEO and COO of the Businesses and the top Leadership team members constitute the Committee. Both Dahej and Ranjitnagar have an Apex OH and S Committee with the Unit Head as the Chairman of the Committee. All Head of Departments (HODs) are members of this Committee. The various Plants in the Unit also have Plant OH and S committee headed by the Plant Head. This line governance structure is supported by Functional committees in line with the Responsible Care Code. All these committees meet once a month as a routine. Shop Floor employees are an integral part of these committees. At the Plant Level, the Unit Head as “Occupier” of the Plant is the ultimate authority and holds the final responsibility for implementing and ensuring adherence to all Occupational Health and Safety Management systems.

% of Workmen part of various OH and S related Committees



% Meeting schedule Compliance of OH and S related Committees for the year 2019-20

Plants	Dahej	Ranjitnagar
Unit Apex Committee	100%	100%
Plant Safety Committee	100%	100%



Responsible People Care – Occupational Health and Safety

GFCL's Felt Leadership for Occupational Health and Safety Programme

At GFCL safety is a commitment of the Top Leadership and not only seen in boardroom presentations but also on the floor of the Plants. Our Leaders realize that the zero goal probably looks very different at the front line than in the boardroom and know that he or she won't get anywhere without establishing a commitment to employees first.

GFCL Leadership has drafted the services of Dupont Sustainability Services (DSS) to help us in implementing various aspect of OH and S management at our Plants. GFCL and DSS has signed a three-year contract. Using an Integrated HSE Framework, DSS will help plants to integrate processes, technology, governance, mindsets and behaviours,

culture and capabilities to mitigate risk and create safer, more productive work environments. The Top Leadership team underwent a "Felt Leadership" programme to build leadership capability to lead OH and S across Plants.



GFCL and DSS - Signing Contract

To build commitment of all Managers in GFCL, across Dahej and Ranjitnagar, we have

1. Health, Safety and Environment Targets as individual KRA
2. All Managers have been assigned a Personal Safety Action Plan
3. STOP rounds have been made compulsory for all Managers and above



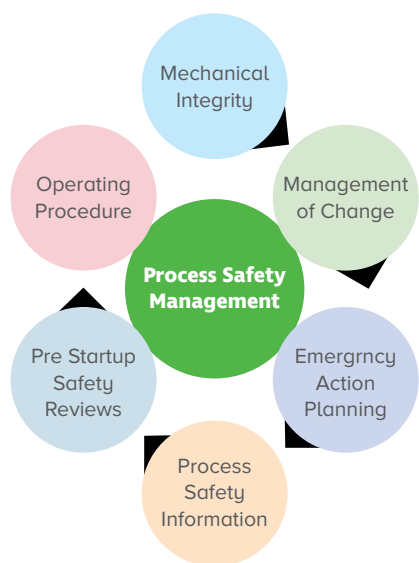
"Felt Leadership" Training for GFCL Top Leadership Team

Risk Identification and Assessment through Process Safety Management Implementation

Safety, Health and Environment impact management of our chemicals and processes is done through a well-structured Process Safety Management System (PSM). The major objective of PSM of highly hazardous chemicals is to prevent unwanted release of hazardous chemicals, especially into locations that could expose employees and others to serious hazards. Our process safety

standards provide the framework for the safe construction and operation of our plants as well as the protection of people and the environment. Our experts have developed a plant safety concept and implementation check for every plant, considering key aspects of safety, health and environmental protection – from conception to implementation – and stipulates specific protection

measures. Using this approach, the process design, process technology, process changes, operational and maintenance activities and procedures, non-routine activities and procedures, emergency preparedness plans and procedures, training programmes, and other elements that affect the process are considered for evaluation.



Our trained experts regularly conduct

1. Hazard Identification and Risk Analysis
2. Pre- start Up Safety Reviews
3. Review of Operational Procedures
4. Audits for Mechanical Integrity
5. Reviews and communication of Chemicals Safety Information
6. Training of handling of chemicals and process parameters
7. Investigation of Incidences
8. Work Permit Compliance Audits

The Health, Safety, Environment and Fire (HSEF) team continually makes improvements in safety & security through analysis of feedback and incident reporting. The Company conducts external audits including process safety audits and audit on site emergency preparedness. Cross-site audits to strengthen the implementation of our HSEF systems are also conducted across the sites.

While conducting any Process safety action and/or reviews it is always ensured that shop floor workmen are part of the team.

Classification of actions on Process safety

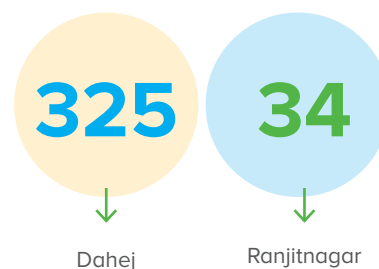
Process Safety actions taken during 2019 -2020	Dahej	Ranjitnagar
No. of PSSR conducted	90	23
No. of HIRA conducted	100%	28
% of Processes for which HIRA completed	100%	100%
% of Work Permit Audited	50%	100%
Manhours of Chemical Handling Training	900Hrs	2276 hours

Review of HIRA are done whenever there is

1. Change of Technology
2. Implementation of a new Process
3. Installation of a new machine
4. Modification of a machine
5. Change in Operating procedure
6. Any Incidence or near miss

Such HIRA is conducted by team members who are trained on doing so or under the supervision of experts.

No. of Personnel trained in conducting HIRA



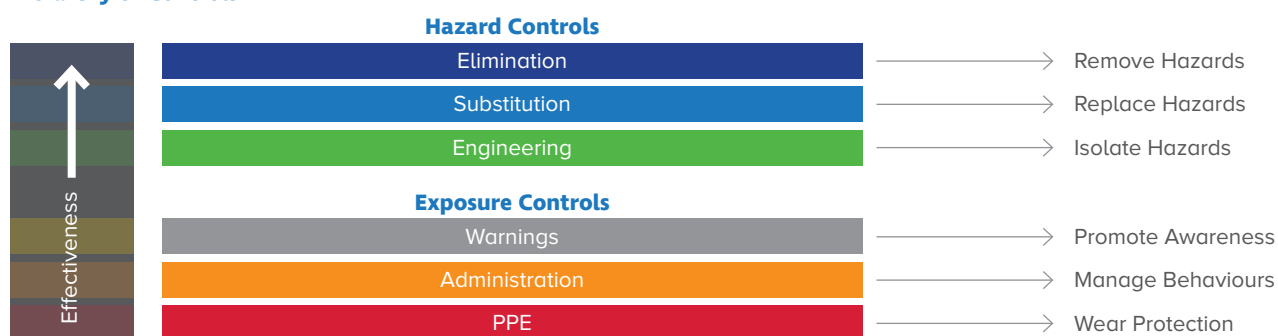
GFCL has established a structured process of Management of Change to ensure that proper HIRA is done as an operational discipline.

Responsible People Care – Occupational Health and Safety

Hazard Mitigation process

Based on various Processes safety assessment, plants chalk out a detailed mitigation plan based on the hierarchy of controls.

Hierarchy of Controls



Few examples how risks have been controlled or mitigated is given herein below –

Sr. no.	Plant Name	Process Description	Identified Hazard	Mitigation Action
1	Dahej	Chlorine Production	Potential acute health effects of exposure to Chlorine: - Skin Contact: irritant, tissue destruction Eye contact: irritant, permanent damage and possibly blindness Liquid may cause pain, burning, thirst, abdominal cramps, nausea, and Vomiting. Irritation and swelling of the throat causes difficulty breathing.	1. 2 nos. of emergency blowers in Cl ₂ bullet area to suck all leaked Cl ₂ gas. 2. Suction hoods are provided to suck leaked Cl ₂ gas to HYPO tower during heavy leakage. 3. Cl ₂ sensors/detectors are placed around the bullets which can immediately detect 1PPM leaked Cl ₂ gas. 4. Self-Contained Breathing Apparatus (SCBA) and Online ALR are installed near bullet area. 5. Automatic Sprinkler system is there around the bullets. 6. Bags of sodium Carbonate (Na ₂ CO ₃) are also available at bullet area to neutralize Chlorinated water. 7. Emergency Procedures and Drills: Emergency Response Drills are conducted regularly to give all affected personnel the opportunity to practice the emergency response procedures.
2	Dahej	Chloromethanes Production	Fire and Exposure	Process Control System, Detectors, Fire Fighting System, Trained Firefighting team, Emergency Handling Procedure and training
3	Dahej	Production of - Vinylidene fluoride (VDF)	a. Health Hazards: Irritation, frostbite, ejection of liquefied gas b. Fire Hazards: Extremely flammable, thermal decomposition c. Ecological Hazards: Slightly harmful to fish d. LEL:5.8% & UEL: 20.3%	Process Control System, Detectors, Fire Fighting System, Trained Firefighting team, Emergency Handling Procedure and training

Sr. no.	Plant Name	Process Description	Identified Hazard	Mitigation Action
4	Dahej	Production of- Tetrafluoro Ethylene (TFE)	<p>Hazards identification: Liquefied gas.</p> <ul style="list-style-type: none"> Extremely flammable. Inhalation: In high concentrations may cause asphyxiation. Symptoms may include loss of mobility/ consciousness. Victim may not be aware of asphyxiation. In low concentrations may cause narcotic effects 	Process Control System, Detectors, Fire Fighting System, Trained Firefighting team, Emergency Handling Procedure and training
5	Dahej	Production of Anhydrous Hydrogen Fluoride (AHF)	<p>Health hazards:</p> <p>SKIN: Both liquid and vapor can cause severe burns, HF will penetrate skin and attack underlying tissues.</p> <p>EYES: Both liquid and vapor can cause irritation or corneal burns.</p>	Antidot available at OHC, HF handling kit is available at plant and OHC, Trained OHC team. Emergency Response procedure and training
6	Ranjitnagar	Transport of Toxic chemicals like AHF from port to Site.	Major possibilities of toxic chemicals release during transportation can lead to an emergency situation, since these substances are toxic.	Elimination: Management had decided to stop procuring such toxic chemicals and eliminated risk involved during transportation.
7	Ranjitnagar	Specific Chloride based catalysts required for Manufacturing of HCFC-22.	Hazards arising out of the process material handling and its use, during maintenance and failure of process vessel etc. Chemicals pose the hazards due to handling methods and process parameters such as pressure, temperature, vacuum effects etc.	Substitute: Management have decided to procure less hazardous material from market compare to earlier.
8	Ranjitnagar	At Petroleum Storage area	Fire and explosion inside the plant.	<p>Engineering control:</p> <p>Chemicals / Gases are transferred by closed system, i.e. pipelines. The firefighting equipment and application are kept ready in the plant on Auto mode. Enough quantity of water storage is available at the plant. Electrical fittings are flame proof & industrial type wherever necessary etc.</p>
9	Ranjitnagar	Tank farm & Chemical Storage area	Major possibilities of toxic release are in drum storage and handling Area, where any accidental release of storage/process chemicals can lead to an emergency, since these substances are toxic, flammable, and reactive	<p>Warnings</p> <p>M.S.D.S. of chemicals Cautionary Notice, Safety & Security Instruction at the gate.</p> <p>Administration</p> <p>Process is carried out under qualified supervisors Checking of person at the entry by security Guards. Security Guards available round the clock at key positions</p> <p>Personal Protective Equipment :</p> <p>Provision of PPE, Oxygen Cylinder & SCBA Set.</p>

Responsible People Care – Occupational Health and Safety

All employees including contractor labour and visitors are given required PPE. The requirement of PPE is established after an assessment of health risk involved in the process is done. Hard hat and safety shoes are compulsory for all inside the plant.

Employees are empowered to report any unsafe act and condition including any work process hazard through the participation in the Plant Level Safety Committee, Unit Apex Safety Committee, Safety Suggestion Scheme, Ethics Line, Suggestion Box etc. We have a well-structured system of reporting near misses and unsafe acts and conditions.

Data of unsafe acts and near miss incidents

Data for 2019-2020	Dahej	Ranjitnagar
No. of Near Misses Reported	143	120
No. of Unsafe acts Reported	1,422	460

The employees and workmen are empowered to remove themselves from work situations that they believe could cause injury or ill health. They have the Right to Refuse as per the GFCL Cardinal Safety Rules and they are protected from any retaliation as such behaviour is not considered as insubordination.

Occupational Health Services

Both the plants, Dahej and Ranjitnagar, are supported by fully equipped Occupational Health Centre which operates 24/7. The Occupational Health Services is headed by a Qualified Medical Professional. These Centres are equipped with Oxygen Generator Machines, AED., Pulse Oximeter, B P Instrument, E C G Machine, Ambu Bag, Oxygen Cylinder, Thermometer, Nebulizer, Stretcher, Dressing Tray, Burner, O2 Mask, IV stand, Bed, Examination table, oxygen trolley, Stethoscope & Kidney Tray, Ambulances, dressing room, Audiometry chamber, medicine store with anti-dots. A full-time ambulance is also available in both the Plants. We have received OHSAS 18001 certification for all our Plants in India.

Occupational Health Centre Personnel deployed and qualification

Designation	Qualification	No. in Dahej	No in Ranjitnagar
Doctor	MBBS	2	2
Compounder	Nil	0	0
Nurse	GNM & IAOH Certificate Course	2+4=6	5
Assistant	Nil	0	0

The professionals are important team members whenever there is a HIRA, PSSR, Mock Drill or Incident Investigation is done. Whenever a new Chemical is to be handled the Occupational Health personnel does a thorough health impact study before usage.

All employees, including Contract Labour can avail the facilities of the Occupational Health Centre round the clock. All Employees, including Contract Labour are subject to Health Examination annually in both the Plants.

% of employees covered under Annual Health Check-up in 2019-2020

Dahej	Ranjitnagar
100%	100%

% of contractor labour covered under Annual Health Check-up in 2019 - 2020

Dahej	Ranjitnagar
100%	100%

All employee health data is maintained in the Occupational Health Centre and is secured to ensure confidentiality. The access to such Information is only available to Factory Medical officer.



OHC – Ranjitnagar



OHC - Dahej

Employee Participation and Communication

Workers participation in Occupational Health and Safety is one of the building blocks of our implementation strategy. As already mentioned, all committees have worker representatives. These committees in the Plants are formed under the direction of the Plant Head. Employees are communicated about Occupational Health and Safety issues continuously in various manner:

1. Safety and Health processes and risk awareness programmes is part of the new employee Induction Programme
2. Signing of the Cardinal Safety Rules
3. Participation in HIRA and incident investigation
4. Participation in Mock Drills

All employees are given training of work-related SOPs and copies of these are shared with them. Warnings and signals are appropriately placed across the Plants for general information.

Manhours spent on generic Health and Safety training (except Work Hazard) for own employees in 2019-2020

Dahej	Ranjitnagar
728	1112

Manhours spent on Specific Work Hazard – activities/situations for own employees in 2019-2020

Dahej	Ranjitnagar
908	671

Training is also given to all contractor labour who come to work in our plants.

Manhours spent on generic Health and Safety training (except Work Hazard) for Contractor Labour in 2019-2020

Dahej	Ranjitnagar
675	3126

Manhours spent on Specific Work Hazard – activities/situations for Contractor Labour in 2019-2020

Dahej	Ranjitnagar
1506	512

These trainings are generally conducted in the vernacular language and during working hours.

A regular feature in our plants is the Tool Box Talks before the start of work. Not only our workers, but even Contractor Labours also have to undergo Tool Box

Talk before they start work. Safety Oath Taking is compulsory for all employees.

To build awareness and encourage workmen to take initiative in all areas of Occupational Health and Safety, both the plants at Dahej and Ranjitnagar organizes various related celebrations like:

1. Safety Day/ Week
2. Environment day
3. Ozone Day
4. HTM Awareness week
5. Traffic safety week
6. Safety Month
7. Yoga Day
8. National Fire Week

Such programmes also see participation from Contract Labours. During such programmes, employees are encouraged to participate in various events like Poster Competition, Slogan Competition, Quiz programmes, Essay Competition, etc.



Dahej



Ranjitnagar

Responsible People Care – Occupational Health and Safety

Promotion of Worker Health

Our Company covers all employees under the Medical Insurance Scheme through the employee and his family is covered for medical expense reimbursement for most of the illnesses. We also cover all employees under an accident insurance scheme also, which covers accident beyond the workplace. All contractors must be compulsorily covered under the Accident Insurance Scheme if they have to be deployed in our premises.

For ensuring a comfortable work environment, noise and illumination surveys are conducted in the Plants periodically.

Levels as checked on	Dahej	Ranjitnagar	Statutory Limit
Noise Level (average in Db) - peripheral	70	51	75
Noise Level (average in Db) - Proximal	77	70	85
Illumination (Lux) – Uncovered area	150	110	100-150
Illumination (Lux) – Machine area	300	225	200-300

Our Company also conducts various trainings on well-being like – stress management, Yoga for better health etc.



Wellbeing Training at Ranjitnagar



Contractor Safety

Contractor Safety is an integral part of our Occupational Health and Safety Management system. We have a stringent system of Contractor Pre-qualification process and all contractors before they are assigned any work in our premises must go through this pre-qualification process. As a process, all Contractors must follow the Plant Occupational Health and Safety systems and procedure. Like our employees, all contractor labours are provided Induction Training and certified by the Occupational Health and Safety Department of the Plant before they can start work.

Contractor equipment also undergo a checking process by Plant Safety Personnel before they can be used in our premises. Tool Box talk is conducted daily with Contractor Labour. We conduct contractor safety meeting regularly.

Number of Contractor Safety Meeting Held during the year 2019-2020

Dahej	Ranjitnagar
12	12

Manhours on Contractors Training on Safety and Health during the Year 2019 - 2020

Dahej	Ranjitnagar
675 hrs for contractor worker. 8 hrs for contractor owner in every quarter	3126 hrs for contractor worker



Contractor Training at Dahej



Contractor Training at Ranjitnagar

Health and Safety Audits

Audits of work sites are conducted for the purpose of health and safety hazard identification. During these surveys, assessments are made for compliance to applicable building and fire codes and the detection of unsafe hazards. We have a three-layer system of audits –

1. Layer One Audit: Internal Audit
2. Layer Two Audit: Cross Functional Audit
3. Layer Three Audit: Third Party Audit

The Audit procedure also include auditing of –

1. Firefighting equipment
2. Control Mechanisms and Safety Equipment



Community Engagement at Dahej

Community Engagement at Ranjitnagar

Mitigating Community Impact

We believe that we own to the community around a safety and healthy operations so that their life is not impacted in any way. We ensure continuous community involvement in our Occupational Health and Safety management process. We hold meeting with community elders to appraise them of any risk and actions taken to mitigate the same. Before we go in for an expansion or process change, we keep our community informed through 'Public Hearing' process. Our Plants undertake Environment and Social Impact Study periodically. We are also active in the "Mutual Aid Programme".

The Plants undertake community awareness programme on safety health through the distribution of safety booklets and awareness campaigns in Schools and community centres.

Particulars	Dahej		Ranjitnagar	
	No.	%	No.	%
The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system	2187	100%	1003	100%
The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited;	2187	100%	1003	100%
The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party.	2187	100%	1003	100%

Responsible People Care – Occupational Health and Safety

Standing by the Community – Fighting COVID

The COVID-19 triggered by the novel corona virus has been considered as a global pandemic by the World Health Organization (WHO) in 2020. This crisis presented the biggest challenge in a decade for the Manufacturing sector. This contagious disease had the potential to immensely disrupt the socio-economic milieu. We immediately went to the communities and stood beside them to fight the pandemic.

The Women trained in Sewing at GFCL's vocational training centre at Ranjitnagar came forward and lend a helping hand to the community. These ladies sew face masks which were then sanitized, packed and procured by the Government Authorities, nearby local villagers and the Company during the COVID crisis. Other beneficiaries were from Police department, Health Service Providers, Panchayat committee members engaged in various support services like Community Kitchen, Healthcare, Sanitation. GFCL focused on the health care (SDG 3- Good Health & Well Being) in the nearby areas and arranged to distribute an immunity booster homeopathy medicine to improve the human immunity system helping to fight against the virus. GFCL has stepped in to plug shortages for ventilators in nearby hospital during the pandemic.

We made concerted efforts in sanitizing the surrounding Villages, Offices and Government Premises using sodium hypochlorite for cleaning & disinfecting purposes.

Additionally, the Company distributed Hand Sanitizers, PPE kits, Food Packets to Contract Labour, Migrant Labour and

other needy people in nearby villages. Door to Door distribution of Ration kits to the poor villagers and providing ration to Community Kitchen & other essential items was undertaken by Dahej Industrial Association in the nearby villages.

Apart from distribution of essentials, GFCL conducted various awareness campaigns aligned villagers to help people understand the importance of social distancing, the benefits of hand washing, preparation of mask from handkerchief through various tools and tactics and how its implementation can curb the spread of this life-threatening disease.

During the programme, the volunteers visited door to door in local areas, met schoolteachers and school children and distributed Informative leaflets, Awareness booklet on Corona virus prevention. Posters on corona virus

were displayed on wall of the villages for spreading awareness. In order to control the spread of COVID-19 in the community, GFCL took an initiative to create awareness on COVID-19 by forming a village task force wherein volunteers from villages itself shared tips, facts on wearing and procuring masks and other related information about COVID-19 prevention.

Items	No. of Beneficiaries
Mask Distribution	22,000
Hand Sanitizer Distribution	7,595
Ration Kit Distribution	9,500
PPE Kit Distribution	4500
Ration to Central Kitchen	8500
Prepared Food Packet and snacks distribution	2100



Work Related Injuries

Description- Dahej	Unit	Dahej						Ranjitnagar					
		FY 2017-18		FY 2018-19		FY 2019-20		FY 2017-18		FY 2018-19		FY 2019-20	
		M	F	M	F	M	F	M	F	M	F	M	F
Near Misses/ hazard reports (all near misses documented should be reported here)	Nos	32	0	54	0	143	0	11	0	0	0	120	0
Non-reportable injuries (permanent)	Nos	9	0	39	0	28	0	28	0	24	0	5	0
Non-reportable injuries (contractual)	Nos	21	0	54	0	62	0	56	0	38	0	12	0
Reportable Injuries (permanent)	Nos	2	0	3	0	3	0	0	0	1	0	0	0
Reportable Injuries rate (Permanent)		0.12	0	0.16	0	0.17	0	0	0	1.45	0	0	0
Reportable Injuries (contractual)	Nos	1	0	4	0	7	0	0	0	1	0	0	0
Reportable Injuries rate (contractual)		0.088	0	0.302	0	0.53	0	0	0	1.43	0	0	0
Lost days (permanent)	Nos	77	0	223	0	78	0	0	0	9	0	0	0
Lost days (contractual)	Nos	36	0	600	0	212	0	0	0	30	0	0	0
Man-hours worked (permanent)	Nos	3259776	9984	3566784	12480	2902477	22140	541632	7488	686400	4992	827432	5944
Man-hours worked (contractual)	Nos	2268864	24960	2645760	34944	2642968	37808	624000	12480	698880	9984	543944	6376
Fatalities (permanent)	Nos	0	0	0	0	0	0	0	0	0	0	0	0
Fatality rate (permanent)		0	0	0	0	0	0	0	0	0	0	0	0
Fatalities (contractual)	Nos	0	0	0	0	0	0	0	0	0	0	0	0
Fatality rate (contractual)		0	0	0	0	0	0	0	0	0	0	0	0
LTIFR (permanent)	Nos	0.56	0	0.97	0	1.03	0	0	0	1.45	0	0	0
LTIFR (contractual)	Nos	0.68	0	0.65	0	2.64	0	0	0	1.43	0	0	0

The above data does not exclude any employee and contract labour engaged in the premises

Way Forward

1. Design and Implement a process of Safety and Hazard Knowledge of workers assessment and have focussed training to improve score.
2. Digitise the complete Occupational Health and Safety Management System

3. Target Behaviour Change at shop floor level by continuous behaviour interventions by way of training and awareness, unsafe act identification.
4. To recognise and respond to community concerns about chemicals and our operations.
5. To report promptly to officials, employees, customers and the

- public, information on chemical related health or environmental hazard and to recommended protective measures.
6. To extend Knowledge by conducting or supporting research on health, safety and environmental efforts of our products, process and waste materials.



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