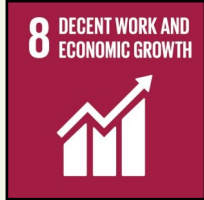


**Sustainability Development Goal : 8.8**

**Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.**



Every day, globally 6,300 people die as a result of occupational accidents or work-related diseases – more than 2.3 million deaths per year. 317 million accidents occur on the job annually; many of these resulting in extended absences from work.

The human cost of this daily adversity is vast and the economic burden of poor occupational safety and health practices is estimated at 4 per cent of global Gross Domestic Product each year. **A national occupational safety and health culture is one in which the right to a safe and healthy working environment is respected at all levels, where governments, employers and workers actively participate in securing a safe and healthy working environment through a system of defined rights, responsibilities and duties, and where the highest priority is accorded to the principle of prevention.** A safety management system, or safe program can help focus on efforts at improving work environment.

The World Day for Safety and Health at Work is an annual international campaign to promote safe, healthy and decent work. It is held on 28 April and has been observed by the International Labour Organization (ILO) since 2003. It is an awareness-raising campaign intended to focus interna-

tional attention on emerging trends in the field of occupational safety and health and on the magnitude of work-related injuries, diseases and fatalities worldwide. In many parts of the world, national authorities, trade unions, employers' organizations and safety and health practitioners organize activities to celebrate this date.

Industrial safety has become very crucial day by day as we are heading today technological advances and carrying out critical operation. One-fifth production time is lost by those actually injured due to temporary and permanent disablement and the remaining production time is lost by fellow operators/ people in helping the injured, in taking care of the damage caused by accident etc. the loss to the industrial unit would appear much more alarming when death cases due to accidents are considered. Negligence towards safety causes human loss, production time loss and also impacts the business in adverse way. A responsible organization is one which keeps safety as its utmost priority.



**- Ms. Sunetra Rane**  
**Business Excellence Cell**

Source: <http://www.un.org/en/events/safeworkday/>  
[http://www.ilo.org/moscow/areas-of-work/occupational-safety-and-health/WCMS\\_305902/lang-en/index.htm](http://www.ilo.org/moscow/areas-of-work/occupational-safety-and-health/WCMS_305902/lang-en/index.htm)

**Apex Safety Council**

Mr. Uday Gupta
Mr. Krishna Mandke
Mr. Yasukazu Unigame
Mr. Sudhir Yagnik
Mr. Dilipkumar Pachpande
Mr. Avinash Somvanshi
Mr. Shivaji Bhapkar

**Central Safety Committee**

Mr.D.P.Pachpande	Mr.Ravi Kamble
Mr.Avinash Somvanshi	Mr.Vilas Ghosalkar
Mr.Niranjan Purandare	Mr.Yogesh Tharkude
Mr.H.A.Chavan	Mr.Ramesh Khanvilkar
Dr. Anil Gaikwad	Mr.P.V. Battewar
Mr.Tejas Thandar	Mr.J.R.Tawade
Mr.S.B.Patil	Mr. V.D.Jadhav
Mr.Ryan Pinto	Mr.Sada Patil
Mr.Sunil Jha	Mr.Santosh Thorve
Mr.Prakash Gaikwad	Mr.Narendra Somane
Mr.Shivaji Bhapkar	Mr.Ramesh Solanki
Mr.Sourav Chakrabarti	Mr. Nana Salunke
Mr. Vipin Jain	Mr.R.K.Jain

**Safety Coordinators**

Mr. Ravi Dafal
Mr. Sandeep Patil
Mr. Sushil Dahake
Mr. Chikate M.
Mr. Anup Salvi
Mr. Tejas Thandar
Mr. B. I. Wasedar
Mr. Avinash Salunke
Mr. Mohansingh Chamiyal
Mr. Ajay Khengat
Mr. Mahesh Thakur
Mr. Sanjay Patil
Mr. Yusuf Maldar
Mr. Arvind Waghmare
Mr. Laxmi Narayan
Mr. Prakash Wable
Mr. J.Mahajan



*"For safety is not a gadget but a state of mind."- Eleanor Everet*



**OHSAS Certification**



OHSAS 18001, Occupational Health and Safety Assessment Series, is an internationally applied British Standard for occupational health and safety management systems. It exists to help all kinds of organizations put in place demonstrably sound occupational health and safety performance. The OHSAS 18001 standard was developed to bridge the gap where no international standard existed for occupational health and safety it is a widely recognized and popular occupational health and safety management system.

Many employees are being exposed to a number of harmful by-products of modern day industrialization. Hence, health and safety management is on the forefront of all policy-making tools to safeguard workers well-being and security.

Who developed it?	It was developed with the guidance of several national standard bureaus and certification bodies
What was it based upon?	BS8800:1996 Guide, DNV Standard, BVQI Safety Certification, Draft AS/NZ 480, Draft BSI PAS 088
Who recognizes it?	It is recognized across the globe by several industries, which insist on this certification.
Elements of OHSAS 18001	11 Element
Highlights of a good OHSMS	1) Identification of risks in work place, 2) Methods to control these risks 3) Implementation of method
Importance of OHSAS 18001	1) Less number of accidents 2) Reduced downtime 3) Less revenue loss due to disrupted production

**MSSSPL is successfully getting certified for OHSAS since last 7 years.** The certifying body for MSSSPL is "TUV Nord". To ensure system sustenance we conduct internal audits twice a year, also to refresh auditing skills of our internal auditors certification training courses are conducted. We have six qualified internal auditors from various department. Our EHS Coordinators work hard, apart from their routine jobs, to ensure the system is sustained and improved.

Under the leadership our MD all our HODs take care of Safety as a "Top Priority". This is the reason we are improving our Safety Performance year to year.

**From October 2017 OHSAS 18001: 2007 will be revised and will be termed as ISO 45001: 2016 with more stringent requirements.**

**Why an ISO Standard?**

According to the International Labor Organization, approximately 2.34 million people died as a result of work-related accidents and diseases in 2013.

- Approximately 2 million are the result of work-related illnesses and
- Approximately 321,000 are due to accidents.

**\$2.34 mil+**

Employees feel their needs and safety are being taken into account.

A strong occupational health and safety management system can bring these numbers down by reducing accidents and ill health linked to the workplace.

May help avoid legal costs and may even reduce insurance costs.

**Create a positive corporate culture**

**- Mr. Avinash Somvanshi**  
HR/PIR/Admin/EHS Department

**Safety At Induction In MSSSPL**

**Safety is given top priority at MSSSPL.** To achieve this we have adopted a shared responsibility with increased engagement at all level of workforce and strengthening the safety culture at MSSSPL. We have collaborated with various industry peers, the Mahindra group and Government bodies including Directorate General, Factory Advice Service, Labor Institutes, Directorate of Industry Safety and Health and American Society of Safety Engineers for best practices in safety.

At MSSSP, whenever an individual joins the organization, the first training that he or she goes through is "Safety". **In this induction program he or she is thoroughly briefed about the company layout, various potential safety threats in the manufacturing process, in depth explanation of personal protective equipment and various protocols that he or she needs to follow during**

**emergency.** The new employee is briefed thoroughly with the EHS policy and also given a hard copy to carry with him. He gets personal protective equipment required for his job at MSSSPL and he is also issued a green card after he has completed his safety training. The new employees are also continuously monitored by their superior regarding safety concerns.

As a part of continual improvement in safety management, in the past four years, reportable accidents has been reduced significantly and we are keen to move to a zero harm rate. Safety is everyone's responsibility and it should not be taken lightly

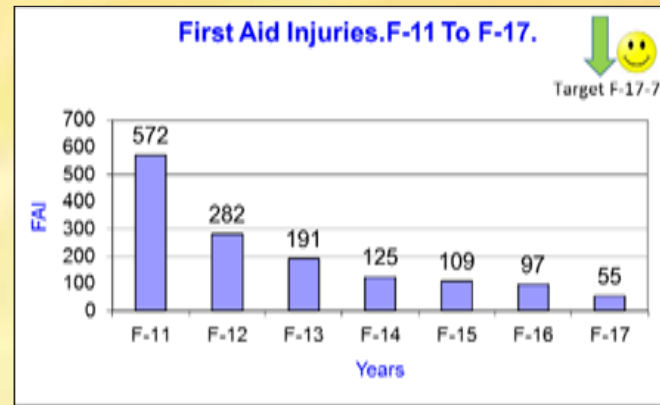


**- Mr. Niranjan Purandare**  
Business Excellence Cell

**Safety Journey at MSSSPL**

**Major Highlights in Safety Management for FY 17**

- Injury reduction plan for FY 17 Implemented for reduction of first Aid injuries.
- Road Safety (Separate walkway, Internal road, Marking) & Vehicle management improved.
- Three new EOT Crane procured and installed for easy & safe material handling.
- Upgradation of EMS system
- Safety Activity Rate has been linked to department accident /incident rate, unsafe condition and unsafe act.
- Infrastructure Development – Roads, Shop Floor Concreting, Roof Sheds



**Safety Journey at MSSSPL Colony**



One of the key functions of the security department is to provide effective physical security to employees and their families

residing in our colony.

**The department regularly interacts with the police, who advise us on how to improve physical security in the colony.** They told us that all thefts take place between 1 AM and 4 AM and that was the time watchmen need to alert. So we increased watchmen and located a supervisor there. We also organized their beats. So you will always see watchmen on their beat in the colony. They are never static in one place.

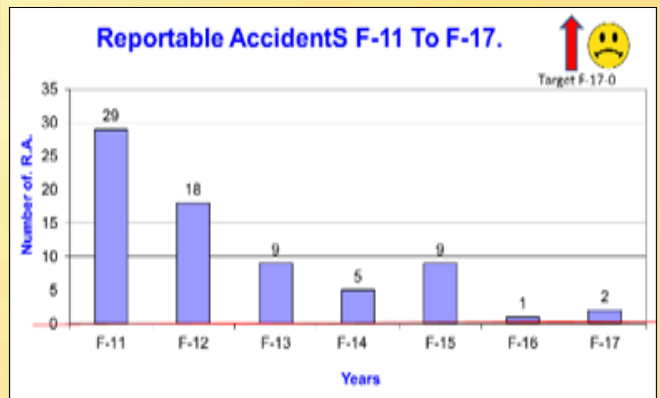
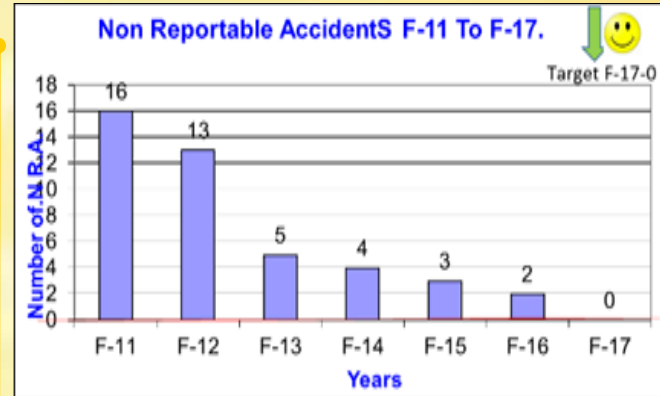
The police also told us that burglaries take place in locked houses. And suggested to install night latches so that it is not evident whether the occupants are inside the house or not. This too has been implemented and a large number of residents have changed their locks. **This orientation towards preventing burgla-**

**ries motivated the team to be alert and successfully thwart an attempted dacoit in the colony in the early hours of 27 March this year.**

The security guard at executive colony noticed five robbers breaking in and entering through Bhavani Mata Mandir gate in executive colony. He quickly informed Mr. Kalse (Shift Security Officer), on Motorola communication set. Mr. Kalse rapidly mobilized watchmen from other posts and created a backup team along with the mobile patrol to instantly react to the situation. The team successfully caught three intruders with weapons and handed them over to the Police.

On behalf of the Management and all employees and their families, VP (HR) congratulated and thanked the security team for their alertness, rapid reaction and courage in protecting colony residents from potentially dangerous consequences.

**- Mr. Rajib Basu**  
Administration Department



**Departmental Heads**



**Safety Coordinators**



Prize distribution ceremony (Safety Month)  
Chief Guest : Mr. Sonawane (Deputy Director), DSH  
& Mr. Ashok Thakur PSI, Police Station, Khopoli

**The Team**

- Mr. Ramdas Kalse
- Mr. Deepak More
- Mr. Sameer Gaikwad
- Mr. Amit Mande
- Mr. P.N.Patil
- Mr. S.B.Pande
- Mr. Roashan Patil
- Mr. Santosh Kadam
- Mr. Gorakh Suryawanshi and Team Members

“At the end of the day, the goals are simple: Safety and Security” ....Jodi Rell

**PPE at MSSSPL**

The safety, protection and health of employees along with environment sustainability are serious concerns in a steel plant as the manufacturing process is hazardous in nature. The health and safety of employees is crucial since it affects both economic and social factors. As per the "Hierarchy of Controls", PPE falls at the last rank but is a crucial and important segment. Hierarchy of control starts from "Eliminate or remove the hazard from workplace" (Elimination) and ends with "Protect worker with PPE"

**PPE stands for Personnel Protective Equipment.** The purpose of personal protective equipment is to reduce employee exposure to hazards when elimination, substitution, engineering controls and administrative controls are not feasible or effective to reduce these risks to acceptable levels. PPE is needed when there are hazards present. MSSSPL focuses on good ergonomic design with good quality PPEs which are required in Steel Manufacturing Industries. We have categorized PPEs by the area of the human body protected and the types of hazards. Using this categorisation we have designed a PPE matrix.

We are very particular about the quality of PPEs that are used in MSSSPL. Before selecting and finalizing a PPE, we call in samples from various suppliers. **We distribute the samples to respective or concerned end user on trial basis so that he can test its feasibility and provide feedback on their satisfaction level using our feedback system.** The samples are judged on the basis of suitability for the desired job, quality and safety, which is of utmost importance. We place the order of PPE based on the feedback and suggestions provided by the end user.

**The PPEs that are procured by MSSSPL are in parity with new trends and are continuously upgraded according to new standards that are required in the steel manufacturing process.**

A quality assessment of the PPEs is conducted by the Safety Personnel before the material is accepted in the system. We have an effective communication system set up by EHS department which addresses any query or issue regarding PPEs. In case there is any issue which is brought to the attention of the department regarding PPE, we personally investigate the issue with and act on it.

**Training on PPEs**

We regularly conduct various training programs through the manufacturer, Safety Department and key person from concerned departments. These training are conducted on the shop floor for awareness regarding the quality, effectiveness and necessity of PPEs.

**PPE Usage:**

We have proper control on usage of PPEs after distribution. We continually ensure PPE usage at work location through our line manager, shift in charge, line supervisor, contractual supervisor and safety officer during walk through round for safety.

**Remember , PPE works only when you wear it !**

**- Mr. Arjun Nanaware**  
**EHS Department**



**सुरक्षितता : हा जीवनातील अविभाज्य घटक**

आपल्या कंपनीच्या सुरक्षिततेविषयी सांगावयाचे झाल्यास सन -२०११ नंतर सेफ्टी डिपार्टमेंटची एक वेगळी दिशा आपल्या कंपनीमध्ये कार्यरत झाली. या सेफ्टी डिपार्टमेंटमधून ४ मार्च या सुरक्षा दिनाचे औचित्य साधून सेफ्टी सफताह व सुरक्षितता महिना या संपूर्ण महिन्यामध्ये सर्व विभागामध्ये, चालता-बोलता, निबंध स्पर्धा , भितीपत्रिका स्पर्धा , प्रश्नमंजुषा , पथनाट्य , कामगार वसाहतीमध्ये चर्चासत्र व सर्व कुटुंबियां चा सहभाग अशा विविध उपक्रमाद्वारे सुरक्षिततेविषयी जागरूकता करण्यात आली . सुरक्षिततेचे आपल्या जीवनातील असणारे महत्त्व काय आहे हे सर्वांना संबोधित करण्यात आले. हे सर्व करत असताना कंपनी व्यवस्थापनाने सर्वतोपरी मोलाचे सहकार्य केले . त्याचबरोबर कर्मचारी व युनियन प्रतिनिधी यांनी सुरक्षिततेला प्राधान्य दिले व सुरक्षिततेबाबतीत कोणत्याही प्रकारची तडजोड केली नाही. कंपनी व्यवस्थापन व युनियन यांनी सर्वतोपरी प्रयत्न करून या उपक्रमास सहकार्य व शुभेच्छा दिल्या . कंपनीची व कामगारांची सुरक्षितता यामध्ये जागरूकता व तत्परता आणली यासाठी कामगारांकडून अतिशय चांगला प्रतिसाद मिळत गेला.

सुरक्षितता हि माझी स्वतःची जबाबदारी असून आपल्या कुटुंबियांसाठी, कंपनीसाठी समाजासाठी तसेच राष्ट्रासाठीचे मोठे योगदान आहे हे सर्वांना पटवून देण्यात आले.

कंपनी व्यवस्थापनाने सर्व प्रकारची सुरक्षा साधने कंपनी व कंत्राटी कामगार यांना देऊन ज्यांचे महत्त्व पटवून सांगण्यात आले. तसेच आपल्याला

मिळालेले अनमोल शरीराचे अवयव किती महत्वाचे आहेत त्यासाठी आपण सुरक्षेतीततेविषयी जागरूक असणे गरजेचे आहे हे वारंवार पटवून दिले. यातूनच त्याचे चांगले परिणाम आपणांस दिसू लागले २०१० पूर्वी होणारे अपघात व यातून होणारे कामगार व कंपनीचे नुकसान यात नक्कीच आमूलाग्र बदल घडत गेले. जसजसे सुरक्षेविषयीचे संबोधन सर्व विभाग व कंपनीमध्ये पोहचले तसे त्याचे चांगले परिणाम आम्हास दिसले. सुरक्षा विभाग कंपनी सुरक्षेविषयीचे संदेश व सुसंवाद ह्या गोष्टी सर्वांपर्यंत पोहचविण्यात अग्रेसर आहे.

सध्या कंपनीमध्ये कोणत्याही प्रकारची झालेली घटना अपघात व इजा याची माहिती सर्वांपर्यंत मोबाइलला, ई-मेल , व मेन गेट व कॅन्टीन विभागामध्ये दूरचित्रवाणी अशा विविध माध्यमाद्वारे पोहचविण्यात येते

या सर्व उपक्रम व कार्यक्रमातून सर्वांना जागरूकता निर्माण झाली आहे व सर्व अधिकारी व सर्व कामगार बंधू आपली व कंपनीची सुरक्षा हेच माझे ध्येय आहे व शून्य अपघात हि आमची सर्वांची जबाबदारी व बांधिलकी आहे असे मानतात.

आमची कंपनी शून्य अपघात म्हणून आम्ही अभिमानाने सांगू अशा प्रकारची वाटचाल व प्रयत्न आम्ही सर्व अधिकारी व कामगार बंधू करू यात तिळमात्र शंका नाही.

**- श्री. व्ही.डी. जाधव**  
**इलेक्ट्रिकल विभाग**





**Fire Load Study (FLS)**



The safety FLS is a systematic critical observation of various combustible material which may cause fire hazards. The aim of the FLS is to find out the fire load at various locations and to take appropriate control measure to minimize the loss and risk. It is an attempt to assess the safety standards and health systems. FLS helps to identify the deviations, potential Fire hazards and to give solutions to eliminate hazards and improve safety standard. FLS is the means by which information can be gathered in order to fulfill the requirement for review stipulated in the statute.

**FLS is an important tool for identifying shortfall in maintaining the standards, at areas of risk or vulnerable fire hazards and potential accidents in existing and proposed plants.** It will help to determine the actions necessary for addressing fire hazards before any injury or damage takes place. The Health, Safety and Environmental performance of an organization depends on Management Control and needs to be effectively managed.

There is a need to move from reactive to pro-active approach i.e. not waiting for an accident or loss to occur before acting, identify the potential fire hazards, and take preventive or corrective action immediately. FLS is an important tool for identi-

fyng shortfall of safety standards. This can be done by :

- Adopting the same disciplines as are applied to other departments or function.
- Commitment to Fire Safety Policy for improvement by Line Management Levels.

**Desire for improvement**

Discussions were held with various officials of the organization. From the dialogue it was quite apparent that apart from the legal obligations the management of MSSSPL was really keen on improving the safety culture and standard of the plant. It was therefore very prudently thought that if an independent assessment of fire hazards is carried out. This could help the management to identify the areas where more concentration on fire safety is required in the organization and based on the evaluation, the future fire safety programmers could be designed so as to take corrective action for "Vulnerable Conditions and Actions". This report will help the Management to identify the areas responsible for unlikely events and precautions to be taken to prevent the fire accidents and damages. In case of failure, there should be minimum damage to Men, Machines, Materials & Environment.

**- Mr. Shailesh Tharkude**  
**EHS Department**

**Sustainability at Home**

Sustainability is about making decisions today that do not compromise the opportunity for future generations to enjoy a rich quality of life. We as individuals have responsibilities that we need to fulfill to complete this bigger picture of tomorrow. "Sustainability has to start from Home". My wife Mrs. Neha Purandare has made sure that we practice sustainability at home. She ensures plantation and ensuring growth of the plants in front of the home is compulsory for all the members of the family. Some medicinal plants are grown and used in place of allopathic medicines. Birds, Squirrels etc are regularly fed in the morning to ensure bio diversity. Water is kept in the lawn for these species. Plastic use is avoided or reused appropriately. Bulbs are replaced with LED bulbs, requested company to provide bulb



holders in place tube lights so that we can replace them also with LED bulbs. No lights, fans and ACs will run without acute need.

**"Each person, group, or organization working toward a different world may seem powerless and insignificant but all of them can add up to a force that can become irresistible." - David Suzuki**



As it is said it is the little things that tend to add up in a big way. By doing the above activities we are doing our bit to reduce our Carbon Foot Print.

**- Mr. Niranjana Purandare**  
**Business Excellence Cell**



**Safety Blog**

**Developing Safety Culture**

Safety culture describes the enduring value and priority placed on workers and public safety by everyone in every group at every level of an organization, it refers to the extent to which industrial and groups will commit to

- Personal responsibility for safety
- Act to preserve safety
- Enhance and communicate safety concerns
- Strive to actively learn
- Adapt and modify behavior based on lessons learned from mistakes
- Be rewarded in a manner consistent to these values.

**Elements of Safety Culture**

- Organizational commitment to safety
- Operational personnel
- Safety systems -formal & Informal

**Operational Personnel**

Operational personnel refers to the degree to which those directly involved in the supervision of employees, safety behavior are committed to the safety & re-enforce the safety values, espoused by top management

These personnel include

- Superiors or foremen
- Maintenance supervisors
- Safety trainers

Making steel is in a many ways a violent process, involving massive machinery and materials, of extreme dimensions & temperature. Work safety in this environment is a matter of life and death. It is a huge challenge

**Socio technical errors -**

- Qualities of transformational leader
- Ability to create, communicate & implement a new vision
- We must have capability to create common values around safety goals.

**Challenges of tomorrow**

- Focus should be on safety behavior not safety attitude
- Initially adopting a collaborative problem solving approach to identifying critical sets of safe and unsafe behaviors
- Management & employees must participate together.

**Formal Safety System**

Refers to the process for reporting and addressing both occupational and process safety hazards. This system includes:

- Reporting systems
- Safety suggestions feedback and response
- Safety officer /Personnel.

**Informal Safety System**

Refers to the unwritten rules pertaining to safety behavior including rewards and punishment for safe and unsafe actions. This system includes:

- Accountability
- Authority
- Employee professionalism

**Creating Safety Culture**

- Stop unsafe acts by the line management
- Involve all employees including contract security guards etc.
- Stop accepting *Chalta Hai* syndrome

**Roles of Top Management**

- Senior management should ensure safety
- Create value to all employees and design a Safety Vision
- This vision should have clear objectives and be in line with business goals. Mentor, leaders & co leaders should be involved in the process
- Top Management needs to take personal responsibility for bringing the vision to fruition
- Responsibility and accountability needs to cascade throughout the entire organizational structure
- Proactive focus on safety at the operational level
- Support Safety Team by encouraging every aspect that is useful for taking safety drive further



**- Mr. Hanumant Chavan**  
**EHS Department**

**Q1) Since \_\_\_\_\_, the ILO observes the World Day on Safety and Health at Work on April 28 capitalizing on its traditional strength of tripartism and social dialogue**

**A: Year 2004    B : Year 2013    C : Year 2003    D: Year 2008**

*(Be the first one to SMS the answer @ 7722029050 & get a prize for the same)*

**Safety Quiz**