

## Safety management Scope of Work for AUC Activities

(Transportation of Ash, Handling of Ash and Excavation of Ash from Dyke)

### **Safety Requirements**

The Employer is committed to achieve its goal of 'zero' - zero fatality, zero injuries and zero excuses. In order to achieve this, every Contractor is responsible and accountable to ensure zero tolerance to any violation with respect to the safety protocols of the Employer. In the process of undertaking the Scope of Work, the Contractor shall ensure strict compliance with applicable safety standard requirements and all business specific standards or procedures as may be provided by the Employer.

In the event of any inconsistency between the provisions stipulated herein and the requirements specified in any other documents provided by the Employer, the provisions stipulated herein shall prevail, to the extent of such inconsistency. Critical safety requirements which are required to be complied by the Contractor are as follows:

#### **1. Work at Height (W@H)**

The Contractor shall perform W@H, which shall ensure that:

(a) Height works above one point eight (1.8) meters have safe access, egress, and safe working platform provided by Employer. Otherwise, people shall be secured through use of full body harness with double lanyard including shock absorber and sufficient strengthened lifeline support of existing platform while carrying out the tarpaulin covering activity (Full body harness to be provided by Contractor).

#### **2. Barricades and Signs**

2.1. The Contractor shall furnish, caution boards Infront/nearby were excavation activity taken place. Clear visible caution board shall be installed nearby every machine. (Indication of stay away from swing area)

#### **3. Excavation and pond ash loading**

3.1. Minimal precautions required are:

(a) provision of high visibility jacket for persons exposed to traffic.

(b) remove or stabilize all surface impediments including by way of removal of loose rock or soil or ash that could fall and create hazards to persons.

(d) keep spoil dirt and any material or equipment that may fall into an excavation at least one point five (1.5) meter from the edge.

(e) Excavated pits deeper than one point five (1.5) meters will have a maximum height of vertical wall of one point five (1.5) meters with sloped edges at forty-five degrees (45°).

(f) protect, support, or remove underground installations (e.g., electrical ducts, water lines, sewer lines, or fire lines).

(g) prohibit personnel from working or passing under the loads of lifting or digging equipment inside the pit.

(h) that no worker shall be allowed to work alone in a trench at any time.

#### **4. Machine Guarding**

4.1 Contractor shall be responsible for ensure guarding of rotating machines adequately to prevent exposure of personal

#### **5. Motor Vehicle**

5.1. All motor vehicles to be used in the performance of the Scope of Work shall be strictly fit for the purpose. Following must be ensured:

a valid driving license and vehicle insurance, adequate road worthiness (vehicles less than ten (10) years old for heavy vehicle and less than five (5) years

Good tyre, engine condition, working front and back lights, horn and reverse horn, three (3) way mirrors, registration number clearly visible, good body condition, good brake system, fail safe brake system, retractable three (3) point seat belt for driver and other.

The driver shall not be less than twenty-five (25) years of age with minimum of five (5) years of driving experience (For the class of vehicle required to drive) with good eyesight. Drivers shall not be allowed to drive for more than twelve (12) hours.

5.2. Transportation of passengers shall only be permitted in the passenger compartment of vehicles. All the passengers and driver shall use seat belt irrespective of their sitting position and the driver shall not be driving using mobile phone or under influence of alcohol, drugs or any other narcotic or hallucinogenic substance.

5.3. The driver shall not exceed the posted speed limit. The speed limit on the Site for construction vehicles/ cranes is Twenty (20) km/h.

5.4. Tractors (with trailer/ tanker) shall be driven at a speed of less than twenty (20) KMPH or should have fitted speed governors, should have four (4) wheeled tanker with capacity more than five thousand (5000) liters. The tractor trolley connector pin (coupling) should be either auto-disconnector type or three sixty-degree (360) rotation type. Contractors shall ensure Seat belt is installed in Tractor.

5.5 In case of use of Dumpers with dala box and hydraulic system, it shall have installed Body Raised Alarm system, Load cell, Inclinometers, if possible.

5.6 All motor vehicles used shall have fire extinguishers, First aid box and metallic wheel chokes available with the vehicle.

## **6. Heavy Earth Moving Equipment (HEME)**

6.1. All HEME supplied or used at the Sites by contractor shall have all mandatory attributes for safe operation including, automatic reverse alarm, fire extinguisher, functional wipers, illumination lamp etc.

Operators must be trained sufficiently for keeping it away from over-head power line, not allowing anybody within 10 m radius from the vehicle. Driver shall be required to stop engine and come-out from cabin for any discussion. Wearing all PPEs, movement against edge from trenches / excavated area, parking the vehicle with all levers in locked condition and daily and periodic inspection by the operator shall be mandatory and should be trained accordingly.

## **7. Access Control Security System**

The Contractor shall be responsible to provide valid identity card as approved by the Employer's site team to its personnel. This should indicate basic detail about the Contractor's personnel. These should be issued only when the Contractor's personnel have attended safety orientation / induction and passed health screening.

## **8. Personnel Access, Vehicle and Material/Equipment Movement Control**

8.1. All personnel, vehicles and materials moving in and out of the Site shall move only through the designated security check points.

8.2. All personnel must register their ingress and egress by going through the security checkpoint to ensure that they are accounted for.

8.3. Materials/equipment moving in and out of the Site shall be accompanied by approved gate pass.

8.4. All personnel bringing their property such as personal computers, tools, equipment and samples must declare at the security check points using the Material/Equipment Gate Pass before entering the Site.

8.5. Approval will be required from the authorized signatories before bringing out any personal property from the Site which was not previously declared at the security checkpoints.

## **9. Education and Training**

9.1. All Contractors, and Subcontractors are required to attend Site safety orientation/induction training (Level 1 & Level 2), prior to entry to the Site.

9.2. The information provided during the orientation shall include:

(a) Job rules, personal safety and conduct.

(b) Adani Life Saving Safety Rules, hazards reporting.

(c) reporting of injuries/pre-existing conditions; emergency procedures.

- (d) working with chemicals.
- (e) firefighting.
- (f) safety activities and program including disciplinary measure and incentives; and
- (g) JSA and PTW as outlined above.
- (h) Contractor shall ensure all his workforce undergo the mandatory safety training as per employer's requirements.

## **10. Site and job specific training shall be imparted as per the Specifications.**

### **11. Appointment of Safety Resources, Supervisors and Safety Stewards**

11.1. The Contractor shall appoint necessary and agreed competent safety resources for the job, if applicable.

The Contractor shall ensure availability of one experienced safety supervisor in case of up to one hundred (100) deployed personnel and an additional safety supervisor for personnel numbering between one hundred (100) and two hundred (200).

However, if deployed personnel are more than two hundred (200), then a minimum of one Qualified safety officer is required to be deployed and for every additional one hundred (100) personnel, an additional safety supervisor shall be required. Safety officer to be deployed either separately or jointly.

The Contractor should also deploy trained safety stewards at the rate of one for every fifty (50) personnel for ensuring safety vigilance.

### **12. Supervisor's Role in Worker's Orientation**

12.1. The attitude of personnel toward accident prevention depends a great deal upon the attitude of the supervisor and therefore the following action steps shall be taken as a part of the supervisor's orientation of a new worker:

- (a) Ask about last job and describe the new job.
- (b) Show worker around work area.
- (c) point out hazards.
- (d) introduce worker to others and describe basic rules.
- (e) procure history of previous training and provide understanding on JSA.
- (f) Give worker a test run on tools and equipment.
- (g) monitor new personnel's safety, health and environmental performance.
- (h) provide coaching where necessary; and
- (i) check back to see how the worker is progressing.

(j) To carry out Toolbox talks/ Explain JSA, Maintain & Submit records of the same to Employers Safety Dept

12.2. The Contractor shall establish systems to check competency of skilled worker / supervisors.

### **13. Pre-Employment Site Personnel**

Contractor shall ensure appointment of personnel for the Site (engineers/ supervisor/ and skilled/ semiskilled/ unskilled tradesmen) based on such personnel's previous performance and background.

The said personnel shall possess the desired licenses issued by the governmental authorities or competent person,; driving (LMV/HMV), equipment operators or any other as per statutory requirement.

### **14. Pre- Employment Medical check up**

14.1. The Contractor shall carry out a pre-employment medical check-up for all its personnel and shall be able to produce the certificate of fitness to the Employer prior to the deployment of such personnel at Site. The Contractor shall also organize periodical medical check-up (six monthly) for the following category persons:

(a) drivers and equipment operator: check for vision and hearing.

(b) height workers: check for vision, hearing, vertigo, and acrophobia.

### **15. Personal Protective Equipment (PPEs) Protocol**

15.1. The Contractor shall ensure availability and use of suitable quality personal protective equipment to its personnel. Use of safety helmets, safety shoes, high visibility jackets and safety eye wear shall be mandatory.

15.2. All the PPEs used by the personnel shall, at all times, be in accordance with at least one of the following internationally recognized standards: (i) ANSI; (ii) ISO; (iii) BS; (iv) IS or (v) EU.

The Contractor shall take prior approval of the Employer, for any deviation in the PPE standards proposed to be used for the performance of the Scope of Work.

### **16. Safety Awareness Campaign/ Program**

16.1. The Contractors are encouraged to organize safety promotional programs in support of the Employer's program. The Employer's team at Site shall provide the appropriate emergency rescue, first aid and medical staff, facilities and procedures necessary to respond to anticipated onsite emergencies.

## **17. Medical/First Aid Treatment**

17.1. The Contractor shall maintain first aid box and/or medical Centre as per statutory requirement and shall have a tie-up with nearby good specialty hospital to manage medical emergencies. A medical attendant shall administer first-aid care to injured personnel using established standards of practice, or as directed by the local consulting physician. When an injury occurs at the Site and requires treatment beyond the limits of the medical attendant, the Contractor shall ensure that such personnel is transported to the nearest hospital.

17.2. If the Employer has a first-aid Centre and other similar facilities at the Site, the Employer may, at its option, make available such facilities for the treatment of the Contractor's personnel, who have been injured or have become ill while being engaged in the performance of the Scope of Work.

## **18. Accident Investigation and Reporting**

18.1. The Employer's policy requires that all incidents and environmental releases, regardless of severity, are reported immediately to the Employer's project manager and safety manager first by verbal and then by a written "preliminary" First Incident Report (FIR). Subsequently, a joint written investigation should be conducted by incident investigation team, with an initial report issued in writing within twenty four (24) hours, even where no injuries occur. The Employer's team shall record these incidents online at the Adani Gensuite or such other platform designate by the Employer.

18.2. Where the actual or potential severity of the incident or behavior is significant or occurs frequently, the Project Head shall appoint a committee to investigate, the accident/incident, verifying the information and complete a root cause analysis. All corrective actions shall be carried out, monitored by the project/construction SHE Department and initialed/dated on the original report.

## **19. Contractor Inspections and Audits**

19.1. The Contractor/Subcontractors' supervisors are responsible for ensuring that regular inspections are made of work areas / activities. The audit shall involve the SRFA based on the severity index

## **20. Contractor Safety Assurance Audit**

20.1. Copies of the 'Weekly SRFA' and inspection reports shall be forwarded to the respective project manager and to Contractor's site management for corrective actions. The respective Contractor site management must take immediate corrective actions as may be required.

## **23. Daily/Periodic Safety Inspection**

23.1. The Contractor and Site supervisors shall conduct routine periodic safety inspections and monitoring. Inspections shall make note of; unsafe acts/conditions observations and corrections, equipment, covering activity etc.

## **24. Safe-Work Practice Assessments**

24.1. The Contractor and Site supervisors shall conduct periodic assessments of compliance with site safety practices and procedures to ensure that such site safety practices and procedures are effective and are being followed.

## **25. Housekeeping Guidelines**

25.1. The Contractors shall be responsible for maintaining very high standard of housekeeping including clearly defined walkways, keeping clean unobstructed pathway free of tripping hazards, prohibit storage of materials and equipment in aisles, posting signs or barricades to warn tripping or slipping hazards, having well-marked first aid/assembly points and not allowing loose material at height (placing them in cage/box).

### **(a) Storage Areas**

The Contractor shall clearly identify purpose of area and define boundary by barricades, provide adequate size as per provision and discourage excess material and equipment. All material shall be stored in a neat, safe and orderly fashion with proper labelling.

### **(b) Trash removal plan**

All Contractors shall ensure that trash is removed, accumulated and dumped at the designated disposal area on a daily basis. Collected trash and bins shall be cleared once a week to identified dumping area. No trash shall be thrown from height and shall be handled through a chute. As a best practice, the Employer appreciates the concept of "generator should be the cleaner".

### **(c) Rest Rooms and Drinking Water**

Keep toilet facility and drinking water in a hygienic manner provided by employer.

## **29. General**

29.1. The Contractor shall provide proper illumination at the work location as per the statutory requirements and/or the requirements of the Employer.

29.2. Labour Camp (if applicable): The Contractor shall, and shall procure that its personnel shall, ensure compliance with the requirements pertaining to health and sanitation, including requirement of maintaining hygiene on Site. The Contractor shall be responsible to comply with all the statutory EHS requirements inside the labour camp.

## **30. Reward and Damages for Safety Violations**

30.1. In case of any violation by the Contractor with respect to the safety requirements specified herein, the Employer can levy the following liquidated damages:

(a) Violation with respect to lack of valid gate-pass, basic PPEs and/or other traffic violations: Indian Rupees One Thousand Only (INR 1000) per violation.

(b) Violation with respect to work at height, excavation, hot jobs, barricading, heavy motor vehicle, crane: Indian Rupees Ten Thousand Only (INR 10000) per violation with a ceiling of Indian Rupees One Lakh Only (INR 1,00,000) per contract exceeding which the Employer can terminate the Contract.

(c) Fatal accident: Indian Rupees Fifteen Lakhs Only (INR 15,00,000) or five percent (5%) of the SO Price, whichever is less, for the first fatality and Indian Rupees Twenty Lakhs Only (INR 20,00,000) or five percent (5%) of the SO Price, whichever is less, for the second fatality. For any further fatalities, the Employer may at its discretion levy appropriate damages or may choose to terminate the SO Documents/SO at the risk and cost of the Contractor.

(d) Lost time injury (on 24 hours basis) or non-reporting of incidents: Indian Rupees Fifty Thousand Only (INR 50,000) for each lost time injury or incident not reported.

(e) Serious (grievous) injury, such as loss of limb or a loss of more than twenty one (21) man-days: Indian Rupees Five Lakhs (INR 5,00,000) or five percent (5%) of the SO Price, whichever is less, for the first grievously injured person; and Indian Rupees Seven Lakhs (INR 7,00,000) or five percent (5%) of the SO Price, whichever is less, for every subsequent grievously injured person. For the purpose of levying these damages, "grievous injury" shall have the meaning ascribed to the term in the Employee's Compensation Act, 1923.

(f) Dangerous occurrences: Indian Rupees One Lakh (INR 1,00,000) or five percent (5%) of the SO Price, whichever is less, for the first violation and Indian Rupees Two Lakh (INR 2,00,000) or five percent (5%) of the SO Price, whichever is less, for subsequent violations.

(g) Procedural violation, including absence of method statement, staging and shuttering plan, concreting plan, erection/dismantling plan or non-compliance with any statutory requirement: Indian Rupees Fifty Thousand (INR 50,000) or zero-point zero five percent (0.05%) of the SO Price.

(h) Any incident involving injury to a member of the public: Indian Rupees Fifty Thousand (INR 50,000) or five percent (5%) of the SO Price, whichever is less for first violation and Indian Rupees One Lakh (INR 1,00,000) or five percent (5%) of the SO Price, whichever is less, for subsequent violations.

30.2. There will be a reward system for reporting and correcting UA/UC/NM cases, achievement of targeted severity index and excellent contribution in maintaining safety and housekeeping.