

SATIA INDUSTRIES LIMITED

OCCUPATIONAL HEALTH & SAFETY POLICY FRAMED UNDER THE FACTORIES ACT, 1948

Establishment Business Policy and Practices relating to Safety and Health not only ensure well-being of employees and the neighboring community but also call for highest standards of efficiency in performance of all business operations. Prevention and control of personal injury and property loss and safeguarding the health of the employees as well as the neighboring community will be accorded too priority in all operations of the Pulp & Paper Manufacturing Process.

The standards of performance relating to Safety and Health that the Division will constantly strive to meet are as follows: -

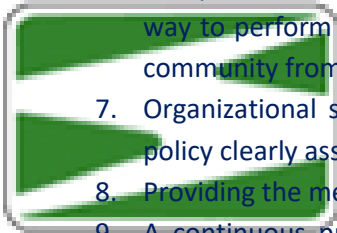
HEALTH

1. All occupational & risks will be identified and published.
2. Program to protect against identified occupational health risks will be implemented.
3. Exposures to all occupational health risks will be monitored and controlled to comply with statutory requirements.
4. Precise guidelines will be worked out so that all our employees are fully aware of identified occupational health risks and preventive and protective measures.
5. Appropriate government agencies, customers and the public will be advised on all new and significant information on occupational health hazards discovered by Pulp and Paper Industry.
6. Existing facilities will be upgraded wherever necessary, to control exposure to comply with statutory levels, existing or forecasted.
7. Feasibility of achieving the lowest levels of exposures to all health risks will be critically examined while designing new facilities.
8. Compliance of occupational health laws and regulations will be carefully monitored.
9. Efforts will be made maintain constant interaction with Government and other authentic agencies on occupational health matters.
10. To ensure the cleanliness of the factory free from Effluvia arising from any drain, privy or other nuisance and to ensure the removal of dust accumulations daily by sweeping dusting and see the cleanliness of work rooms including inside walls, fitting and fixtures that the work rooms should be cleaned by washing, using disinfectant and some other effective methods.
11. Effective arrangement to be made for:
 - (a) Disposal of wastes and effluent, prevent accumulation of dust or fume or other impurity, which is likely to injure the health.
 - (b) Adequate ventilation and circulation of fresh air and create temperature, which may secure reasonably comfortable conditions and prevent injury to health of workmen.
 - (c) Sufficient, effective and suitable lighting in every part of the factory where work is being carried out and also in the latrines, urinals etc.
 - (d) Over-crowding in the rooms, which is injurious to health, be avoided.

- (e) Sufficient supply of drinking water (cold or normal) at suitable points as per the seasons to be made.

SAFETY

1. Safety will be primary concern through all phases of planning, development, production, distribution and application of our products.
2. Precise guidelines will be developed so that all our employees, customers, transporters and the concerned people understand the nature of our materials handled by them and the hazards associated with their storage, transport and use.
3. New facilities will be designed, maintained and operated in such manner that adequate safety measures are built therein to contain hazards which can result in accidental fires, explosion or injuries.
4. Standards and procedures will be developed to ensure uniform application of safe practices in all activities.
5. Each employee will take appropriate action to ensure that the various elements of the safety program are understood and implemented within his area of accountability.
6. Adequate stress will be laid on continuous education so that each employee knows the safe way to perform his job and does his part in protecting himself co-workers and neighboring community from injury.
7. Organizational set up at the level of each department/section to carry out the declared policy clearly assigning the responsibility at each level.
8. Providing the measures of safety performance of the factory in its Annual Return.
9. A continuous program of inspection and investigation will be maintained to detect and eliminate unsafe practices and working conditions.
10. Active participation of employees in all safety and improvement program through forums consisting of all levels of personnel will be ensured.
11. Causes of injuries and potentially hazardous occurrences shall be promptly and thoroughly investigated and corrective actions taken to prevent recurrence. Appropriate disciplinary action will be initiated against infractions of safety rules and regulations.
12. As part of accident prevention program "Off-the job " safety will be stressed on the employees.
13. Fencing machinery by safeguards of substantial constructions shall be constantly maintained and kept in a position by the parts of machinery go fenced are in motion or use. It will also be ensured that only specially trained adult workers bearing tight fitting clothing is allowed to examine any machinery while in motion, carry out lubrications or adjusting operation and carry out mounting or shipping of belts or lubrications or adjusting operation and carrying out mounting or shipping of belts or lubrications of other adjusting operations.
14. To ensure effective guarding to prevent danger every screw set, bolts or key on any revolving shaft, spindle, wheel or pinion.



SATIA INDUSTRIES LIMITED
AN ISO 9001, 14001 & 45001 COMPANY

15. To ensure that every hoist and lift is of good mechanical construction, sound material and adequate strength properly maintained and thoroughly examined by a competent person.
 16. To ensure safe means of access to every place at which any, person is at any time required to work.
-



SATIA INDUSTRIES LIMITED
AN ISO 9001, 14001 & 45001 COMPANY