

SAFETY HANDBOOK

Sterlite Power Transmission Pvt. Ltd.

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///Sterlite Power

EMPLOYMENT INFORMATION CARD

STERLITE POWER TRANSMISSION LIMITED	ID No
NAME:	
DOB: GENDER:	
DESIGNATION:	
DEPARTMENT:	
BLOOD GROUP:	
INDUCTION DONE ON:	
ADDRESS IN CASE OF EMERGENCY:	
PHONE NO:	

Signature of Holder





Quality, Health, Safety and Environment Policy

Sterlite Power engaged in setting up power transmission infrastructure, manufacturing conductors & cables, specialized EPC services and convergence business (related to creating large fiber and tower infrastructure network) believes in the philosophy that "all injuries, occupational illnesses and incidents related to Quality, Safety, Health and Environment (QHSE) are preventable "and "Sustainable Safe Work Practices & First Time Right Outstanding Quality can guarantee reliable assets & exceptional growth of business".

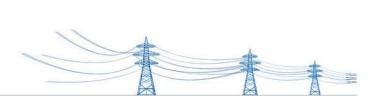
At Sterlite power we have a vision of "Zero Accidents", and we consistently strive to achieve high QHSE standards considering them as non-negotiable and integral part of our operations.

Sterlite Power is committed to "meet or exceed the quality expectations of our stakeholders while ensuring protection of environment and a safe workplace for its employees as well as third party employees and subcontractors. To meet this commitment, we will;

- Conduct all our activities in such manner as to avoid harm to employees, contractors and the community.
- Comply with all statutory requirements related to QHSE.
- Maintain and proactively improve our QHSE practices and performance through setting-up of QHSE metrics.
- Endeavour to achieve high quality standards and operate a robust testing program
- to continually offer quality products & services.
- Create a culture of learning and practicing QHSE systems, procedures and practices among all our employees and contractors.
- Minimize environmental impact by conserving resources, reducing waste generation and preventing
 pollution in all our activities at our workplace.
- Impart appropriate training and develop skills of our employees to keep them safe and healthy at workplace.
- Ensure continual improvement through the involvement and consultation of all employees, contractors and others in the development and implementation of effective QHSE programs and procedures.

06.02.2018 New Delhi

Group CEO- Sterlite Power Transmission Limited



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WORDS OF WISDOM

INTRODUCTION

Dear Sterlitians,

Our core purpose is empowering humanity by addressing the toughest challenges of energy delivery. We are committed to maintaining the highest standards of Safety in our journey towards this purpose. As a growing global organisation, we continuously strive to create best in class sustainable safe work practices. We follow institutional frameworks to ensure the right checks and balances are in place.

We believe each Sterlite Power employee is responsible to ensure Safety at the workplace. Safety is a non-negotiable matter with zero tolerance for error. We must all be informed, prepared and vigilant to make sure we follow to standards we have set for ourselves. We expect each employee to closely adhere to the procedures and policies laid down in this regard.

The right process and preparedness is key in ensuring the safety of all our stakeholders. This Handbook is a guide to help every employee be informed and ready. It is your responsibility to read, understand and follow the guidelines laid down in this Handbook. The safety and well-being of our people and organisation is in our own hands.

Pratik Agarwal CEO

Pravin Agarwal Chairman





Dear Sterlitians,

We present this Safety Handbook to you as a guide to help you perform your work in a safe and efficient manner. The information in this Handbook deals with a variety of hazards you may encounter in your daily work. It is your responsibility to ensure you have thoroughly read and understood the information in this Handbook so you can avoid unsafe situations and are prepared to respond to danger. This Handbook suggests appropriate safety measures to eliminate, minimize or to control potential hazards.

At Sterlite Power, employees are engaged in a variety of operations, some of which are high risk. The Company ensures safe operations, prioritises safety into each job and provides a safe and healthy workplace. Our Safety processes, procedures, programs, and plans are continuously reviewed to ensure safety of our resources, employees etc. Our human resources development programs serve our commitment to emphasize safety awareness among our employees and to secure our all ongoing operations.

It is the responsibility of every employee to secure safety in all his/ her job operations. It is important that you thoroughly understand how to safely perform every task prior to beginning work. If you do not know, or are unsure of the safety precautions associated with a task, STOP and ASK your supervisor before proceeding to start the task. If you see an unsafe act or an unsafe condition on the jobsite, and you can safely CORRECT it....then DO IT! If not, then immediately report the unsafe condition or an unsafe act to your supervisor.

We encourage you and empower you to say "NO" to a job that is unsafe or is violating safety rules and regulations. There will be no reprisal against any employee who raises any safety concern or safety issue. Safety responsibility must be accepted by everyone, in whatever capacity or position he/she may hold in the organization.

"Safe job sites and safe workers do not just happen by chance! Preventing accidents and injuries require a commitment to safety by every Sterlite Power employee."

Yours sincerely,

Vivek Singhal Head - Corporate QHSE

10 LIFE SAVING RULES







Use mandatory PPE



Protect yourself against a fall when working at hieght



Do not walk under a suspended load



Obtain authorization before overriding or disabling safety critical equipment



Verify isolation before work begins and use the specified life protecting equipment



No alcohol or drugs while working or driving



Do not smoke outside designated areas



Do not use phone and do not exceed speed limits while driving



Work With a valid work permit when required



Look for electrical hazards

GENERAL SAFETY RULES AT SITE



Safety is an essential part of every job. Every employee is responsible for his own health, safety and environment compliance. He should also share the responsibility of other employees working at site.

You should follow these General Safety rules during work

- Lookout for hazardous conditions and report them immediately.
- Familiarize yourself with emergency evacuation procedures.
- Always wear proper clothing and use proper PPE.
- Make sure that you have proper tools and equipment for job.
- If you are not certain about how to do the job. Consult your supervisor.
- Report all accidents and know whom to contact if someone is injured.
- Observe all warning and hazard notices.
- Work only in accordance with the requirements of any permit to work procedure that is being applied /applicable.
- Maintain good housekeeping.
- Don't overload electrical extensions and sockets & No bare cable insertion.
- Do not smoke in no smoking areas.
- Observe all speed limits.
- Don't climb, sit or stand on unstable material.
- Don't play practical jokes and avoid horseplay.
- Maintain cleanliness while using toilets or welfare facilities.
- Use correct manual handling techniques.
- Always use and follow the instructions on containers or MSDS.
- Work in a manner as to minimize the adverse effect on the environment.

SAFETY RULES IN OFFICES



- Familiarize yourself with the building evacuation plans and routes.
- Memorize the phone number for security, fire and medical assistance.
- Keep your proper identification/ID card.

Electrically Operated Equipment

- Always turn off the machine while leaving the office.
- Always report damaged wires/equipments.
- Do not fix electrical equipments. Ask for proper assistance.
- Never leave electrical cables in a place where people move.

Access

- Always turn off the machine while leaving the office.
- Always report damaged wires/equipments.
- Do not fix electrical equipments. Ask for proper assistance.

Shelves

 Always use a ladder or stool to reach shelves which are out of reach.

Handling

• Use proper manual handling methods for heavy items.

Fire

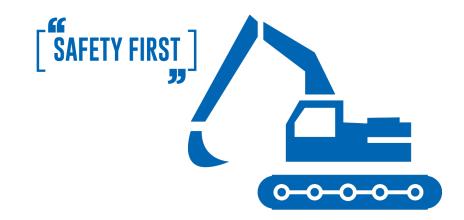
- Always make yourself familiar with your office emergency procedure in the event of fire or evacuation of building.
- Always make sure that you know at least two exits. Don't use elevators.

Helmets

 Always wear a safety helmet when outside of office in construction area.

Hazardous substances

- Always follow manufacturer's instructions or MSDS (Material Safety Data Sheet) for all substances such as cleaning fluids, correcting fluids, solvents etc.
- Never change toner cartridges without switching off the machine and removing the plug from the wall socket.





Prior to start working at Sterlite Power, all employees shall attend Safety induction course at site. Know about the hazards & precautions in the job you are assigned.

ACTIONS IN CASE OF AN ACCIDENT



Any accident which involves personal injury, damage to the environment or equipment, or could have resulted in injury or damage, should be reported to the supervisor or Safety officer.

ACTIONS IN CASE OF PERSONAL INJURY



- Your actions in case of an accident involving personal injury may save someone's life. Stay calm, seek assistance and administer first aid if you are trained.
- Always inform your supervisor and call for medical help immediately.
- Always apply direct pressure or dressing to the wound if the person is bleeding badly, to stop the bleeding.
- Always give artificial respiration if the person has stopped breathing.
- Always keep the person warmly covered in blankets in winter and keep the person warm and shaded in summers.
- Never move a badly injured person unless he is threatened with further danger.



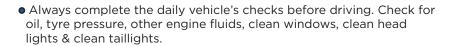
- When you arrive at the site for the first time, locate the site clinic and remember the emergency numbers.
- If you suffer injury, feel unwell or develop any unusual symptoms such as skin rash, always report to your supervisor and seek proper treatment.

INCIDENT AND NEAR MISS REPORTING



- If any incident/accident or near miss occurs, report it to your super visor and seek immediate medical attention for any injury.
- Always report accidents, incidents and hazards which you witness or are involved in, to prevent recurrence.

DRIVING SAFETY



- Always ensure that your driving license, vehicle registration and the insurance card are in the vehicle.
- Always fasten your seat belt. A seat belt can save your life and prevent serious injuries.
- Always obey local speed limits on highways or on project sites.
- Smoking, eating & drinking is prohibited while driving.
- Never use the mobile phone while driving.

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HOUSEKEEPING



Housekeeping is essential for a successful Safety Program. It is everyone's responsibility to create a safe working environment.

- Never dump waste, rubbish, hazardous wastes on the ground. Wastes should be disposed off in the designated containers.
- Never leave used cleaning materials, contaminated with oil or paint, unprotected.
- Dispose them properly in designated containers.
- Never leave hoses, wires, ropes and electric cables in places where people could trip over them.
- Never use flammable solvents to clear oil spills or machine parts.
 Only approved biodegradable solvents to be used. Spilled hydrocarbons shall be cleaned up and reported to the Safety department immediately.

 Always keep your workplace tidy. Put tools and equipment in their correct places.

• Always keep the passageways clear.



FIRE PREVENTION & PROTECTION



Fire develops when three elements, fuel, oxygen & ignition source come together in the correct proportion. Fire can be extinguished by any of the following:-

- Removing ignition source
- Removing oxygen
- Removing fuel

Prevention of fire saves lives, jobs, equipments and money. Therefore employees should be aware of the causes of fire and the means to minimize them. Every employee should observe the following precautions:

- Keep the work area clean. Store/use the flammables properly.
- Maintain adequate ventilation.
- Regularly check equipments & electrical appliances for defects, heat buildup, etc.

How to equip yourself to deal with fire accidents

- Familiarize yourself with fire safety instructions. Learn how to sound the alarm in case of an emergency.
- Locate the fire extinguishers. Know how to use them.
- Locate the emergency exits and assembly points.
- Learn emergency procedures.
- Always keep calm in the event of a fire.

PERSONAL PROTECTIVE EQUIPMENT

Sterlite Power places health & safety of its employees above any other consideration of job operation and administration. On site, all personnels will be provided with personal protective clothing and equipment for their particular activity.

- Always wear safety helmet and safety shoes at at the site.
- Always use protective clothing and the equipments provided.
- Always make sure that provided PPE is suitable for the assigned job.
- Always take good care of PPE.













- Always get your eyes tested if you have any doubts about your eye sight.
- Always make sure that you have the correct eye protection for your particular work and wear it properly.
- Always wear the goggles or face shields provided to protect your eyes from dust, flying particles, molten materials, liquids, fumes, heat rays etc.
- Never watch a welder at work with unprotected eyes.
- Never use scratched & damaged safety glasses.
- Safety glasses must be "ANSI approved" and will have a "Z-87" number stamped on the glasses. Remember, your prescription glasses are NOT safety glasses.

HEARING PROTECTION

- All personnel must wear hearing protection in areas designated as hearing protection zone or in those areas or activities where high noise producing equipment is operated. Prolonged exposure to loud noise may permanently damage your hearing.
- Always wear the hearing protection provided.
- Always wear it before entering high noise area.
- Always keep ear protection clean and in good condition.
- Never remove your hearing protection in a noisy area and make a habit of using it continuously.

FALLING OBJECTS & MATERIALS



All kinds of materials e.g. nuts, bolts, hand- tools and construction materials can fall from heights (e.g. from scaffold, platform, roof etc.) or from hands or benches, therefore proper PPE should be worn all the time. Always wear safety helmet, safety shoes for protection from falling objects at site.

FALL PROTECTION



Working at heights (more than 1.8 meters) might be dangerous if fall protection is not provided. Proper design & engineering control should be considered first to minimize the risks of fall.

- All employees should be equipped with necessary fall protection equipment.
- All employees working at heights must be trained in using the fall protection equipment.
- Always use full body harness fitted with a lanyard or other means of fall arrest.
- While working at more than 1.8 meter height, the working platform should be free from floor openings, equipped with a standard guardrails and toe-boards on all sides with space for ladder opening.
- Always inspect the fall arrest equipment before and after each use.
- Full body harness, lanyards and life lines should be used as per manufacturer's instructions.
- Never connect two lanyards together.

PORTABLE LADDERS

- Always use the correct ladder for the job. Remember it must extend at least one meter above the landing surface.
- Always inspect the ladder for defects. Wooden ladders must not be painted as paint can conceal the defects.
- Always maintain ladders free from oil, grease and other slipping hazards.
- Always stand the ladder on a firm base. Position it at an angle of 75 degrees.
- Always secure the area around the ladder to prevent accidents.
- Always make certain that no overhead power lines are within your reach or within the reach of ladder. Metal ladders must not be used where there is a risk of accidental contact with energized electrical equipment.
- Always maintain a three-point contact on the ladder.
- Never allow more than one man on the ladder at one time.
- Never hand carry materials up the ladder. Use a tool belt or hoist line.







Scaffolding must only be erected, altered or dismantled by a competent scaffolder.

- Always get permission before going onto a scaffold.
- Always check scaff tags. (Green=safe to use & Red=don't use)
- Never use any incomplete or scaffold without a tag.
- Never make any unauthorized alterations to scaffold.
- Never throw material down from a working platform.
- Always ensure that working platforms have guardrails & toe-boards on all sides.

SLIPS & FALLS



Slips and falls account for a large proportion of injuries. You can control this by keeping your workplace clean, tidy and free from obstructions.

- Always use the proper routes and walkways. Avoid short cuts.
- Always use approved safety shoes.
- Always report damage or obstruction to floor surfaces, handrails and poor lit areas. A prompt report can prevent a fall.
- Always make sure that any temporary openings in the walkways are securely covered.
- Never leave obstruction in the walkways i.e. electrical cords, welding leads, cords for potable tools or lights etc.
- Never walk blindly. Make sure that you can see around or over any thing you are carrying.

MANUAL LIFTING & HANDLING



Material handling presents a potential hazard, if not properly managed, to employees and damage to equipment and property. Utmost care should be taken when lifting and moving a load manually. Correct manual lifting and handling can prevent the strains & backaches.

You can avoid this type of injury by following these guidelines:

- Always assess the weight of the load and get help if it is beyond your capacity. Where appropriate use the mechanical aids.
- Always size up the job and remove any obstructions in the way. Ensure that you can see over the load when carrying it.
- Always lookout for splinters, projecting nails or sharp edges. Wear gloves where appropriate.
- Always stand close to the weight with your feet 8 to 10 inches apart, one foot in advance of the other, pointing in the direction you intend to move.
- Always bend your knees to a crouch position, keeping your back straight.
- Always get a firm grip at opposite corners of the load with the palm of your hand and roots of the fingers, arms as close to the body as possible.
- Always lift with your leg and thigh muscles by looking up and straightening your legs.
- Always use reverse procedure when putting down the load.
- Never change grip while carrying load.

PORTABLE TOOLS

- The main causes of most injuries involving hand tools are the improper use of tools, use of inappropriate tools or their unsafe storage.
- Always check the condition of tool before use. Remove the defective tool from service.
- Always use correct tool for job e.g. never use spanner as a hammer.
- Always keep your hands behind the cutting edge when using cutting tools. Always keep your tools clean and in good condition.
- Never carry tools in your pockets. Use kit or tool belt.



- Always make sure before using a portable electrical tool that it is in a good condition, look for signs of overheating, loss of speed and ir regular noises. Also inspect the cable for signs of damaged insulation and connections. If in doubt, ask your supervisor for help.
- Always use the right tool for the job.
- Always keep electric cables away from water, oil, heat and sharp edges. If left in the walkways, cables may be cut or cause someone to trip. Whenever possible, they must be secured overhead.
- Always wear suitable ear/eye protection when using power tools.
- Always store tools, hand lamps, cables and hoses in a safe and tidy manner after work.
- Always check the grinding wheels for excessive wear.
- Never repair a power tool while connected to a power source.
- Never lift or drag a power tool by its cable.
- Never take eyes off the job, pay attention to your job.
- Never leave tools lying around. Use proper toolboxes for storage.

EXCAVATIONS & OPENINGS



- When excavating, put warning signs and barricade the area properly.
- Employees working in the excavations should be provided with necessary PPE.
- Proper access to be provided for workers working in the excavation.
- While excavating, pay attention to the possible buried services. If unexpectedly discovered, these must be checked by a competent person before excavation continues in the affected area.
- Materials and equipments must not be stacked close to the edge of excavation. Minimum 1.5 meter distance to be maintained.
- Platform walkways or pedestrian crossovers must be of sufficient width.



Permit to work is a formal written document used to control works that have been identified as potentially hazardous or in potentially hazardous areas. The permit to work is used to specify the detailed conditions of work and the conditions must be strictly observed. The work permit must be issued and controlled by a designated competent person.

Different types of work permits are

- Hot work permit
- Cold work permit
- Height Work permit

- Electrical work permit
- Excavation permit etc.



WELDING & CUTTING OPERATIONS



Two major hazards are presented by welding or cutting, the obvious danger of fire and the possible dangers to health resulting from fumes or UV light from electric arc welding. Therefore Welding operations must be strictly controlled by work permit system etc.

- Always obtain permission before starting welding works.
- Always clear the area of welding work to prevent accidental ignition of combustible material.
- Always use proper PPE.
- Always keep a proper fire extinguisher nearby.
- Always inspect all equipments, shields, hoses & cables before starting welding job.
- Always keep cylinders far enough away from welding operation to prevent flame/spark from reaching them.
- Always secure welding gas cylinders in upright position and the electric welding equipment in safe area.
- Always ensure that there is adequate ventilation and if in doubt, use forced ventilation.
- Always ensure that equipment is properly earthed and never leave live equipment unattended.
- Never use gas leads unless spark arrestors/protectors are in place.

CONFINED SPACE ENTRY

THE CONFINED SPACE IS ANY SPACE WHERE

- The access/egress is limited 0₂ Oxygen level is deficient or in excess.
- Other toxic substances may accumulate.
- Due to hazards associated with this work, this activity should be controlled by a permit to work system.
- Always make sure that the confined space permit is present.
- Always familiarize yourself with potential hazards associated with confined space.
- Always ensure that you have all the required PPE.
- Always follow all instructions written on the work permit.
- Always make sure that an attendant is outside the confined space during operation.
- Always evacuate the confined space upon detection of any dangerous situation.
- Exit immediately from the confined space when ordered by the attendant or supervisor.

GAS CYLINDERS

All employees are advised to be very careful in the handling and storage of gas cylinders. Their content may be at a high pressure, flammable or potentially harmful.

Employees operating gas cylinders should have sufficient experience and training to ensure that work is carried out safely.

Following guidelines should be ensured:-

- Always maintain gas cylinders in good condition .
- Always turn off the gas when not in use.
- Always store cylinders correctly in a well-ventilated area, away from source of heat, out of direct sunlight, oxidizing gases separate from flammable gases, full cylinders separate from empty cylinders.
- Always ensure that cylinders are stored in an upright position.
- Always clearly label and segregate full & empty cylinders.
- Always open the cylinder valve slowly. Close the valve sufficiently and don't use excessive force. Use only the standard key provided.
- Always report leaking cylinder to your supervisor.
- Never drop, roll cylinder or allow them to strike each other violently.
- Never use pressure in excess of those recommended. Never lift or carry cylinders by their valves or fittings.
- Never keep cylinder on wet surfaces or soft earth.
- Never test for leak with a flame, use soap water.
- Never use cylinders with leaking or damaged connections

HANDLING CHEMICALS

A hazardous chemical is any chemical that creates physical or health hazard. Many chemical substances used at sites are potentially harmful. However they can be handled safely by taking appropriate precautions.

Following are general guidelines but for detail refer to MSDS

- Always read the label on the container. Label all containers filled with any chemical.
- Always familiarize yourself with MSDS.
- Always use the earth leads provided when transferring flammable liquids.
- Always keep toxic materials in clearly labeled, well-sealed containers.
- Never taste or allow unknown products to come into contact with your skin.



LIFTING OPERATIONS

(A) Rigging & Slinging

Only qualified and trained employees should carry out the lifting operations. All lifting equipments should be certified before use.

- Always use properly tested and assembled tackle of adequate strength for the job.
- Always inspect the slings, shackles, wire ropes & cables before use.
- Always check that the support used to suspend the lifting tackle is strong enough for the job.
- Always use softeners such as wood or other packing to protect the sling from any sharp edges on the load.
- Always position the lifting hook over the load so as to prevent the load from swinging.
- Always take your hands away from the sling before starting the lift and stay clear.
- Don't leave the controls of the crane unattended when load is suspended.
- Always store chains & slings off the floor.
- Never stand or work under the suspended load and stay well clear of all the loads in motion.
- Never use faulty or defected lifting gear.
- Never exceed the safe working load of the tackle.
- Never drop lifting tackle or drag it from under a load.
- Never tie a knot in a chain to make it shorter.

(B) Crane Operations

- Cranes must be inspected and certified before use.
- Only authorized and competent persons should operate cranes.
- Crane operator should take signals from a qualified banks man only.
- Daily checklist should be filled before starting the crane.
- Don't operate cranes near power lines. Keep at least 5 meter distance.
- Never walk or work under suspended load.
- Never tie a knot in a chain to make it shorter.

GRINDING MACHINES

- Only trained employees should use grinding machines.
- Always check the position and security of the guards.
- Always inspect the wheel and brush for defects, and check its speed.
- Always wear the eye protection provided.
- Always ensure that the wheel you are using is appropriate to the substance you are grinding.
- Never mount or change abrasive wheels unless you are authorized to do so.
- Never bring wheel to rest by applying pressure to the grinding face.
- Never attempt maintenance without following proper isolation.
- Never fit oversized or incorrect abrasive wheel to a portable grinder.

EMERGENCY RESPONSE



Sterlite Power personnel shall adhere to and operate under the site emergency procedures. All employees shall be familiar with emergency response procedures through inductions, toolbox meetings and specific area inductions.

Evacuation of the site may be necessary in case of fire, structural collapse, environmental incidents or other critical situation.

- Evacuation procedures will vary at each site. However, the basic steps below should be followed:
- The site Emergency Coordinator is notified.
- The emergency alarm signals that an evacuation is to take place.
 - The site Emergency Coordinator takes charge of the emergency.
- All employees gather at the assembly points.
- Roll call is taken to account for all personnel.
- No one should leave the area until instructed to by a Supervisor.
- Emergency Services arrive and responsibility is relinquished over to them.









You can be a Real HERO ... if you follow all these Guidelines

GENERAL SAFETY GUIDELINES

ERGONOMIC



Adjust Desk Setup

MOVE AROUND REGULARLY



For Physical Fitness

HOLD HANDRAIL



When Using Staircase

KNOW



Emergency Exit

CHECK



First Aid Box

IDENTIFY



Assembly Point

INDUSTRIAL SAFETY GUIDELINES

USE MANDATORY & REQUIRED PPE'S





Safety Helmet High Visibility Vest

WHILE WORKING AT HEIGHT USE



Full Body Harness



Horizontal Lifeline

WHEN WORKING



Do not use Mobile Phones



Don't walk under Suspended Load

LOOK FOR THESE SIGNS



Danger



Electrical Hazard

Vertical Fall

Arrester

No Horseplay

USE PROPER



Clothing





House Keeping







WHILE WORKING ON FLOORS

Do not Run No Loose Cable Drive Forklift

ROAD **SAFETY GUIDELINES**

ALWAYS WEAR HELMET



On 2-Wheeler

ALWAYS USE SEAT BELT



On 4-Wheeler

ZEBRA CROSSING



While Crossing Road

DO NOT USE MOBILE PHONE



While Driving

STOP, LOOK & GO SIGNALS



While at Crossing

DIAL 100/ 108



In Emergency