



Workplace Stress Management Standard

Purpose:

To reduce workplace stress and fatigue of employees, which has the potentiality to cause injuries and brings down productivity. It aims at to reduce the stress, uphold the employees morale, create better work efficiency and bring a positive attitude on their jobs for all the plants of Himadri Speciality Chemical Limited (HSCL).

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 engaged with HSCL.

Responsibility

Managers are responsible and accountable for ensuring this standard is thoroughly maintained and implemented in all manufacturing plants, offices, R&D Centres, Warehouses, Laboratories and process areas of HSCL. They are responsible to control and reduce workplace stress and promote a healthy work environment.

Procedure

Company's Stress Management Standards represent a set of conditions that, if present:

- Identifying the main source of stress.
- Promote active discussion with employees and their representatives to help decide on practical improvements that can be made which could release stress.
- Demonstrate good practice through a methodical stress assessment approach.

The following 6 key areas of work design if not properly balanced or managed, it can trigger a stress.

- Demands: Includes issues such as workload, work patterns and the work environment
- Control: How much say employees have in the way they do their work
- Support: Includes the encouragement, training & awareness and resources provided by the organization, line management and colleagues.
- Relationships: This includes promoting positive attitude and avoid conflict and dealing with unacceptable behavior.
- Role: Whether employees understand their role within the organization and whether the organization ensures that they do not have conflicting roles.
- Change: How organizational change (large or small) is managed and communicated in the organization to reduce the workplace stress.

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