

# KALYANI STRATEGIC MANAGEMENT SERVICES LIMITED

(Formerly known as Kalyani Technologies Limited)

CIN No : U72200PN2008PLC132839

## Training Policy

### General company health and Safety policy:

The company shall communicate all company health and safety policies to all employees at time of hire and again during annual refreshers.

Key company Health and Safety policies include-

1. Safety legislation on rights and duties of workers, Supervisors and employers including potential fines for workers from Ministry of labour.
2. Company health and safety policy and general rules.
3. Emergency response procedures
4. Lockout and Guarding procedures
5. Sprain and Strain prevention procedure
6. Role of the health and safety representative
7. License requirements
8. Safe Operating procedures
9. Any other pertinent policies at that time



Whenever a health and safety policy or procedure is changed significantly, those affected will be retrained on the new policy or procedure.

All policy communication or training will be documented, including Date and Time, topic covered, attendance and comment or concern that brought forward.

### Job-specific Training:

New employees (or existing employees transferred to a new job) will be trained in the standard operating procedures for that job. They all



KALYANI GROUP COMPANY

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also be asked to sign off on the SOP indicating they will understand the requirements. The sign copy will be kept on file and the worker will get a copy.

Copies of all SOP's will be available in the Health and Safety Program manual for all employees to review as needed.

## Worker Training Orientation Process:

All employees will be trained in this emergency response plane at the time of hire.

All employees will receive instruction on the proper use of fire extinguisher and fire suppression systems. This from records any in-house training or any safety talks that have occurred. A description of the training /orientation that occurred is required so that it is clear what instruction the worker received. The worker being trained must also sign off that he or she took the described session and the he or she understands the information presented.

Date	Start Time	End Time
Description of training(what policies/procedures or safety topics were discussed)		



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Name of worker Attending	Signature of worker

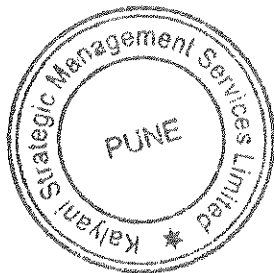
Comments and Discussions:	
Prepared By:	Reviewed & Approved By:

SOP's will be reviewed and revised as needed but at least once every year and with worker input.

For, **Kalyani Strategic Management Services Limited.**

  
Raju Kalyankar

(Regional Business Head)



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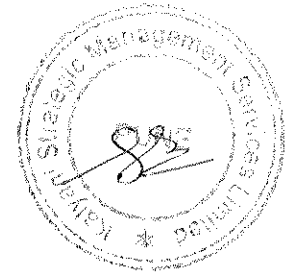
(Formerly known as Kalyani Technologies Limited)

CIN No : U72200PN2008PLC132839

## KSMSL MEETING

### Daily Meeting

Sr. No.	Date	Name of Employees	Place	Signature
1	14.09.2022	Anil Vispute	On Site	Anil Vispute
2	14.09.2022	Baba Hiwale	On Site	Baba Hiwale
3	14.09.2022	Dinesh Shinde	On Site	Dinesh Shinde
4	14.09.2022	Shivram Sakhare	On Site	Shivram Sakhare
5	14.09.2022	Santosh Pore	On Site	Santosh Pore
6	14.09.2022	Yogesh Shinde	On Site	Yogesh Shinde
7	14.09.2022	Kamlesh Marathe	On Site	Kamlesh Marathe
8	14.09.2022	Ramesh Shirsath	On Site	Ramesh Shirsath
9	14.09.2022	Janak Mhaske	On Site	Janak Mhaske
10	14.09.2022	Hemant Chache	On Site	Hemant Chache
11	14.09.2022	Amit Gupta	On Site	Amit Gupta



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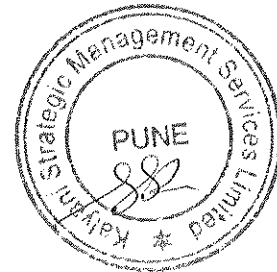
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## Daily Meeting

Sr. No.	Date	Name of Employees	Place	Signature
1	15.09.2022	Anil Vispute	On Site	Anil Vispute
2	15.09.2022	Baba Hiwale	On Site	Baba Hiwale
3	15.09.2022	Dinesh Shinde	On Site	Dinesh Shinde
4	15.09.2022	Shivram Sakhare	On Site	Shivram Sakhare
5	15.09.2022	Santosh Pore	On Site	Santosh Pore
6	15.09.2022	Yogesh Shinde	On Site	Yogesh Shinde
7	15.09.2022	Kamlesh Marathe	On Site	Kamlesh Marathe
8	15.09.2022	Ramesh Shirsath	On Site	Ramesh Shirsath
9	15.09.2022	Janak Mhaske	On Site	Janak Mhaske
10	15.09.2022	Hemant Chache	On Site	Hemant Chache
11	15.09.2022	Amit Gupta	On Site	Amit Gupta



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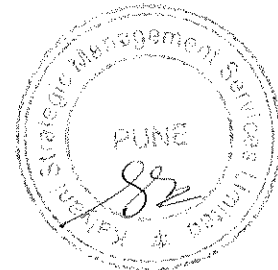
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## Daily Meeting

Sr. No.	Date	Name of Employees	Place	Signature
1	16.09.2022	Anil Vispute	On Site	Anil Vispute
2	16.09.2022	Baba Hiwale	On Site	Baba Hiwale
3	16.09.2022	Dinesh Shinde	On Site	Dinesh Shinde
4	16.09.2022	Shivram Sakhare	On Site	Shivram Sakhare
5	16.09.2022	Santosh Pore	On Site	Santosh Pore
6	16.09.2022	Yogesh Shinde	On Site	Yogesh Shinde
7	16.09.2022	Kamlesh Marathe	On Site	Kamlesh Marathe
8	16.09.2022	Ramesh Shirsath	On Site	Ramesh Shirsath
9	16.09.2022	Janak Mhaske	On Site	Janak Mhaske
10	16.09.2022	Hemant Chache	On Site	Hemant Chache
11	16.09.2022	Amit Gupta	On Site	Amit Gupta



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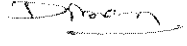
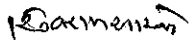
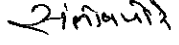

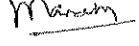
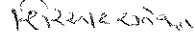
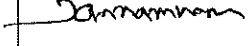

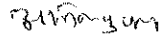
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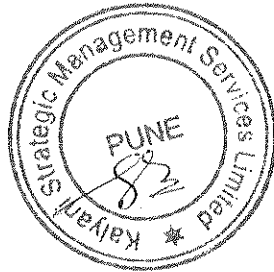
## Weekly Safety Meeting

Sr. No.	Date	Name of Employees	Place	Signature
1	09.09.2022	Anil Vispute	On Site	
2	09.09.2022	Baba Hiwale	On Site	
3	09.09.2022	Dinesh Shinde	On Site	
4	09.09.2022	Shivram Sakhare	On Site	
5	09.09.2022	Santosh Pore	On Site	
6	09.09.2022	Yogesh Shinde	On Site	
7	09.09.2022	Kamlesh Marathe	On Site	
8	09.09.2022	Ramesh Shirsath	On Site	
9	09.09.2022	Janak Mhaske	On Site	
10	09.09.2022	Hemant Chache	On Site	
11	09.09.2022	Amit Gupta	On Site	

For, Kalyani Strategic Management Services Limited.

Raju Kalyankar

(Regional Business Head)



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## Welding, Cutting and Hot work

### What is Hazard?

Cutting, Welding and hot work fires are usually caused by Three things:

1. Sparks and slag- can fall through cracks or openings in the floor, under doors, on combustible material, or on flammable liquids. Sparks can fly 35 feet horizontally, may smolder in cracks with fire breaking out after the end of the shift.
2. Metal- Being cut or welded can transmit heat by conduction or radiation and start a fire adjacent or nearby combustibles.
3. Torch- The cutting torch accidentally coming too close to, or in contact with, combustible material can be ready source of ignition.

#### ❖ Prevent the Hazard-

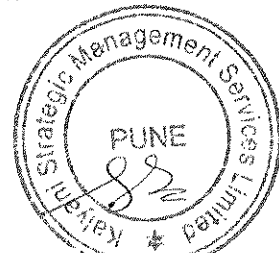
1. Move work to a safe place. If work can't be moved, remove combustibles from the area.
2. Sweep the floors clean
3. Keep the Fire extinguisher handy and fully knowledgeable in their use.
4. Don't cut or weld in the presence of flammable liquids or vapors, in the presence of lint or dust or on unpurged containers previously holding flammable liquids.
5. Acetylene gas can 'pool' and ignite; avoid the situations where gas can 'pool' if the valve is left open
6. Choose the safe direction for the cut so that sparks are going in the direction you want.

#### ❖ Specialized precautions.

1. In some cases, additional safety precautions are required. Areas to consider include, but are not limited to:



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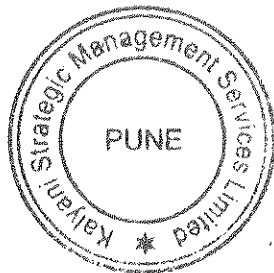
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2. Piping- Prior to cutting or welding on pipes, the operator must ensure the pipes are purged and empty. Proper ventilation is required in order to prevent inhalation of fumes such as sax valent chrome.
3. Containers- must be cleaned to ensure no flammable material or vapors are present.
4. Confined spaces- atmospheric testing must be performed as well as other precautions outlined in the facility's confined space program.
5. Atmospheric changes- oxygen levels could be higher than normal in certain operations (i.e. if a leak occurs when oxygen is used for work aeration). Higher levels of oxygen could lead to an explosion.

❖ Additional Information.

- ❖ Refer to JHA-003(Grinders and abrasive wheels), and JHA- 052(safe use of angle Grinders with Wafer cutting wheels) and the JJW safety awareness manual for supplementary information.

For, **Kalyani Strategic Management Services Limited.**



  
Raju Kalyankar

(Regional Business Head)



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## TRAINING AND ORIENTATION

All employees will be trained in this emergency response plane at the time of hire.

All employees will receive instruction on the proper use of fire extinguishers and fire suppression system.

The supervisor will have a copy of this emergency response plane on -site in his /her truck, in the maintained trailer or with the fuel pumping unit at all time.

## EMERGENCY RESPONSE CONTACTS

TML: - 100/2772.

MAIN GATE: - 2555

AMBULANCE: - 101

Mr.

Mr.

Mr.

For, Kalyani Strategic Management Services Limited

Mr. Raju Kalyankar

(Regional Business Head)



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




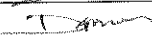


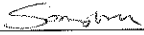



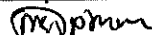
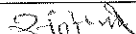
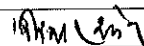



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## TRAINING ATTENDANCE FORM

Training Topic: **First Aid**

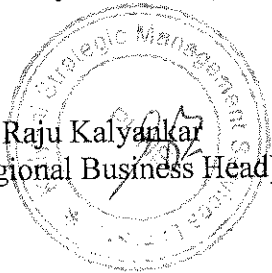
Training Schedule: 26.02.2021 time: 11.00am

Sr. No.	Name of Employee	Signature
1	Sandeep Salve	
2	Shilpa Shirwadkar	
3	Shahaji Sonawale	
4	Uday Deshpande	
5	Shripad Gijare	
6	Dinesh Shinde	
7	Sachin Shikhare	
8	Pratik Sonar	
9	Suvarna Kalekar	
10	Aparna Bembalkar	
11	Manasi Nimbalkar	
12	Anil Vispute	
13	Mahendra Phapale	
14	Santosh Pore	
15	Ramesh Shirsath	
16	Baba Hiwale	
17	Kamlesh Marathe	
18	Pravin Kumbhar	

Training By: **Ms. Divya Naik**

For, **Kalyani Strategic Management Services Limited**

Mr. Raju Kalyanekar  
(Regional Business Head)



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## TRAINING ATTENDANCE FORM

Training Topic: CCTV system

Training Schedule: 01.03.2021 time: 11.00am

Sr. No.	Name of Employee	Signature
1	Anand Chikane	Chikane A
2	Baba Hiwale	Hiwale
3	Sachin Berde	Berde
4	Hemant Chache	
5	Amit Gupta	Amit Gupta
6	Yogesh Shinde	
7	Mahendra Phapale	Phapale
8	Pratik Sonar	Sonar
9	Suvarna Kalekar	Suvarna
10	Aparna Bembalkar	Aparna
11	Manasi Nimbalkar	Manasi
12	Anil Vispute	Vispute
13	Ansar Shaikh	Ansar
14	Santosh Pore	Santosh
15	Ramesh Shirsath	Ramesh
16	Pravin Kumbhar	Pravin
17	Kamlesh Marathe	Kamlesh
18	Shivram Sakhare	Sakhare

Trained By: Sachin Shikhare.

For, Kalyani Strategic Management Services Limited

Mr. Raju Kalyankar  
(Regional Business Head)



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All employees will be trained in this emergency response plane at the time of hire.

All employees will receive instruction on the proper use of fire extinguisher and fire suppression systems. This from records any in-house training or any safety talks that have occurred. A description of the training /orientation that occurred is required so that it is clear what instruction the worker received. The worker being trained must also sign off that he or she took the described session and the he or she understands the information presented.

Importance of fire issues and emergency response plan will be also explained over a short film round about 10 min.

For, Kalyani Strategic Management Services Limited.



(Regional Business Head)



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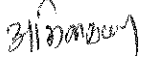
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## Worker Training Orientation Record

Following team member is trained when member is on board

Training Topic: Response in case of site emergency
Training Schedule:
Date:22 <sup>nd</sup> Sept 2018
Time:3.30 pm to 4.30 pm
Venue:KTL Mundhwa safety office

Name of worker Attending	Signature of worker
Amit Gupta	
<b>Topic covers in training</b>	
Types of fire	✓
Chances of fire	✓
How to suppress fire	✓
Emergency due to electricity issue	✓
First aid kit uses	✓
Incident information to senior	✓

Training By: Mr.Vilas Pisal – Safety In charge

For, Kalyani Strategic Management Services Limited.

  
Raju Kalyankar

(Regional Business Head)



KALYANI GROUP COMPANY

KALYANI TECHNOLOGIES LIMITED, INDUSTRY HOUSE, MUNDHWA, PUNE - 411 036, MAHARASHTRA, INDIA

PHONE + 91 20 2672500, FAX : + 91 20 26812589

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# KALYANI STRATEGIC MANAGEMENT SERVICES LIMITED

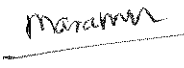
(Formerly known as Kalyani Technologies Limited)

CIN No : U72200PN2008PLC132839

## Worker Training Orientation Record

Following team member is trained when member is on board

Training Topic: Response in case of site emergency
Training Schedule:
Date: 8 <sup>th</sup> Sept 2018
Time: 3.30 pm to 4.30 pm
Venue: KTL Mundhwa safety office

Name of worker Attending	Signature of worker
Kamlesh Marathe	
<b>Topic covers in training</b>	
Types of fire	✓
Chances of fire	✓
How to suppress fire	✓
Emergency due to electricity issue	✓
First aid kit uses	✓
Incident information to senior	✓

Training By: Mr. Vilas Pisal – Safety In charge

For, Kalyani Strategic Management Services Limited.

  
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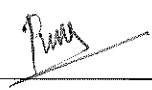
(Formerly known as Kalyani Technologies Limited)

CIN No : U72200PN2008PLC132839

## Worker Training Orientation Record

Following team member is trained when member is on board

Training Topic: Response in case of site emergency
Training Schedule:
Date:6 <sup>th</sup> April 2021
Time:3.30 pm to 4.30 pm
Venue:KTL Mundhwa safety office

Name of worker Attending	Signature of worker
Pravin Kumbhar	
<b>Topic covers in training</b>	
Types of fire	✓
Chances of fire	✓
How to suppress fire	✓
Emergency due to electricity issue	✓
First aid kit uses	✓
Incident information to senior	✓

Training By: Mr.Vilas Pisal – Safety In charge

For, Kalyani Strategic Management Services Limited.

  
Raju Kalyankar

(Regional Business Head)



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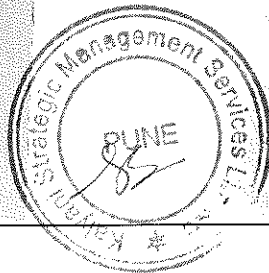
# CERTIFICATE OF AUTHORIZATION

This certifies that

**Dinesh N Shinde**  
**Kalyani Technologies Ltd**

has successfully completed

**ND33361 - SYSTIMAX Installation and Maintenance**



**James Donovan**  
Approved

**14th January 2019**  
Date Issued

CSI Recognized Continuing Education Credits (CECs)  
1.5 Event ID: OY-COMMS-I-0918-3

This certificate shall expire two (2) years from the date above

**BH689942IN205AC2**  
Certificate

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# CERTIFICATE OF AUTHORIZATION

This certifies that

**Mahendra Phapale**  
**Kalyani Technologies Ltd**

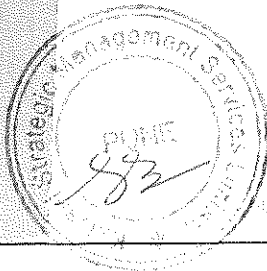
has successfully completed

**ND33361 - SYSTIMAX Installation and Maintenance**

**14th January 2019**  
Date Issued

This certificate shall expire two (2) years from the date above

**BH689941IN205AC3**  
Certificate



**James Donovan**  
Approval

CSI Recognized Continuing Education Credits (CECs)  
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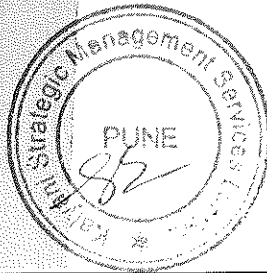
# CERTIFICATE OF AUTHORIZATION

This certifies that

**Pratik Sonar**  
**Kalyani Technologies Ltd**

has successfully completed

**ND3361 - SYSTIMAX Installation and Maintenance**



**James Donovan**  
Approved

CSI Recognized Continuing Education Credits (CECs)  
1.5 Event ID: OVCOMMSIL0918-3

**14th January 2019**  
Date Issued

This certificate shall expire two (2) years from the date above

**BH689940IN205AC4**  
Certificate

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# CERTIFICATE OF AUTHORIZATION

This certifies that

**Shripad Gijare**  
**Kalyani Technologies Ltd**

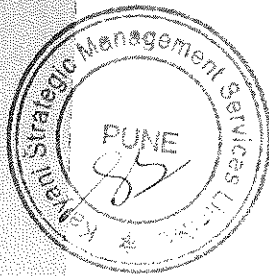
has successfully completed

**SP3321 - SYSTMIX Design and Engineering**

**5th August 2019**  
Date Issued

This certificate shall expire two (2) years from the date above

**BH702288IN205HS0**  
Certificate



**James Donovan**  
Approved

CSI Recognized Continuing Education Credits (CECs)  
8 Event ID: 0Y-COMMS-I-0219-1

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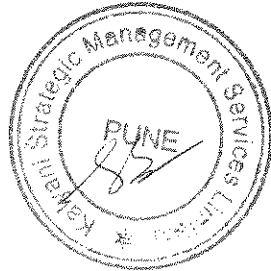
# CERTIFICATE OF AUTHORIZATION


This certifies that

**Mahendra Phapale**  
**Kalyani Technologies Ltd**

has successfully completed

**ND33367 - SYSTEMAX Installation and Maintenance**



  
**James Donovan**  
Approval

**16th April 2014**  
Date Issued

**G592988IN205A**  
Certificate

BICSJ Recognized Continuing Education Credits (CECs)  
RCDD/RITP 15, Inst 1.5, Tech 1.5

This designation expires two (2) years from the date above

# CERTIFICATE OF AUTHORIZATION

This certifies that

**Shripad Gijare**  
**Kalyani Technologies Ltd**

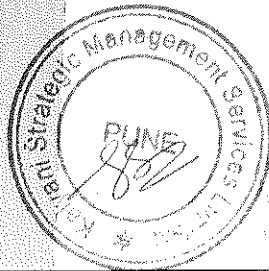
has successfully completed

**SP3321 - SYSTIMAX Design and Engineering**

**5th August 2019**  
Date Issued

This certificate shall expire two (2) years from the date above

**BH702288IN205HS0**  
Certificate



**James Donovan**  
Approved

CSI Recognized Continuing Education Credits (CECs)  
Event ID: OVCOMMS-IL-0219-1

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