

ENVIROMENT, HEALTH & SAFETY (EHS) POLICY

Cerulean Enviro Tech Pvt. Ltd. is committed to maintain and enhance environment, health & safety performance of the organization by:

- Provide & Maintain a healthy working environment at all times
 - Strive to ensure adequate control of health & safety risks arising from work activities
 - Provide all required instructions, training, supervision & other relevant health & safety information to employees
 - Ensure that all employees are competent to work safely in activities they are engaged in
- Continue to consult with & update employees on all health & safety issues
- Provide as a minimum risk assessment for all common tasks engaged in by employees
 - Encourage all employees to take reasonable care for the health & safety of himself/herself & fellow employees, & to report to appropriate personnel any hazard that cannot be controlled personally.



Shukla

PART A: GENERAL REQUIREMENTS

company safety rules

The following safety rules must be strictly adhered to at all times when carrying out work for or on behalf of Cerulean Enviro Tech Pvt. Ltd.

- Where required or designated, approved safety equipment or clothing must be worn
- machinery and equipment must not be operated without guards or with damaged guards
- Safety devices must not be tampered with or overridden
- Inspect machinery or equipment's for hazard before use
- Follow recommended procedures for handling dangerous or hazardous substances (Know where your MSDS sheets are located)
- Keep aisles, exits, driveways & fire extinguishers access clear
- Before entering a work area observe safety signs & rules
- Apply best practice manual handling techniques when lifting heavy objects, use team lifting or mechanical lifting devices where appropriate
- Report all unsafe acts & conditions
- Before starting any new project job, look for & discuss safety hazard with your supervisor
- You must not operate machinery or equipment unless you are adequately trained
- Be fully aware of evacuation & emergency procedure
- It is Your responsibility to ensure housekeeping is maintained to a high standard
- If injured at work you must participate in a rehabilitation programme if deemed appropriate by your treatment provider
- you must report any injury, plant damage or near miss to your supervisor
- Do not engage in such other practices as may be inconsistent with ordinary & reasonable common-sense safety rules



Smoking:

Smoking is strictly prohibited in any building, vehicle and (Includes company Cars, Vans or facility) with the exception of a designated smoking area

B: EMERGENCY RESPONSE

Emergency procedures

This site has an evacuation procedure. there are appointed people in each site specifically trained in emergency situations who take charge during an evacuation.

you must be familiar with these instructions:

In the event of an emergency:

Isolate electrical plant & equipment if safe to do so, leave the building by the nearest & safest exit

Proceed to the designated assembly area, located at : _____

Do not re-enter the building until the all clear has been given by the fire warden.

Fire Safety

Reduce the risk of fire by maintaining good housekeeping and notifying the general manager of any fire hazards you come across.

You should only attempt to extinguish a fire if it is safe to do so, Fire extinguishers are only intended for use on small fires or as a life saving device enable escape.

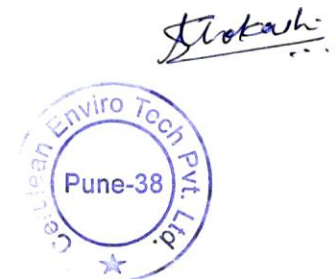
Don't be a hero ring _____

YOUR FIRE WARDEN IS _____

Earthquake

In the event of an earthquake remain in the room.

Move away from windows and tall or heavy cabinets.



1. Good housekeeping (e.g. keep walkways clear at all times),
2. Reporting hazards
3. Wearing Appropriate PPE
4. Good manual handling practices or techniques

We can all prevent these injuries by looking out of spills, keeping floor clear of obstacles/ obstructions by wearing the correct safety footwear, if you see something which could potentially cause a slip, trip or fall injury don't walk past & ignore it, Do something about it Remember, housekeeping is everyone's responsibility.

PART D: PROCEDURES

Personal Protective Equipment (PPE)

Cerulean Enviro Tech Pvt. Ltd. provides PPE for your safety & benefit - use them as the occasion arises & check that:

PPE provided offers you adequate protection for its intended use.

It is properly maintained & any defects are reported immediately. It is returned to the proper storage after its intended use.

Those using it are adequately trained on its safe use

Do not rely entirely on PPE alone to Protect you against hazards. Use PPE in conjunction with guards, Engineering controls & Written safe operating procedures.

PPE is available to you for protection of the head, Ears, eyes, breathing, hands, arms, feet & legs. In general, you should wear safety foot wear, hi-vis vest or shirt at all times.

Practical Jokes / Horseplay:

- Horseplay, Skylarking or just clowning around has no place in our business.
- Practical jokes may get laughs but it can end up by giving someone a lifetime of sorrow that someone could be you.



Lock out/Tag out: Lock out and danger are used to warn of danger or to indicate that tools, machinery and equipment are defective. this means they must not

Housekeeping

- Keep your work area clean and orderly that includes your work vehicle.
- it is your responsibility to do this not the job of others.
- A tidy work area or vehicle promotes and encourages smart work habits

Electrical work

- Electrical Dangers are not always obvious.
- inspect electrical equipment and that includes portable leads before use
- are the inspection test date tags or electrical leads and portable tools current
- Switch the power off before inserting or pulling out a power cord
- portable leads will trip you up if left across work ways
- Working on live electrical equipment must only be considered as last resort, and then only when an adequate, risk assessment has been undertaken

If testing on live electrical installation for faults or to ensure systems are operating effectively, then a **permit to work** may be required.

The following procedures will be carried out when isolating circuits to conduct work:

Circuit Breakers must be locked out with a single key lock & tagged out. If this is not practicable, then

Circuit breaker switches will be tagged in an "OFF" position using a "DANGER-OUT OF SERVICE" tag, secured to the switch.

Site Manager of H& S Staff shall be advised of the pending work.

Compressed Air

Use suitable goggles, masks & other protective clothing when using compressed air.

ensure that the correct fittings are available & being used.



Do not use compressed air to blow dust from clothing or skin

.....this this practice can be **FATAL**.

Slips, Trips & falls

Slips, Trips and falls cause injuries, these injuries can be prevented by

Take immediate shelter under solid furniture such as tables or desks. Await instructions from your warden if evacuation is necessary

Assemble in front of the building.

prior to evacuation and only if it safe to do so, turn off all electrical appliances.

Hazardous substances spill

In the event of hazardous spill, inform the site supervisor and follow their instructions, they have been specifically trained in what to do.

make sure you know the location of the chemical spill kit for clean-up purposes. Use the PPE provided for Clean ups

Know the location of material safety data sheets (MSDS), Don't flush chemical spills down storm water drains.

First Aid

- if you require treatment proceed the nearest treatment provider such as a medical centre or clinic.
- Record the treatment in the first aid register

Near Miss reporting

A near miss is defined as an incident that almost happens and damage to equipment or people is narrowly avoided. If This happens to you or observe it happen to someone else it is critical to our health and safety programme that is reported.

You can do this on the "initial safety event notification"

We need to nip it in the bud before it happens again, next time may be FATAL



be operated because their operation may cause injury to workers or damage to machinery or equipment:

- Isolate the power at the main switchboard.
- Remove fuses, lock out MSB (equipment to include circuit breaker lock and padlock) and tag out the isolator switch.
- If you did not put on the padlock or tag you cannot take it off.

Training

Cerulean Enviro Tech Pvt. Ltd. is responsible to ensure that persons who work for or on behalf of the company attend a safety induction-

training course on their first day and prior to commencing work of any type.

- No person is to work on any machinery, equipment or process until they have been instructed and educated using job safety analysis (JSA) or safe operating procedures (SOP)
- Individual needs will be identified through performance appraisals including industry qualifications, site safe etc. and training records kept on employees personal files

Tool box Talks

Tool box talks are an excellent method for communicating & obtaining employee involvement on health & safety issues. Regular (Good rule of thumb every two weeks & no longer than 5 to 10 minutes) Tool box.

Sessions need to be conducted with prearranged health and safety topics on the agenda (e.g. wearing of safety gear, new safe operating procedure, hazard identified, a reported accident or near miss) and talks documented

To ensure your tool box talk is effective you should: Carefully plan the session

1. Focus on a few key points eg. wearing safety glasses when using electrical appliances
2. Use examples from personal or other experiences e.g. injuries or near misses



MINIMUM WAGES ACT

Cerulean Enviro Tech Pvt. Ltd. complies with Minimum Wages Act.

We Cerulean Enviro Tech Pvt. Ltd. Declares that following employees (Along with their salaries) are working with us. Also this is the sister company of Trinity group. The salaries of the employees of trinity working on Cerulean site are also given below-

Employees with their Salary –

- 1) Deepak Patil (Trinity)- 25000/PM
- 2) Vijay Jain (Trinity)- 20000/PM/PM
- 3) Shankar Wankhede (Cerulean)- 22000/PM
- 4) Narendra Patil (Trinity)- 18000 /PM
- 5) Nitin Mahajan (Trinity)– 18000/PM
- 6) Vivek Raut (Cerulean)- 16500/PM
- 7) Amar Patil (Trinity)- 16000/PM
- 8) Vikas Bedke (Cerulean)- 17000/PM
- 9) Ritika Marne (Cerulean)- 15000/PM
- 10) Shubhangi Bokefode (Cerulean)- 12500/PM



Bokefode