

RMC Readymix (India) Pvt. Ltd



Health, Safety & Environment Policy

Statement



The Board of RMC Readymix (India) Pvt. Ltd. is committed to the achievement and maintenance of high standards of Health, Safety & Environment at all its plants / locations of operation.

The Company's Health, Safety & Environment Policy is based on the fundamental belief that all work related injuries and illnesses are avoidable.

Organization

- ◆ The Board of RMC Readymix (India) Pvt. Ltd. has overall responsibility for providing sufficient resources and support to meet its Health, Safety & Environment objectives.
- ◆ There will be a Board of Health, Safety & Environment Committee, under the chairmanship of Vice President - Engineering and Development, responsible for implementing the Company's Health, Safety & Environment Policy and setting Company standards for Health, Safety & Environment practices, where appropriate.
- ◆ ED & CEO is responsible for ensuring implementation of the Company's Health, Safety & Environment Policy, and compliance with legislation.

Approach to Safety

- ◆ All employees are under a duty to work safely at all times and to place the highest priority on the safety of themselves, their colleagues and third parties.
- ◆ Employees are all encouraged to draw any unsafe working conditions or practices to the attention of their local management.
- ◆ Each plant/location will implement appropriate safety systems and provide appropriate safety equipment to enable operations to be undertaken in a safe manner.

Arrangements - Management Control

- ◆ At each plant/location there will be a Policy with a clearly identified management structure, together with arrangements to safeguard the Health, Safety & Environment of employees and third parties.
- ◆ In each plant/location there will be a Risk Assessment and Planning Process which seeks to minimize hazards, control risks and reduce accidents.

- ◆ All contracts of employment will clearly state that the requirement to work safely is a condition of employment.
- ◆ Appropriate disciplinary action will be taken in situations where anyone has compromised either their own or another person's Health, Safety & Environment.
- ◆ Each plant/location will have a plan, reviewed annually, targeting a quantitative reduction in Health, Safety & Environment incidents.

Co-operation

- ◆ There will be a system through which the management and employees in each plant/location in the Company can share experience and knowledge to improve Health, Safety & Environment standards.
- ◆ In each plant/location, systems will be established to enable effective consultation on Health, Safety & Environment matters between managers and employees.
- ◆ In situations where work places are shared with contractors or other third parties, relevant Health, Safety & Environment information about hazards and the control measures required, will be discussed with the contractors or third parties before work is commenced.

Communication

- ◆ In each plant/location there will be a system to ensure that all relevant Health, Safety & Environment information is circulated to managers and employees.
- ◆ Management meeting at all levels will include Health, Safety & Environment as first agenda item.
- ◆ All management report throughout the Company will include Health and Safety information.

Competence

- ◆ All employees including temporary and contract staff will receive suitable and sufficient training to ensure that they are aware of Health, Safety & Environment Policy, legislation and best practice.
- ◆ In each plant/location there will be a system to identify which contractors operate to safe standards and approved list of contractors will be in place.

Accident / Incident Reporting and Investigation

- ◆ Accident / Incident Reporting and investigation procedures will be in place at all plants/ locations.
- ◆ All fatal accidents will be reported to the top management through the Vice President - Engineering and Development, within 12 hours of accident occurring.
- ◆ All major injuries/accidents will be reported to the Board through the monthly management report system.

Monitor / Review

- ◆ At each plant/ location sufficient and regular Health, Safety & Environment inspections and audits will be carried out by designated, competent persons.
- ◆ At each plant/ location adequate majors will be taken to protect the Health of Employees, with particular reference to noise, dust and hazardous substances.
- ◆ Senior managers and Directors will periodic make Health, Safety & Environment visits to work locations and discuss Health, Safety & Environment performance with employees.
- ◆ The management will regularly carry out internal Health, Safety & Environment performance reviews and benchmark against other national and international organization.

Duties and Responsibilities

A) CEO/CFO

- ◆ To provide resources and support to meet HSE objectives and targets.
- ◆ To review and assess HSE performance for sharing the information in Board of Directors meetings.

B) SENIOR MANAGEMENT

- ◆ To provide necessary support for implementation of HSE policy.
- ◆ To monitor and assist for implementation of HSE improvement plan.
- ◆ To carry out at least one inspection per quarter.
- ◆ To monitor and ensure the compliance of accident investigation.
- ◆ To encourage all team members for active participation in HSE celebrations.
- ◆ To monitor and improve the Quality of safety committee meetings.
- ◆ Conduct HSE induction for newly recruited employees.

C) REGIONAL HEAD

- ◆ Conduct Quarterly HSE audit.
- ◆ Provide resources.
- ◆ Monitor statutory compliances.
- ◆ Identify HSE training needs.
- ◆ Ensure the Audit compliances.
- ◆ Conduct HSE induction for newly recruited.
- ◆ Review Accidents / near misses / risk Assessments.

D) BRANCH MANAGERS/OPERATIONAL MANAGER

- ◆ Conduct monthly HSE inspection.
- ◆ Conduct and chair Monthly safety meetings.
- ◆ Ensure statutory compliances.
- ◆ Ensure HSE training is conducted.

- ◆ Initiate the Audit compliances.
- ◆ Conduct accident investigation and take corrective action.
- ◆ Actively participate and encourage others in HSE celebration.
- ◆ Provide and ensure compliance of PPE's.

E) SUPERVISORY STAFF

- ◆ Ensure use of PPE's.
- ◆ Monitor workplace for Good Housekeeping.
- ◆ Display and communicate HSE information.
- ◆ Attend safety committee meetings.
- ◆ Conduct Daily plant inspection and tool box meetings.
- ◆ Conduct/assist Accident investigation.

F) EMPLOYEES

- ◆ Report Accident /near miss on time.
- ◆ Practice and maintain good housekeeping.
- ◆ Participate Actively in HSE celebrations.
- ◆ Assist and educate juniors for HSE practices.
- ◆ Understand and follow HSE instruction.
- ◆ Wear Appropriate PPE's.
- ◆ Identify the hazard and give suggestions.

G) HSE FUNCTIONS

- ◆ Responsible for providing information advice and support to the company Management.
- ◆ To conduct HSE Training.
- ◆ Monitor HSE standard & performance.
- ◆ HSE Audit at least once in a year.
- ◆ To prepare corporate HSE improvement plan.
- ◆ To organize and communicate HSE celebrations.
- ◆ To compile Accident / near miss accident statistics.
- ◆ Review and develop company systems, procedures, & policies, related to HSE and also communicate information within the organization.

General Responsibilities

The Board of RMC Readymix (India) Pvt. Ltd. believes that the moral responsibility of ensuring the Health and Safety of employees, contractors and members of the public, is the highest priority. The message that Health, Safety & Environment standards should not be compromised in any way is a prime responsibility of all Senior Management in the company.

Ganesh Kaskar
Executive Director and
Chief Executive Officer

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