

HSE Training Standard

Purpose:

The purpose of HSE Training Program is to strengthen the employees with knowledge and enhance their skill so that they can perform their tasks with high level of efficiency and safely. Thereby, reducing chance of injuries and illness, waste of material and damage to the property of Company. This also includes refresher training.

Scope:

This Standards is applicable to all employees, contractor, sub-contractors, workmen, service providers, stakeholders who are working or associated with HSCL work at all premises, directly or indirectly.

Procedure

The HSE Training Program is implemented through a two-tier plan involving either or both- On-Job Training and Class Room Training with evaluation and feedback. All Training are given as per the training need identification given by HR.

At Tier-1, general HSE Training is imparted to all shopfloor employees as per preset schedule communicated to all concerned individuals at the first week of month. It covers following topics:

- a. Safety Induction Training
- b. PPE and their usage in industries.
- c. Unsafe Act, Unsafe Condition and Near Miss.
- d. Causes of Accidents
- e. Accident & Incident Reporting, investigation, root cause analysis and mitigation.
- f. Emergency Procedures with Emergency Evacuation method.
- g. Permit-to-Work System
- h. Basics of Fire and its prevention and protection.
- i. Fixed Fire Fighting installations and practical demonstration of Fire Fighting Equipment.

At Tier-2, subject to specific class room training session for employees including workmen of contractors, covering the following topics:

- Safety Induction Training
- Contractor Safety Rules & Regulations
- Use of Personal Protective Equipment (PPE)
- Accident & Incident Reporting, investigation, root cause analysis and mitigation

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