



एनएचपीसी लिमिटेड की सेफ्टी नीति

SAFETY POLICY OF NHPC LIMITED



अस्वीकरण

सेफ्टी नीति अंग्रेजी में तैयार की गई है और स्वीकृत की गई है जिसे बाद में हिंदी में अनुवाद किया गया है। हिंदी संस्करण में किसी भी प्रकार की अस्पष्टता के मामले में अंग्रेजी संस्करण की व्याख्या प्रबल होगी।

Disclaimer

Safety Policy has been formulated and approved in English which has been subsequently translated into Hindi. In case of any ambiguity in Hindi version, the interpretation of English version will prevail.



Foreword

There are risks inherent in most of the human activities and our endeavour is to prevent injuries and fatalities in our workplaces. Our success depends on our awareness and our careful adherence to the safety measures laid out in a structured manner. A diligent effort on everyone's part will go a long way in preventing injuries and illnesses.

I am happy that Safety Division has come up with the first edition of "Safety Policy". This policy is a conscientious attempt to identify the hazards we might encounter in the course of our work and to create and maintain a system aimed at recognising and dealing with them. Prevention of hazards will always be preferable to protection from hazards, and part of our safety focus is to eliminate hazards. Most of the injuries and illnesses are commonly caused by unsafe acts or conditions, and can be prevented by using good judgment. All of us must practice safe work habits at all times.

I am sure that the policy will also help in sensitizing all the employees about the safety related procedures and help in making our workplaces safe and secure.

A handwritten signature in black ink, appearing to be 'Balraj Joshi'.

(Balraj Joshi)

Chairman and Managing Director

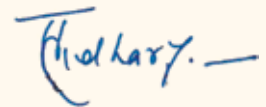
Place : Faridabad



Preface

Safety in the context of an industry refers to management of all its operations and events in such manner so as to protect its employees, assets and environment from any harm, by minimizing hazards, risks, accidents, and near misses. The foundation of industrial safety lies in creation of a Safety Culture within an organization, whereby the employer and the employees regard safety as the first priority, and always look to make the workplace safer for all. A written commitment from the organization delineates its outlook towards removing or reducing the risks on the health, safety and welfare of all workers, contractors and visitors, and anyone else who may be affected by its business operations, including its surroundings and environment.

The first edition of the NHPC Safety Policy, being published by Safety Division, Corporate Office, is a right step in this direction. The policy elaborates the statutory requirements, roles and responsibilities of the employees and implementation of safety standards across all locations of the organization. It will serve to affirm the organizational commitment to create a safer workplace at NHPC Projects, Power Stations and Offices and to inculcate a safe culture among its employees. I expect every employee to diligently go through the contents and to implement the provisions and practices in true spirit to make NHPC a safe and zero hazard organization.

A handwritten signature in blue ink, which appears to read 'Janardan Choudhary'.

(Janardan Choudhary)
Director (Technical)

Place: Faridabad



Acknowledgement

Safety Division has come up with the printed edition of "Safety Policy" which elaborates the statutory requirements, responsibilities, and implementation of Safety Standards across all locations of the organization. This policy has been prepared after incorporating the suggestions from various divisions of Corporate Office, Power Stations and Projects of NHPC.

Safety Policy's target is to achieve Zero hazard potential in all NHPC work places as well as for those who are directly or indirectly associated with NHPC Offices or NHPC Power Stations or Power Project sites.

Finally, I sincerely thanks the team of Safety department and the NHPC Management for their whole-hearted support in framing NHPC Safety Policy.

A handwritten signature in blue ink, appearing to read 'Kishor Kumar', is positioned above the printed name.

(Kishor Kumar)
General Manager (Safety)

Place: Faridabad
Date: 10.04.2018

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NHPC CORPORATE SAFETY POLICY

1.0 PRELIMINARY

This Safety Policy of NHPC is our commitment towards achievement of Target of Zero hazard potential in all NHPC work places, as well as for those who are directly or indirectly associated with NHPC Power Station or Power Project sites.

The provisions contained in this Safety Policy are binding on all NHPC Employees, or those who work at NHPC Sites or are in any way connected or are governed by agreements entered by them with NHPC.

2.0 STATUTORY REQUIREMENT

- i) Under various provisions of the Factories Act, 1948 and State's Factories Rules where NHPC Power Stations are located, the Head of Power station is responsible for complying with the Safety Policy provisions, as applicable to their Power Stations.
- ii) Under the provisions of The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Central Rules 1998, where the basic responsibility of compliance of provisions lies with the Contractors, but the Project Head is also responsible for notifying their Safety Policy and to get it implemented. Head of Project is responsible for the complying with Safety Policy provisions.
- iii) Under the provisions of the Central Electricity Authority (Safety Requirements for Construction, Operation and Maintenance of Electric Plants and Electric Lines) Regulations, 2011 the Power Utilities, covered under the law are also to follow written statement of policy in respect of safety and health of employees.

3.0 COMPANY'S RESPONSIBILITY

NHPC declares its intention and commitment to make all arrangements to comply with statutory provisions, as far as practicable, in relation to Safety, Health and Environmental Protection to all those, who may be affected due to NHPC Power Stations/Projects. NHPC will make sincere efforts, in letter and spirit to identify, monitor and control all types of hazards with an objective of "Zero Injuries, Zero losses and Environmental Protection" as practicable. These efforts shall not be limited to but will give a direction, as given below:

- i) NHPC Corporate Office shall prepare Safety Manual, Reservoir Operation Plan, O&M Manual and help the Units in preparing Emergency Plan/Emergency Action Plan (EAP), Crisis & Disaster Management Plan (C&DMP) and other documentation in terms of provisions of the Factories Act, 1948, State's Factories Rules (Where the Station is located), The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Central Rules 1998, The Central Electricity Authority (Safety Requirements for Construction, Operation and Maintenance of Electric Plants and Electric Lines) Regulations, 2011 or any other applicable statute;
- ii) NHPC shall take steps to ensure that Safety Manual shall be updated from time to time in compliance with Central Electricity Authority (Safety Requirements for Construction, Operation and Maintenance of Electric Plants and Electric Lines) Regulations, 2011.
- iii) NHPC shall take steps to ensure that the learning experiences gained during all the flooding, fire and other accidents shall be regularly incorporated in the safety manual.

- iv) NHPC shall integrate health and safety, in all decisions including those dealing with purchase of plants, equipment, machinery and material as well as selection of appropriate manpower to use it, or during award of contract;
- v) NHPC shall take steps to ensure that all known safety factors are taken into account in the design, construction, operation and maintenance of plants, machinery and equipment. ;
- vi) NHPC shall take steps to ensure that all the requirements and contents relating to Operation, Maintenance, and other activities shall be reviewed considering specific safety requirements.
- vii) NHPC shall appoint Safety Officers with the qualification and experience, not less than those mentioned in the applicable Statutory Provisions including State Factories Rules/the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Central Rules; and where these rules for Units are not enforced these shall comply with model rules prepared by the Ministry of Labour, Government of India. The number of Safety Officers in the Power Station/Project shall not be less than one Safety Officer for each 1000 (Or part thereof) workers, as prescribed under the Central Electricity Authority (Safety Requirements for Construction, Operation and Maintenance of Electric Plants and Electric Lines) Regulations, 2011. Wherever, State Rules define methodology of recruitment of Safety Officer, we shall comply with the same. The Status of Safety Officer shall not be less than other HODs posted in Power Plant/Project in compliance with statutory provisions as mentioned in many State Factory Rules. NHPC shall provide infrastructure and other facilities for effective working of Officers of Safety Department;
- viii) NHPC shall involve all employees to ensure and involve themselves to work for safety of human life/limb first and where they are to select between human lives and material loss, they are to give priority to human being first and material loss later. Their involvement through Safety Committee shall be appreciated;
- ix) NHPC shall advise to work for creation of Safety Awareness amongst all workers, supervisors and officers, working at site, either appointed, directly or through any agency;
- x) NHPC shall provide expert advice, internal or external, wherever potentially hazardous situations exist or might arise, when required;
- xi) NHPC shall provide adequate financial budget necessary to implement required safety measures.
- xii) NHPC shall make Safety Management system, for collecting all related information connected with safety in the units, accidents and injuries, hazardous working conditions and efforts made by them towards safety of all working personnel's and loss control. NHPC Corporate Office shall analyze the data on accident/injuries, loss control and advise the Stations/Projects to take corrective, remedial and preventive action.
- xiii) NHPC Corporate Office shall constitute Corporate Safety Policy Committee, which will advise to NHPC Board, relating to all issues of Safety and Health of workers, working in NHPC Power Plants / Projects. NHPC Corporate Office shall advise the Power Plants/Projects also to constitute Safety Committee in Power Plants/Projects in compliance with statutes, relating to selection/election of Members.
- xiv) NHPC Corporate Office shall start Inter Project Safety Award Scheme to create a competition amongst various units, for improving health and safety of employees.
- xv) NHPC Corporate Office shall make necessary provisions in conditions of contract to bind the Contractors also, to follow all provisions with respect to safety and health of workers appointed/hired by them, either statutory or otherwise.

- xvi) NHPC Corporate Office shall advise units to comply with all statutory provisions relating to Safety Management as applicable or may be promulgated in future, in its true spirit. NHPC Corporate Office shall advise and follow up to get these complied with, through appropriate advisory, when any laxity comes to knowledge of Corporate Safety Head;
- xvii) NHPC Corporate Office shall issue guidelines to ensure identification of hazards and their control measures in the work place through:
- Inspection of Work Place by NHPC Officers, including Safety Officials, involving employees through Safety Committees at Corporate and Plant level etc.,
 - Conducting Internal Safety Audit, at least once every 12 months, through Safety Officers of other NHPC Units, Regional or Corporate Office of NHPC in terms of Central Electricity Authority (Safety Requirements for Construction, Operation and Maintenance of Electric Plants and Electric Lines) Regulations, 2011,
 - Conducting External Safety Audit, once in a year, in terms of Central Electricity Authority (Safety Requirements for Construction, Operation and Maintenance of Electric Plants and Electric Lines) Regulations, 2011, through accredited Safety Auditors, having exposure of working in Safety Department of Power Generation Industry for not less than ten years,
 - Any other methodology as deemed fit, looking into circumstances arrived in specific case,
- xviii) NHPC Corporate Office shall advise units to employ and use, all practicable means of communication to communicate the work place hazards along with remedial measures to prevent injuries and losses from work areas- through Safety Training, re-training, either in the class room or at site or both, as well as published documents to all those working or connected with NHPC Sites, in the language understood by majority of workers employed at the individual site.
- xix) NHPC Corporate Office shall advise units to provide required Personal Protective Equipment of Indian/International standards in accordance with legislative provisions, and will promote/persuade all, for their proper use. Shall make necessary provisions in condition of contract to bind the contractors also, to comply the same.
- xx) NHPC Corporate Office shall advise units to inform employees about materials, equipment or processes used in their work which are known to be potentially hazardous to health or safety. Shall ensure proper identification & demarcation of hazardous sites and adopt control measures like proper display of Caution sign Boards, Exit Routes, Assembly Point, Emergency Numbers, Action Flow Charts, Do's & Don't Chart etc.
- xxi) NHPC Corporate Office shall advise units to provide required supervision for all its activities with specific regard to safety, and review the level of supervision from time to time, on the basis of experience gained or required.
- xxii) NHPC Corporate Office shall advise units to provide appropriate facilities for medical treatment of injuries and illness at work.
- xxiii) NHPC Corporate Office shall advise units to provide required fire prevention and fire fighting equipment and services, not less than those mentioned under the law.
- xxiv) NHPC Corporate Office shall advise units to consult the employees on all health and safety matters through appropriate forums created at Power Stations/Projects.
- xxv) NHPC Corporate Office shall advise units to prepare Safety Rules for different activities.

- xxvi) NHPC Corporate Office shall advise units to submit health and safety performance report to the Corporate Safety Department for onward communication to the top management, for their information.

4.0 RESPONSIBILITY FOR IMPLEMENTATION

- i) The responsibility of managing safety and health shall be of Power Station/Project Head, at the Power Station/Project Level. The Head of the Power Plant shall be declared Occupier for their Power Station by the competent authority or till such declaration shall have ultimate control over the affairs of the Plant (factory) as per Factories Act 1948.
- ii) The Safety Officers will discharge their responsibilities as mentioned in the State Factories Rules/ Safety Officers Rules or any other Statutory Provisions, as applicable for the activity. Head of Safety of the Station will be administratively responsible to the Station/Project Head; but functionally responsible to the Corporate Head of Safety Department.
- iii) At departmental level, the responsibility for safety shall be of Head of the Department (HOD). All Officers and supervisors shall be responsible for safety of employees, working under them. It is their responsibility to issue clear and explicit safety instructions, supervise their working with regard to safety, as necessary for safety of them and others working at site.
- iv) In specific working activity [Like working on electrical equipment, hot work area, working in confined areas, working at height, working in contaminated/explosive areas, or any other notified activity] Authorized Executives/Officers shall obtain Permit (Also known as Permit to work) for working there as per established NHPC procedure. All the conditions as prescribed in the permit shall be complied with the concerned official.
- v) The employees are responsible to comply with Safety Rules/Instructions. They must report potential hazards, if it comes to their knowledge. They should necessarily (without fail) use personal protective equipment provided by NHPC or the employing agencies, and maintain them in hygienic condition. They may bring out their need of specific safety training and suggest/cooperate the NHPC Management in its efforts of injury prevention and loss control.
- vi) The employees must inform any type of injury or near-miss to the management and ensure that the First Aid and medical treatment is provided to injured person, irrespective of level of injury.

5.0 DELEGATION OF POWER TO UNIT HEAD

The Station Head shall be delegated the powers and they shall be authorized to provide best support, financially, technical or otherwise for preventing any accident at the work place.

SAFETY POLICY FOR POWER STATION

This Safety Policy is applicable to all work areas of Power Stations.

1.0 PRELIMINARY

This Safety Policy is our commitment towards achievement of our Target of Zero hazard potential in all of our Power Station activities as well as for those, who are directly or indirectly associated with this Power Station's manufacturing process.

This is binding on all our Employees, working in this Power Station, as well as those who are in any way connected with us, or are governed by agreements entered by them with us.

2.0 STATUTORY REQUIREMENT

- i) Under various provisions of the Factories Act, 1948 and State's Factories Rules, the Occupier of the Factories Act and Rules, the Factory Occupier is responsible for notifying their Safety Policy and to implement it.
- ii) Under the provisions of the Central Electricity Authority (Safety Requirements for Construction, Operation and Maintenance of Electric Plants and Electric Lines) Regulations, 2011, the Power Utilities are also to formulate written statement of policy in respect of Safety and Health of employees.
- iii) The government may promulgate other legislations in future also in this regard.

3.0 RESPONSIBILITY FOR COMPLIANCE

The Power Station shall make sincere efforts, in letter and spirit to identify, monitor and control all types of potential hazards with an objective of "Zero Injuries and Zero losses". These efforts shall not be limited to but will give a direction as below:

- i) Shall prepare Emergency Plan/Emergency Action Plan (EAP), Crisis & Disaster Management Plan (C&DMP), Quality System Procedure (QSP) for downstream release and other documentation in terms of provisions of the Factories Act, the Central Electricity Authority (Safety Requirements for Construction, Operation & Maintenance of Electric Plants and Electric Lines) Regulations, 2011 or any other statute, which is in force;
- ii) Shall take steps to ensure that Safety Manual shall be updated from time to time in compliance with Central Electricity Authority (Safety Requirements for Construction, Operation & Maintenance of Electric Plants and Electric Lines) Regulations, 2011.
- iii) Shall take steps to ensure that the learning experiences gained during all the flooding, fire and other accidents shall be regularly incorporated in the safety manual
- iv) Shall take up with Corporate Head Quarter, to integrate health and safety in all future decisions, including purchase of plant equipment, machinery and material as well as selection of personnel;
- v) Shall ensure that all known safety measures are taken into account, during operation and maintenance of Power Plant;
- vi) Shall take steps to ensure that all the requirements and contents relating to Operation, Maintenance, and other activities shall be reviewed considering specific safety requirements.

- vii) Shall comply with all statutory provisions, presently applicable or promulgated in future but are applicable, in its true spirit;
- viii) Shall pursue Corporate Centre to depute Safety Officers with the qualification and experience, not less than that mentioned in the applicable State Factories Rules. The number of Safety Officers shall not be less than one Safety Officer for each 1000 work force or part thereof in compliance with the Central Electricity Authority (Safety Requirements for Construction, Operation and Maintenance of Electric Plants and Electric Lines) Regulations, 2011. The Status of Chief Safety Officer shall be at par with other Head of the Departments;
- ix) Shall constitute Safety Committee in the Power Station, with Chief Engineer as it's Chairman, Head of Safety Department as it's Secretary, and equal participation of Management (Where representatives of Operation, Maintenance, Purchase, Medical and HR Department will also be there) and Workers' representatives;
- x) Shall advise all our employees to ensure safety of human life/limb first, where they are to select between human lives and material loss;
- xi) Shall make sincere efforts for creation of Safety Awareness amongst all workers, supervisors and officers, working at site.
- xii) Shall seek expert advice, internal or external, wherever potentially hazardous situations exist or might arise.
- xiii) Shall provide adequate financial budget necessary to implement required health and safety measures.
- xiv) Shall comply with the Corporate Safety Management system, and send information relating to safety in the units, accidents and injuries, hazardous working conditions and efforts made by us towards safety of all working personnel and loss control. Shall collect, analyze and present data on accident/injuries, loss control and remedial measures in order to take corrective, remedial and preventive action.
- xv) Shall make necessary provisions in conditions of contract to bind the Contractors also, to comply with NHPC Health and Safety Policy and fulfill all requirements with respect to Safety of workers appointed/hired by them, either statutory or otherwise, as per NHPC Safety Rules/Manual.
- xvi) Shall ensure periodical assessment on Health and Safety, identification of hazards and their control measures in the work place through:
 - Inspection by NHPC Officers including Safety Officials, involving employees through Safety Committees at Plant and Departmental level etc.,
 - Special examination through Safety Experts having adequate exposure of working for Safety of Power Plants, if felt necessary by management,
 - Conducting special studies like Risk Analysis, Job Safety Analysis, HAZOP and other as deemed fit, if felt necessary by management,
 - Conducting Internal Safety Audit, at least once in every year, through Safety Officers of other NHPC Units, Regional or Corporate Office of NHPC in terms of Central Electricity Authority (Safety Requirements for Construction, Operation and Maintenance of Electric Plants and Electric Lines) Regulations, 2011,
 - Conducting External Safety Audit, at least once in every year, in terms of Central Electricity

Authority (Safety Requirements for Construction, Operation and Maintenance of Electric Plants and Electric Lines) Regulations, 2011; through Accredited Safety Auditors, who have got exposure of working in Safety Department of Power Industry for not less than ten years,

- Any other methodology as deemed fit looking into circumstances arrived in specific case,
- xvii) Shall employ all practicable means of communication to communicate the work place hazards along with remedial measures to prevent injuries and losses from our work areas through Safety Training, re-training, either in the class room or at site or both, as well as published documents to all those working or connected with this NHPC Power Station, in the language understood by majority of workers employed at the individual site.
- xviii) Shall provide required Personal Protective Equipment of Indian/International standards in accordance with legislative provisions, and shall promote/persuade all for their proper use. Shall make necessary provisions in condition of contract to bind the contractors also, to comply the same.
- xix) Shall inform the employees about materials, equipment or processes used in their work which are known to be potentially hazardous to health or safety. Shall ensure proper identification & demarcation of hazardous sites and adopt control measures like proper display of Caution sign Boards, Exit Routes, Assembly Point, Emergency Numbers, Action Flow Charts, Do's & Don't Chart etc.
- xx) Shall provide required supervision for all its activities, and review the level of supervision from time to time, on the basis of experience gained or our requirement.
- xxi) Shall provide appropriate facilities for medical treatment of injuries and illness at work.
- xxii) Shall provide required fire prevention and firefighting equipment and services, not less than that mentioned under the law.
- xxiii) Shall consult their employees on all health and safety matters through Plant Safety Committee as well as other forums created there on.
- xxiv) Shall prepare and comply with the Safety Rules formulated for our different activities.

4.0 RESPONSIBILITY FOR IMPLEMENTATION

- i) The responsibility of managing safety and health of this Plant lies with the Power Station Head, at the Station Level. The Power Station Head shall be declared Occupier for their Power Station by the competent authority or till such declaration shall have ultimate control over the affairs of the Plant (factory) as per Factories Act 1948.
- ii) The Safety Officers shall discharge their responsibilities as mentioned in the State Factories Rules / Safety Officers Rules. Head of Safety of the Station shall report to Power Station Head but shall be functionally reporting to Head of Corporate Safety Division.
- iii) At Department level, the responsibility for safety shall be of Head of the Department (HOD). All Officers and supervisors shall be responsible for safety of employees, working under them. It is their responsibility to issue clear and explicit safety instructions, supervise their working with regard to safety, as necessary for safety of them and others working at site.
- iv) In specific working activity [Like working on electrical equipment, hot work area, working in confined areas, working at height, working in contaminated/explosive areas or any other notified

area] Authorized Executives/Officers shall obtain Permit (Also known as Permit to work) for working there as per established NHPC procedure. All the conditions as prescribed in the permit shall be complied with by the concerned official.

- v) The employees are responsible to comply with provisions contained in the Safety Rules/ Instructions. They must report potential hazards, if it comes to their knowledge to their Controlling Officer or Safety Office. They must necessarily (without fail) use personal protective clothing and protective equipments provided by the Station Management, and maintain them in hygienic condition. They may bring out their need of specific safety training. They should suggest / cooperate with the Station Management in its efforts of injury prevention and loss control.
- vi) The employees should inform any type of injury to the management and ensure that medical treatment is provided to injured person.

5.0 COMMITMENT FROM POWER STATION HEAD

The Head of Power Station, who will also be Occupier, shall provide best support, financially, technical or otherwise for preventing any accident at the work place, as practicable.

SAFETY POLICY OF CONSTRUCTION PROJECT

This Safety Policy is applicable to all work areas of Construction Projects.

1.0 PRELIMINARY

The Safety Policy is our commitment towards achievement of our Target of Zero hazard potential in all of our work places as well as for those who are directly or indirectly associated with our activities.

This Safety Policy is applicable on all our Employees or those who are in any way connected with us or are governed by agreements entered by them with Project.

2.0 STATUTORY REQUIREMENT

- i) Under the provisions of The Building and Other Construction Workers (regulation of Employment and Conditions of Service) Act, 1996 and Central Rules 1998, it is the responsibility of the Project Head as well as the Site Contractor Head to notify the Safety Policy.
- ii) Under the provisions of the Central Electricity Authority (Safety Requirements for Construction, Operation and Maintenance of Electric Plants and Electric Lines) Regulations, 2011 the Power Utilities, covered under the law are also to formulate written statement of policy in respect of safety and health of employees.
- iii) Statutory provision of factories act be included as workshops are part of manufacturing process which in terms of Sec-2(k) of Factories Act, 1948 means any process for “making, altering, repairing, ornamenting, finishing, packing, oiling, washing, cleaning, breaking up, demolishing, or otherwise treating or adapting any article or substance with a view to its use, sale, transport, delivery or disposal”.
- iv) The government may promulgate other legislations in future also in this regard.

3.0 RESPONSIBILITY OF POWER PROJECT

The Project Management shall make sincere efforts, in letter and spirit to identify, monitor and control all types of potential hazards with an objective of “Zero Injuries and Zero losses”. These efforts shall not be limited to but will give a direction as below:

- i) Shall prepare Crisis & Disaster Management Plan (C&DMP) and other documentation in terms of provisions of the statutory provisions, including Factories Act, The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Rules, The Central Electricity Authority (Safety Requirements for Construction, Operation and Maintenance of Electric Plants and Electric Lines) Regulations, 2011 or any other statute;
- ii) Shall take steps to ensure that Safety Manual shall be updated from time to time in compliance with Central Electricity Authority (Safety Requirements for Construction, Operation and Maintenance of Electric Plants and Electric Lines) Regulations, 2011.
- iii) Shall take steps to ensure that the learning experiences gained during all the flooding, fire and other accidents shall be regularly incorporated in the safety manual.
- iv) Shall enforce all the Statutory Provisions, NHPC Safety Rules, provisions of Project Safety Manual amongst all contractors, as applicable;

- v) Shall advise all Contractors to take all required steps to ensure that safety factors are taken into account in the design, construction, operation and maintenance of plants, machinery and equipment;
- vi) Shall take steps to ensure that all the requirements and contents relating to Operation, Maintenance, and other activities shall be reviewed considering specific safety requirements.
- vii) Shall comply with all statutory provisions, presently applicable or promulgated in future, but applicable upon Project, in its true spirit.
- viii) Shall pursue Corporate Centre to depute Safety Officers with the qualification and experience, not less than those mentioned in the applicable. The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Central Rules. The number of Safety Officers shall not be less than one Safety Officer for each 1000 work force [Including of Contractors] or part thereof in compliance with the Central Electricity Authority (Safety Requirements for Construction, Operation and Maintenance of Electric Plants and Electric Lines) Regulations, 2011. The Status of Chief Safety Officer shall be at par with other Head of the Departments;
- ix) Shall advise all workers, through their respective contractors, to ensure safety of human life/limb first, where they are to select human being first and material loss later;
- x) Shall make efforts for creation of Safety Awareness amongst workers, supervisors and officers, working at the Project Site.
- xi) Shall provide adequate financial budget necessary to implement required health and safety measures.
- xii) Shall comply with the Corporate Safety Management system, and shall send information relating to safety in the units, accidents and injuries, hazardous working conditions and efforts made by us towards safety of all working personnel's and loss control.
- xiii) Shall pursue Corporate Centre to make necessary provisions in conditions of contract to bind the contractors, to follow provisions of Project Safety Policy with respect to safety of workers appointed/ hired by them, either statutory or NHPC Safety Rules or directives issued to them by authorized Officers of the Project .
- xiv) Shall ensure identification of hazards and their control measures in the work place through:
 - Inspection by NHPC Officers including Safety Officials working at the Project,
 - Special examination through Safety Experts having adequate exposure of working for Safety of Power Plants, if felt necessary by Management,
 - Conducting special studies like Risk Analysis, Job Safety Analysis, and others as deemed fit,
 - Conducting Internal Safety Audit, at least once every 12 months, through Safety Officers of other NHPC Units, Regional or Corporate Office of NHPC in terms of Central Electricity Authority (Safety Requirements for Construction, Operation and Maintenance of Electric Plants and Electric Lines) Regulations, 2011,
 - Conducting External Safety Audit, at least once every 12 months, in terms of Central Electricity Authority (Safety Requirements for Construction, Operation and Maintenance of Electric Plants and Electric Lines) Regulations, 2011, through Safety Auditors, who have got exposure of working in Safety Department of Power Plant Industry for not less than Ten Years,
 - Any other methodology as deemed fit looking into circumstances arrived in specific case,

- xv) Shall employ all practicable means of communication to communicate the work place hazards along with remedial measures to prevent injuries and losses from our work areas- through Safety Training, re-training, either in the class room or at site or both, as well as published documents to all those working or connected with the Project site, in the language understood by workers.
- xvi) Shall provide required Personal Protective Equipment of Indian/International standards in accordance with legislative provisions; and force contractors as well, to provide the same. Shall promote/persuade all concerned for their proper use. Shall make necessary provisions in condition of contract to bind the contractors also, to comply the same.
- xvii) Shall inform employees about materials, equipment or processes used in their work which are known to be potentially hazardous to health or safety. Shall ensure proper identification & demarcation of hazardous sites & adopt control measures like proper display of Caution sign Boards, Exit Routes, Assembly Point, Emergency Numbers, Action Flow Charts, Do's & Don't Chart etc.
- xviii) Shall provide appropriate facilities for medical treatment of injuries and illness at the Project.
- xix) Shall provide required fire prevention and fire-fighting equipment and services, not less than those mentioned under the law. Shall give direction to the Contractor to provide Fire Fighting Equipment, facilities and services as per law.
- xx) Shall consult the Workers/Contractors on Health and Safety related matters through Project Safety Committee as well as other forums created by us. Safety Committee shall consist of equal number of representatives of workers, Contractors and Management. A Senior Officer of the Project shall be the Chairman and Head of Project Safety shall be Secretary, to this Committee.

4.0 RESPONSIBILITY FOR IMPLEMENTATION

- i) The principal responsibility of managing Safety and Health of the Project lies with the Contractors, awarded with the contract for Construction and Erection of the Project.
- ii) The Project Head is responsible to monitor compliance of safety provisions by the contractors, working at this project, and ensure that they follow all the provisions of the Building and Other Construction Workers (Regulation of Employment and Conditions of Work) Act and Rules, framed there under, as well as NHPC Safety Rules/Safety Manual.
- iii) The Safety Officers shall be employed in the Project, in compliance with the Building and Other Construction Workers (Regulation of Employment and Conditions of Work) Act/ Rules and Central Electricity Authority (Safety Requirements for Construction, Operation and Maintenance of Electric Plants and Electric Lines) Regulations, 2011, and they will discharge their responsibilities as mentioned in The Building and Other Construction Workers (Regulation of Employment and Conditions of Work) Central Rules, 1998. Head of Safety of the Station shall report to the Project Head and shall be functionally responsible to Corporate Head of Safety Department.
- iv) At Department level, the responsibility for monitoring of Safety in the Project shall be of Head of the Department (HOD) and concerned Supervisors. The Contractors shall be responsible for ensuring safety in their work place.
- v) The Contractors are responsible to comply with all the Statutory Provisions and NHPC Safety Rules/Instructions/Safety Manual.
- vi) All those working at this site, should report potential hazards- if it comes to their knowledge. All

persons should use personal protective clothing/protective equipments provided by the Project or the Contractors and maintain them in hygienic condition.

- vii) The employees, either of the Project or of the Contractors, must inform any type of injury or near-miss to the management and ensure that medical treatment is provided to injured person, irrespective of level of injury.

5.0 COMMITMENT FROM PROJECT HEAD

The Head of Project, in accordance with conditions of contract, shall provide all practicable support, for preventing accidents at the work place, as practicable.



Overview of NHPC Limited

NHPC Limited, a Govt. of India Enterprise, was incorporated in the year 1975 with an authorised share capital of Rs.2,000 million and with an objective to plan, promote and organise an integrated and efficient development of hydroelectric power in all aspects. Later on, NHPC expanded its objects to include development of power in all its aspects through conventional and non-conventional sources in India and abroad.

At present, NHPC is a Mini Ratna Category-I Enterprise of the Govt. of India with an authorised share capital of Rs.1,50,000 Million. NHPC is ranked as a premier organization in the country for development of hydropower.

Initially, on incorporation, NHPC took over the execution of Salal Stage-I, Bairasiul and Loktak Hydroelectric Projects from Central Hydroelectric Project Construction and Control Board. Since then, it has executed 20 projects with an installed capacity of 6507 MW on ownership basis including projects executed by NHDC Limited, a Subsidiary Company of NHPC Limited. NHPC has also executed 5 projects with an installed capacity of 89.25 MW on turnkey basis. Two of these projects have been commissioned in neighbouring countries i.e. Nepal and Bhutan.

Presently NHPC is engaged in the construction of 5 projects aggregating to a total installed capacity of 4290 MW including 1000 MW (Pakal Dul HE Project) being executed through JV Company. 10 projects of 7151 MW are awaiting clearances / Govt. approval for their implementation including 3 Projects of 1186 MW to be executed through Subsidiary/ Joint Venture Companies.

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50 MW Solar PV Project - Tamil Nadu



NHPC Limited

(A Government of India Enterprise)

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