

Safety & Health



At Tata Chemicals "SAFETY" is a part of our Value system, emphasizing on creating culture of safety and it is on the top of the leadership agenda with relentless focus in all reviews. As laid out in SHE policy, employees and management participate in various SHE initiatives. The formal and informal committees operate at different levels in the organization. The Apex Committee known as EXCOM (Executive Committee) meets monthly to review the safety performance for each site. The committee balances the diverse needs, with organizational & Group imperatives and guidelines to design and finalize various safety programs.

The Works Safety Committee

The works safety committee formed at facility (site) level is a joint forum of Management and Non-management employees with inclusion of contract workmen to better understand the safety issues facilitate the implementation of Best Practices and to adopt the Culture of Safety. The committee meets monthly.

Meetings headed by chairman-site head, consists of safety and health inspection reports to help correct safety hazards, evaluate the accident investigations to determine the cause of the unsafe situation and its corrective-preventive measures. Discussions related to best practices, action plan for implementation of best practices, innovative ideas for improvement of safety are conducted. The minutes of meeting are prepared and circulated to track the improvements and effectiveness. The graph indicates increase in percentage of the total workforce represented in formal joint management-worker health & safety committees with respect to 2005-06 for all the 3 locations of Tata Chemicals. The percentage of the total workforce represented in formal joint management-worker health and safety committees is up by 12.5% over the last 5 years. (Fig. Sh-01)

Apart from these informal Plant Safety Committee meetings conducted on monthly basis headed by Plant Manager in the presence of Safety representative to review & resolve the plant related safety, health & environment issues. There departmental SHE representatives have been nominated to act as facilitators to comply with various SHE initiatives. The Safety head from all the three facilities meet time to time in CoP meets through video conference for learning sharing across the sites.

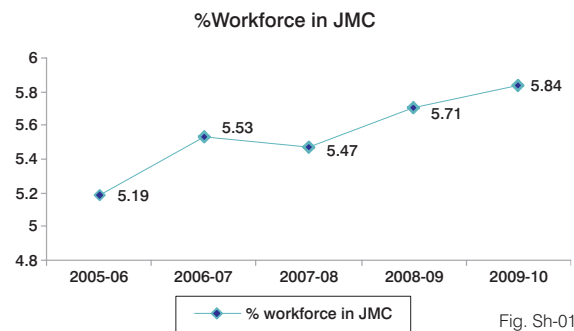


Fig. Sh-01

TATACHEM Golden Rules of Safety

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| Permit to Work (PTW) | Confined Space Entry (CSE) |
| Working at Height (WAH) | Lifting Operations (LO) |
| Ground Disturbance (GD) | Energy Isolation (EI) |
| Management of Change (MOC) | Driving Safety (DS) |
| Storage of Hazardous Materials (SHM) | |



Rates of injury, occupational diseases

The safety requirements implemented at site are in line with Chemical and Fertiliser industry standards, driven by the well-articulated Safety, Health & Environment policy. The Senior Leaders have over the years given additional thrust on Safety and occupational health by formulating robust policies, cascading implementation plans using the Balance Score Card and Strategy Deployment Matrix framework. Ensuring safe, secure and healthy work environment is one of the top priority agenda of the organization. To this effect, we have taken the help of Du-Pont and British Safety Council models and approaches, which we have learnt and deployed in our organization. The fatality at our Mithapur plant in the year 2009-10 has been a

setback & led to introspection & renewed emphasis on "Target Zero Injury with rigorous implementation of Cardinal Rules, Golden rules of Safety (benchmark practice from British Petroleum), weekly con-call by MD with process owner (Individual Plant Head) for review of all injuries. The Chief Technology & Sustainability Officer also has a unique reporting relationship whereby he can report concerns directly to the Chairman of the Audit Committee.

Safety requirements are determined at the design stage itself during selection of technology, design and detailed engineering when equipment sizing, specifications, layout of the plants are frozen. Tools such as HAZOP,

Hazard Identification and Risk Assessment (HIRA) help to address safety needs. Process safety and workplace safety management has been implemented to strengthen the safety systems, under SHE management. Safety process has been made robust by adapting British Safety Council (BSC) in Babrala, DuPont Safety system in Mithapur and DuPont Behavioural audit (Haldia, Mithapur and Babrala). Manufacturing plant at Babrala is the lone receiver of Sword of Honour (Highest award in safety across globe) in Fertilizer Industry thrice in a row, while Mithapur has achieved BSC 5 star rating in safety. Benchmarking studies are carried out with the

help of PSI (USA), FAI, IFA for Facilities Management and SHE Management. Various support processes are improved by RCA, ISO /SHE audits.

The yearly safety audits, HAZOP studies, risk assessment exercises and disaster management drills are practiced regularly. Employees participate in near miss reporting, any incident / accident / near miss is Investigated and communicated to all employees by e-mail. To monitor the safety performance, the safety statistics – no. of injury, injury frequency rate, severity rate, &

incidence rate etc. are captured. The reports, records, & notification of workplace accidents, are in line with the prevailing national laws (The Factories' Act & Rules), which are in line with the ILO Code of practice.

The total workforce is categorized as permanent (Management & Non-management) and contract employees of all the three locations viz. Mithapur, Babrala & Haldia. The SHE guidelines are developed considering the equal importance for permanent & contract workmen. The safety statistics shown below (Fig. Sh-02, Sh-03) are the compiled results of all

the 3 locations. While reporting the no. of injuries minor first aid level injuries are also included along with Medical treatment, restricted work, lost work time cases including fatalities. The actual no. of fatalities is 1 in 2005-06 (Mithapur), 3 in 2006-07 (Mithapur), and 2 in 2007-08 (Mithapur & Haldia) & 1 in 2009-10 (Mithapur). There are no recorded occupational diseases in reported years & occupational diseases rate is 0 for all the 3 sites.

With respect to 2005-06 the no. of injury has been reduced by about 70% & Injury rate by about 67% in 2009-10.

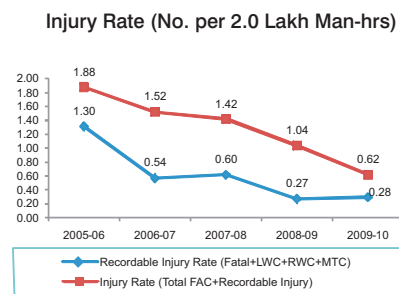


Fig. Sh-02

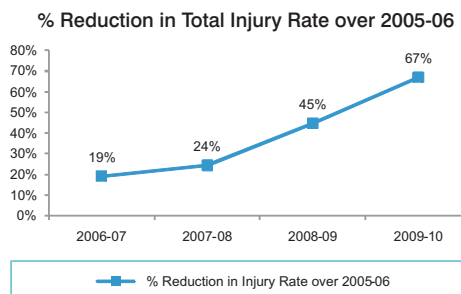


Fig. Sh-03

Education and training Programs:

Regular health check-ups tailored as per work area hazards are carried out to monitor all aspects of health including occupational parameters. Employees working in hazardous areas undergo health check ups twice a year while others under go the same once a year. Eye tests for the drivers and VDU users, audiometry tests for working in high noise area and PF test for employees working in dusty areas, are done. Ergonomic surveys are conducted from time to time for ergonomic

issues like work place lighting and safe working postures. Actions plans are finalized based on the survey finding and are tracked & reviewed for effective closure. Training & workshops on "Positive Health Options", yoga classes, stress management, first-aid etc. are conducted to make employees aware of better approaches to good health & well-being.

Tata Chemicals' Mithapur & Babrala sites have own hospitals within the premises while at

Haldia Occupational Health Centre appointed full time Medical Officer is available. Haldia site have tie up with other hospitals for medical facilities. The employees and their families are reimbursed for medical health treatments. No worker involved in occupational activity is found with HIV/AIDS at any locations.

Since 2009-10 Wellness Initiative has been launched for employee & employee families as well as community.

Physical Wellness	▶ Focus on nutrition, fitness, avoiding harmful habits, making informed and responsible decisions about health and other lifestyle issues
Spiritual Wellness	▶ Focus on sense of purpose and meaning in one's life, ethics, values and morals that guide and give direction to life
Financial Wellness	▶ Focus on appreciating financial needs and getting equipped to handle financial needs in a planned manner
Emotional Wellness	▶ Focus on ability to understand and cope with one's feelings, achieve emotional stability & congruence at self as well as interpersonal levels
Intellectual Wellness	▶ Focus on stimulating the mind

As part of year of People initiatives and in line with our credo of "Human Touch of Chemistry", the employee Wellness Initiative - Healthy Wealthy Wise at TCL, aims to make every employee aware of and make healthy choices to create a more successful and balanced lifestyle

HWW will provide employees with resources, information and guidance to promote their holistic well being together with their family

Health and safety with unions:

There is formal agreement between management and trade unions at Mithapur & Haldia locations, while informal agreement at Babrala (as no formal union at Babrala), it covers safety & health topics on local and global level. It includes the topics like Personal protective equipment, Joint management-employee health and safety committees, Participation of worker representatives in health & safety inspections, audits, & accident investigations, Training & education,

Complaints mechanism, Right to refuse unsafe work; & Periodic inspections. The agreement also includes topics such as which are usually addressed at the global level Compliance with The Factories' Act & Rules which is in line with the ILO guidelines, arrangements or structures for resolving problems, & Commitments regarding target performance standards or level of practice to apply.

