



पूर्णतः सहकारी स्वामित्व
Wholly owned by Cooperatives

SAFETY & HEALTH POLICY



INDIAN FARMERS FERTILISER COOPERATIVE LIMITED
VILL.-MUSADIA, PO.-PARADEEP, DIST- JAGATSINGHPUR, ODISHA-754142

FACTORY AT A GLANCE

1. Name & address of the factory : INDIAN FARMERS FERTILISER
COOPERATIVE LIMITED, PARADEEP UNIT
2. Manufacturing process (s) : MANUFACTURING OF PHOSPHATIC
FERTILISER
3. Manpower : 5000 (Max. including contract manpower)
4. Installed Power (KW) : 108125.28 KW

5. Details of the Occupier :

Name	- Shri A.K.Sharma
Age	- 60 Years.
Designation	- Director (Technical)
Father's Name	- Shri Onkar Nath Sharma
Present Address	- IFFCO Sadan, C-1 District Centre, Saket Place, New Delhi, Pin-110017.

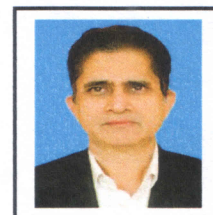


(A.K.Sharma)
Director (Technical)

Date :05.08.2025

6. Details of the Factory Manager :

Name	- Shri P. K. Mahapatra
Age	- 57 Years.
Designation	- Unit Head
Father's Name	- Shri Ram Chandra Mahapatra
Present Address	- Surinder Jakhar Nagar IFFCO Township, Vill:- Musadia,P.O.: Paradeep Dist: Jagatsinghpur , Odisha, Pin:-754142



(P.K.Mahapatra)
Unit Head

Date :05.08.2025

SAFETY & HEALTH POLICY

(In compliance to Rule 12 (AA) of Odisha Factories Rules, 1950 framed under Rule 7-A (3) of Factories Act, 1948)

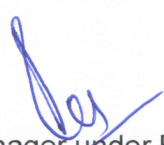
1.0 Introduction :

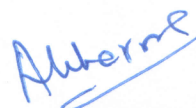
M/s-INDIAN FARMERS FERTILISER COOPERATIVE LIMITED, PARADEEP UNIT Manufactures **PHOSPHATIC FERTILISER** which involves as hazardous process Under Section 2 (cb) of Factories Act, 1948. Unless special care is taken, there is probability of material impairment to the health of the persons engaged in or connected through which may result in the pollution of the general environment.

In order to ensure the Health, Safety & welfare of all workers while they are at work in the factory, management has formulated the Safety and Health Policy indicating there in the measures to be initiated to ensure a safe and healthy working environment.

2.0 Intention and commitment:

- To adopt proven safe technology and always strive for up-gradation of safety and health standards
- To continuously monitor and improve working conditions for protection of the workers from the associated hazards and eminent danger along with community at large to establish safety management system.
- To formulate Safe Operating Procedures (SOP) and Standard Maintenance Procedure (SMP) for different processes to provide and sustain a healthy working environment free from dust and fume.
- To comply to all the prevailing statutory rules and regulations in force in respect of safety and health of workers.


Initial of Manager under Factories Act


Initial of Occupier

3.0 Organisational Set up:-

- Details of set up indicating there in the status of safety department. (furnished in tree form).
- All sectional heads are responsible to ensure safety and health of the workers under their control. The unit head is entirely responsible for safety and health of all the workers of the factory and general public in the vicinity of the factory. The Safety Officer(s) act as coordinator between the sectional heads and the unit head and act as catalyst in the matter related to safety. They work under the direct control of the unit head for effective implementation of safety and health at work.

4.0 Arrangement for making the policy effective:

For effective implementation of the policy in true spirit, different actions have been pointed out below.

4.1 Awareness of workers -

Management believes that a safe worker is an asset to the organization.

To convert each worker into a safe worker the following actions shall be initiated by the management.

- Training to workers - Induction / Need based or job-based training
- Training modules for different job involving the hazardous shall be formulated.
- System shall be developed to evaluate the need for training for each and every worker.
- Safety committee meeting shall be organized on monthly basis.
- Suggestion boxes shall be provided in each department and workers shall be encouraged to give suggestions. Reward schemes for the best suggestion shall be implemented on quarterly basis.
- Workers shall be encouraged to participate in different awareness training programs like safety Day / National Safety Week / Environment Day / Fire Safety Day / Chemical Disaster Management Day etc.


Initial of Manager under Factories Act


Initial of Occupier

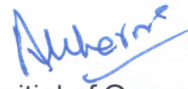
4.2 Career Advancement :

- All persons of the factory are responsible for the safety of themselves and all their co-workers.
- Management shall take into account the involvement of every employee in the safety performance and shall keep records of it for evaluation.
- The statistic of safety shall be of prime importance for their career advancement.
- Even incentives / allowances etc., shall be linked with the safety performance records.

4.3 Engagement of Contractors / Sub-Contractors/Transporters/ other agencies -

- Action shall be initiated to engage such Contractors/Sub-contractors/ Transporters etc., who are concerned for human safety.
- Before awarding any contract, the record of such organisation for last five years with regards to human safety shall be the prime focus.
- Action shall also be initiated to blacklist such agencies due to their negligence in case any fatalities take place. In addition to this, both reward system shall also be enforced to encourage the safety system of these agencies or penal system to discourage their unsafe activities in the factory.
- An effective management system shall be devised to identify such lapses.
- The contract which are perennial in nature, the concerned agencies shall be asked to submit their safe action plan to the management and preferably shall they give a power point presentation on the safe modalities of operation inside the factories in presence of the senior and responsible executives of the factory.
- Qualified supervisors having graduation in science preferably with chemistry honors and 5 years relevant experience shall be deployed by the contracting agencies in each location for effective supervision at work.


Initial of Manager under Factories Act


Initial of Occupier

- Engagement of contract labour-while defining screening system shall be developed for selection of the contract labour, only trained and experienced workers shall be deployed at work involving eminent danger.
- Module of training shall be developed for better appreciation of the hazardous associated with the workers.

5.0 Health Check-up:

- All employees (Regular/Contractor) shall undergo pre-medical health check-up preferably at the site by the company Doctor.
- In case Form-31 submitted by the contracting agency in respect of any labour and the same accept by the management the deficiencies if any found in Form-31 at later stage, the management shall be held responsible for the same.

6.0. Annual Report:

- The performance in Safety Health of the Factory shall find place in the annual report brought out by the company indicating there in the statistics with regards to industrial safety and health of the workers.

7.0. Risk assessment:

- Management shall adopt relevant techniques and methods such as safety audits, risk assessment at different locations, periodical assessment of status of health and environment in compliance to the statutory provisions of law and shall implement all remedial measures suggested by the team of experts.
- The compliance shall be monitored from time to time until all such measures are complied to.

8.0. Information on hazards:

- Management shall adopt all possible measures to identify the hazards on different work locations and make them known to all the employees at work through training and awareness programme.
- Besides this, leaflets, do's and don'ts shall also be displayed near such hazards locations to create awareness among employees.


Initial of Manager under Factories Act


Initial of Occupier

9.0 Integration of safety in all spheres: -

- Action shall be initiated to procure new state of art proven safe technology to replace the old and outdated plant equipments, machineries involving human safety.
- We shall take action to recruit training and experienced manpower starting from Executive to contract labours.
- We shall create awareness among the employees and impart need-based training to increase their efficiency to attend safety at work.
- We shall engage only reputed contracting firm having in-built safety system and have excellent safety records in factory.
- We shall evaluate the working environment with regular intervals and identify the irregularities if any and they comply with such irregularities in a time bound manner.

10.0 Conclusion:

In addition to this, we also declare that the safety policy shall be revised appropriately under the following conditions.

- Whenever any expansion or modification having implications on safety and health of persons at work is made; or
- Whenever new substances or articles are introduced in the manufacturing process having implication in health and safety all persons exposed to such substances.



Signature of the Manager
Under Factories Act



Signature of the Occupier