



Evaluation of Environment Health Safety Management System (EHSMS) Effectiveness

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ABSTARCT:

There is large scale of improvements in the environmental, health and safety management system globally in the Construction Industries. It becomes imperative on Indian industries irrespective of the size to adapt environmental, health and safety management system as measure towards social commitment, legal compliance, meeting supplier and end user requirements. Sensitization and awareness building among all the stake holders such as employers, employer and government are essential for successful implementation of EHSMS. After going through all the policies of the organization I came to know that the company makes the good efforts to implement the defined systems on ground level, like compliance of legal requirement, industrial best standards, interested party's expectation, consultation of work force, trainings, promotional activities, EHS committee meetings to bring the management attention for implement of the EHSMS system at site.

1. INTRODUCTION

The objective of this study is to provide practical guidance on a legal, administrative, technical and educational framework for safety and health in construction to prevent accidents and diseases and harmful effects on the health of workers arising from employment in construction, ensure appropriate design and implementation of construction projects by providing means of analyzing from the point of view of safety, health and working conditions, construction processes, activities, technologies and operations, and of taking appropriate measures of planning, control and enforcement.[1]-[4]

This study applies to all aspects of **L&T** scope of work (Manufacturing, Supply & Installation of Ballasted/Ballast-less Track) **for the contract of NCRTC – RRTS Package – 17 Project**, including work conducted by our lower tier sub-contractors and other appointed agencies.

L&T recognizes the importance of Planning Safety, Health & Environment (SHE) and incorporating it into the project at the earliest possible stage If Incidents or accidents arising from the construction activities are to be avoided. [5]-[8] This study has been prepared to describe how to manage, control, and co-ordinate the works to protect and improve the Health, Safety, Environment and Welfare of all personnel engaged in the projects and others who may be affected by the operations. L&T will actively seek the support of all workers and operatives engaged in the projects to contribute effectively toward loss prevention. L&T shall comply with the Employer's policies, procedures, codes, standards & local regulations about L&T's agreed scope of work.

2. SCOPE OF THE RRTS PROJECT

The broad scope of the project is as follows: Installation, testing and commissioning of pre-casted Ballast less slab track including production of slabs with the Employer's design, fastenings, and rails for Delhi- Meerut RRTS Package -17 Corridors. Installation, testing and commissioning of pre-casted Ballast less slab track for a plinth type system with Contractor's fastenings and Employer's design and rails for Branch Lines. Installation, testing and commissioning of Depot track such as stabling line with ballasted track, Inspection Bay Line, Embedded track, Level Crossing, Washing lines, etc.

2.1 About Larsen and Toubro Ltd

Larsen & Toubro is an Indian multinational engaged in EPC Projects, Hi-Tech Manufacturing and Services. It operates in over 50 countries worldwide. A strong, customer-focused approach and the constant quest for top-class quality have enabled L&T to attain and sustain leadership in its major lines of business for over eight decades.

L&T is engaged in core; high-impact sectors of the economy and our integrated capabilities span the entire spectrum of 'design to delivery.

Every aspect of L&T's business is characterized by professionalism and high standards of corporate governance. Sustainability is embedded into our long-term strategy for growth.

2.2 Statement of Intent towards EHS:

L&T is committed to providing a safe and healthy workplace across campuses and project sites. It is our endeavor as an organization to ensure that every task, job, or assignment is performed safely. Our safety systems are extended to contractors working at our premises, and we encourage our suppliers to establish safety management at their premises.

The corporate Environment, Health and Safety (EHS) Policy demonstrates our commitment to an accident-free workplace along with the management framework to be deployed across businesses. To stay relevant, the policy is periodically reviewed by the senior management.

Business: L&T has been engaged in several kinds of projects like EPC, oil & Gas, Manufacturing industries, Information technology, Buildings & factories, Railway systems etc [9]-[11].

Future Plans: Making meaningful choices today is pivotal to building a better world. At L&T, we have been a partner in India's progress through events of historic significance and hues – black or green – and have used them as an inflection point to strengthen our resilience and drive the global sustainable development agenda.

L&T passed through another period of tectonic shifts triggered by a global pandemic, have sharpened focus on improving performance across environmental, social and governance (ESG) parameters. L&T is undertaking synchronized efforts to reduce our carbon footprint and enhance resource efficiency while strengthening our green portfolio.

Aim of the Study:

The Transportation construction industries are playing a major role in our Indian economy, even though the well-established systems are available due to unskilled workforce and realistic targets these industries facing the challenges to full fill the EHSMS requirements are not aware of the safety measures to be followed in the industries. The main aim is to study the environmental and safety management system in RRTS -Project Phase -1.

3. ENVIRONMENT HEALTH AND SAFETY MANAGEMENT SYSTEM

3.1 A Overview of EHS Management System:

EHS management system is a comprehensive management system designed to manage safety elements in the workplace. It includes policy, objectives, plans, procedures, organisation, responsibilities, and other measures. An EHSMS provides a systematic way to identify hazards and control risks while maintaining assurance that these risk controls are effective.

3.2 B Different Models of OSH Management Systems

ISO 45001: 2018 Model OSH Management System:

To combat the problem, ISO has developed a new standard, ISO 45001, occupational health and safety managements -requirements, that will help organisations reduce this burden by providing a framework to improve employee safety, reduce workplace risks and create better safe working conditions.

ISO 45001 explains the founding principle of PLAN, DO, CHECK, ACT (PDCA) is the performance aspect of the organization. PDCA is the idea of continual improvement that was made popular by Edward Deming, often consider the father of modern quality control theory, and fosters the standard of detailed actions that provide a platform for continual improvement across the organisations.

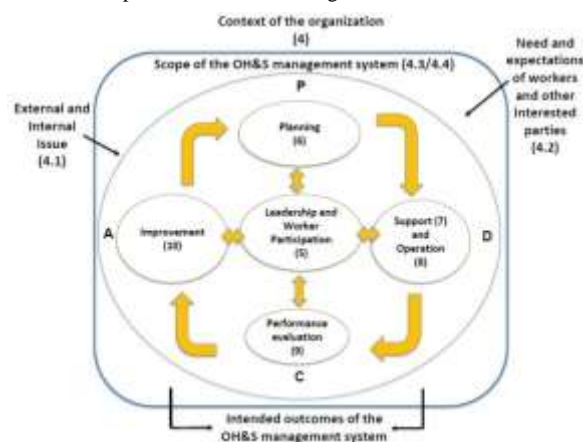


Figure 1: ISO 45001 OSHMS model

Elements OF OHSMS:

1. Leadership and worker Participation
2. Planning
3. Support and operation
4. Performance evaluation
5. Improvement

3.3 ILO OSH 2001 Model OSH Management System:

Occupational safety health, including compliance with the OSH requirements pursuant to national laws and regulations are the responsibility and duty of the employer. The employer should show strong leadership and commitment to OSH activities in the organisation and make appropriate arrangements for the establishment of an OSH management system. This system contains the main elements of policy, organizing, planning and implementation, evaluation and action for improvement as shown in below figure.

Key elements:

1. Policy
2. Organising
3. Planning & implementation
4. Evaluation & Audit

Action for Improvement

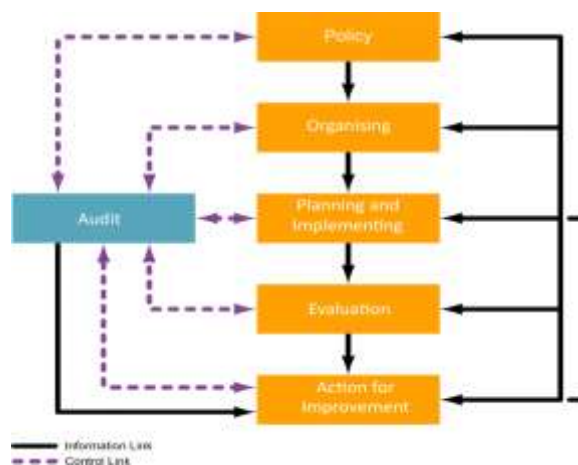


Figure 2: ILO – OSH 2001 Management System

4. ENVIRONMENT HELATH SAFETY MANGEMENT SYSTEM IN RRTS PROJECT

4.1 L&T's EHSMS:

L&T Transportation Infrastructure IC is certified to Integrated Management System confirming to ISO 45001:2018 and ISO 14001:2015.

Context of the Organization

4.2 Understanding the Organization and Its Context

Organization contexts related to internal & external issues that are relevant and can affect its ability to achieve intended results of the OHSMS are identified and documented by the respective departments with proposed actions. Information about these external and internal issues are regularly monitored and reviewed.

Moral – The organization believes in the principle of ‘All workers have a right to work in places where risks to their health and safety are properly controlled. Health and safety are about stopping workers from occupational hazards and ill health.

Legal – There is a wealth of health and safety legislation and codes of practice covering work both within offices and manufacturing sites. Without a formal system in place, it is difficult for organizations to ensure that they understand and meet all their legal obligations.

Financial – In many cases there is often no conflict between what is good for business and what is good for health and safety management. Improved health and safety performance lead to increased productivity, reduced insurance premiums, improved morale, and increases the company’s chances of winning new business.

The company determines the external and internal issues that are relevant to its purpose and strategic direction and that affect its ability to achieve the intended results of the OSHMS. Consideration is given to the:

- Positive and negative factors or conditions.
- External context and issues, such as legal, regulatory, technological, competitive, cultural, social, political, and economic environments.
- Internal context and issues, such as values, culture, organization structure, knowledge, and performance of the business.
- Determination and requirements of the needs and expectations of interested parties relevant to the EHSMS.
- Authority and ability to exercise control and influence.
- Activities, products, and services relevant to the business.
- Documented information is retained as evidence to support that the context of the organization has been considered in the ESHMS.

4.3 Understanding the Needs and Expectations of Interested Parties:

The interested parties for Larsen and Toubro Ltd include Clients, Principals/Service Providers, Employees, Higher Management, Government / Regulatory Bodies. The needs and expectations of interested parties are identified and taken care by the departments. Management of Larsen and Toubro Ltd. is always committed to fulfil the needs and expectations of all interested parties. All workers have an expectation that neither their health nor their safety will be at risk as a result of their employment with Larsen and Toubro Ltd. The main needs and expectations of the interested parties are given below.

Sl. No.	Interested Parties	Needs and expectations of the Interested Parties
1	Clients/EHSMSs	A simple solution that manages compliance easier. Implementation of the product in-line with EHSMS and Regulatory requirement Receive responsive support Delivery of free content to educate around compliance
2	Suppliers / Principals & Service Providers	Good relationship. On-going and secure workplace. To be paid on time Clear understanding of requirements. Constructive feedback. Want to provide services/products to a reliable, reputable, and financially viable business
3	Employees	Job security. Salary for work performed. Flexible work hours. Clear understanding of their role and responsibilities. Able to raise issues of concern and provide constructive feedback. Good, friendly, and safe work environment. To feel valued and appreciated. Opportunities for personal development.
4	Top Management/ Owners/ Shareholders	Have a growing business that provides profit. Be well governed and well managed. Want staff to enjoy their work, be challenged, perform their job competently and meet the company, regulatory and OHSMS Requirement
5	Government & Regulatory Bodies	Follow the rules & regulations laid down by the Government and Public authorities and meeting the Legal requirements. To submit all tax obligations accurately and on time. To maintain high standards of corporate governance.
6	Visitors	Environment friendly workshop design with no emissions. Good, friendly, and safe work environment.
7	Community i.e., society at large	Good corporate citizen. Diversity of employees

L&T Safety Health and Environment Organization

The SHE organisation reports to the Project chief SHE Manager who has a direct reporting to the Project Director/Manager. The L&T's project SHE organisation chart is presented below. A separate organizational structure will provide to the Employer, which will include the names, addresses, telephone, and facsimile numbers of the listed SHE personnel as appropriate.

Functioning within a field construction environment, the SHE team will:

- Provide SHE services to the project within a defined area of responsibility

- Work in conjunction with line supervision to monitor compliance to L&T RRTS track work project requirements and processes
- Identify and communicate improvement opportunities with respect to the SHE management system.
- Monitor compliance to project, Employer/Engineer, and regulatory requirements and initiate corrective action on identified noncompliance

5. LEADERSHIP AND WORKERS PARTICIPATION

5.1 Leadership & Commitment: General

Leadership is a vital to the effective implementation of SHE management system and creation of a Zero incident work environment. L&T management is providing the leadership and the tools for implementation of SHE programs utilizing the SHE plans to communicate expectations to key personnel so that they understand and implement the project SHE objectives.

5.2 Roles, Responsibilities and Authority

SHE is a line responsibility requiring leadership and participation by all managers, engineers, supervisors, and employees. L&T project Sr. Management will communicate expectations throughout the organization and establishes the management structure where safety is a value.

Everyone on the project has the ability and responsibility to exercise their STOP Work Authority when encountering a hazardous condition or an At-Risk behavior and collaborating with supervisor/foreman and others to resolve the situation

- Assigning responsibility and accountability for effectiveness of the OSHMS.
- Taking overall responsibility for the prevention of work-related injury and ill health and provision of safe and healthy workplaces and activities.
- Protecting workers from reprisals when reporting incidents, hazards, risks and opportunities & Promoting improvements.
- Ensuring the organization establishes and implements a process for consultation and participation of workers & Promoting Risk Based and Process approach.
- Supporting the establishment and functioning of a Health and Safety Committee.
- Ensuring that Health and Safety Policy & Health and Safety Objectives are established and are compatible with strategic direction of the organization.
- Ensuring that resources needed for the ESHMS are available.
- Communicating on importance of effective ESHMS to all concerned. Guiding and supporting personnel to contribute to the effectiveness of ESHMS.

5.2.1 Role of Project Manger

- The Project Manager is responsible for ensuring implementation and compliance with L&T Policy and procedures and the Employers Requirements at contract level.
- Responsible for the efficient and safe execution of the contract, ensuring that it is completed to programme and to the required quality standards.
- Ensure that the design drawings together with design assessment and Design Checkers certificates are prepared and issued to the Employer's Representative.
- The Project Manager is responsible for providing the necessary resources, to include competent personnel, plant, equipment, and materials.
- Understand the Company's Safety policy and appreciate the responsibility of everyone.
- Know the Statutory and Contractual requirements pertaining to the contract and ensuring control on the project.
- Ensure that effective means exist for safety communications within the project, that company safety document is distributed and displayed for the benefit of all employees.
- Ensure that employees receive appropriate safety & professional training in relation to them.
- Assigned role and responsibility.
- Institute investigation and costing of injury, damage and loss and instigate action to prevent recurrence.
- Set an example by high personal standards of applications and discipline in "safety" through active participation and visibility.

Responsibility, Accountability & Authority:

- Shall allocate both human & financial resources like Specified posting as per Contract Conditions. Allocating Roles, Responsibilities to all categories of staff for carrying out the SHE Systems in a defined manner.

5.2.2 Role of Chief Safety Manger:

- The Chief SHE Manager for the contract shall report directly to the Project Manager.
- Chief SHE Manager, SHE Managers and officers have the authority & duty as assigned by the Project manager to suspend works where deviation from an approved method of working occurs that presents a risk of injury, equipment, or property damage.

- The Chief SHE Manager shall advise management on all health and safety aspects and changes of statutory safety requirements.
- The Chief SHE Manager shall review and approve all risk assessment and method statements prior to issue to the Employer's Representative.
- The Chief SHE Manager shall attend planning meetings and provide input to method statement developments.
- The Chief SHE Manager shall organize & report findings from monitoring and measurement activities such as weekly site inspections, audits, safety sampling etc.
- Prepare site safety meetings and organize safety training sessions.
- Act as the coordinator for the monthly SHE committee meetings.
- Chief SHE Manager shall report unsafe situations and monitor the implementation of the remedial actions taken by the engineering teams and report progress performance to the Project Manager.
- Chief SHE Manager shall collate all incident and other reports from the site and analyse for trends in deficiencies. The Analysis shall be incorporated into the safety monthly report.
- The Chief SHE Manager shall conduct a cost/loss analysis for any incident, dangerous occurrence resulting in lost time and or injury.
- Chief SHE Manager shall compile monthly safety statistical report and submit it to the Project Manager.
- Shall arrange external 3rd party safety audits as per the requirement.
- The Chief SHE Manager shall act and enforce policy requirements where deficiencies exist.

Responsibility, Accountability & Authority:

- He Shall Carry the duties of MR in addition to his roles & responsibility as Chief SHE manager
- He is Accountable to top management for the management system.
- He will be adequately supported by SHE manager and Environmental manager.
- He shall report to top management about the project performance on SHE management System.
- He Shall present the SHE performance to top managements during safety Committee meeting (once in a month) & During MRC meeting (once in 6 Months) in detail & where in the top management shall take decision and give directives for any policy changes and subsequent setting of objectives in line with the Situation prevailing at the time.
- All other Department In-charges & Employees are accountable for the proper functioning of the management system and assist MR is continual important and they shall act in line with the advice from MR from time to time in maintaining the System.
- All site Engineers have the accountability of maintaining safe workplace and in educating the workmen about the organizations applicable SHE requirements.
- Carry out Fire Prevention inspection at site.

5.2.3 Construction Medical Officer:

The occupational Health officer is responsible for:

- Report to the Project Chief SHE Manager
- Carryout periodic health inspections for workers and employees at site
- Procuring the required consumed First aid box consumables
- Preventive measures shall be proposed from time to time upon evolvement of new health hazard.
- Personnel involved in work with hazardous materials or environmental shall be scheduled for medical check-up prior commences works on site.
- Living areas of workers shall be inspected regularly to ensure high level of health and hygiene is practised.
- Pre /periodical medical checks for all workmen.

5.2.4 First Aider:

- Conducting and attend site first aid cases in site
- Inspect the First aid boxes at site on regular basis
- Train the site supervisor on first aid
- Indent to the store supervisors for procuring first aid box materials
- Prepare the list of first aid materials and display on first aid box for identifications

5.2.5 Labour Welfare Officer:

- To encourage provision of amenities such as SHE shelters for rest, adequate latrine facilities, drinking water, sickness and salary, PF and legal advice to workers.
- To establish contacts and hold consultations with a view to maintaining harmonious relations between management, subcontractors, and workers
- To advise on fulfilment by the management and the concerned departments of obligations, statutory or otherwise, concerning regulation of working hours, medical care, compensation for injuries and sickness and other welfare and social benefit measures.
- To be ensured compliance of Welfare requirement as per BOCW rules applicable.

5.2.6 Electrical Engineer:

- Shall report to the P&M In charge and Chief SHE Manager
- Safe Distribution and Utilization of Electrical Power and laying down and compliance of Safety Practices.
- Prevention of Electrical Fires. Electrical Energy Management and Control.
- Inspection of Own and Contractors Electrical Equipment i.e., ELCB / RCCB Portable Equipment and Tools, Relays, Breakers Welding Sets and Cables etc.
- Electrical Safety Education, training, and Electrical Safety Inspection.
- Lighting / Illumination and Site Electricity Management.
- Understanding Aspects / Impacts and Hazards / Risks in Electrical Systems and laying down control practices in line with regulatory provisions to establish Maintain and Implement SHE System as per ISO 14001:2015 & ISO 45001:2018.

5.2.7. Environmental Manager:

- To advise and assist in fulfilment of statutory obligation and the requirements
- Environmental monitoring and submission of reports to authorities
- Training to all associates, Engineers, and sub- contractors on promotion of Environmental conservation and compliance of related practices.
- Environmental inspections and initiating corrective and preventive measures there in.
- Guiding all concerned on conservation of natural resources.
- Analysis of Environmental accidents / Deviations / adverse conditions and initiating preventive actions in line with the requirements.
- To act as a co-ordinator and responsible for establishment of ISO-14001:2015, its on going Implementation and internal EMS Audits in coordination with MR.
- Internal/ External Environmental audits and initiation of necessary corrective and preventive actions
- Keeping track of legislative and other requirement and periodic evaluation as per ISO- 14001 2015.
- Environmental performance evaluation of the project against establishes indicators on waste energy/ Hazardous waste, energy, water, and other key resources
- Maintenance and upkeep of entire pollution control equipment so that these operate at the highest efficiency with minimum impact on Environment. Record management.
- Maintenance of breakdown Records.

5.2.8 Plant and Machinery Manger:

The Plant & Machinery Manager shall:

- Liaise with the Procurement Manager and vice versa prior to hiring or purchasing equipment outside of the L&T approved suppliers; Check that hired plant is safe and that, where appropriate, copies of current test certificates and relevant documents are available
- Ensure no new items of plant or equipment are introduced into the Company's operations without his Authority or the authority of a consultant specialist
- Ensure equipment where practicable is delivered to site complete with 3rd party test certification and in compliance with statutory requirements e.g., road worthy.
- Maintain a full itinerary of all plant and equipment on site; and to ensure that all operators and banks man always are holding valid certifications and have valid driving License
- Maintain a test and maintenance register/schedule for all applicable plant
- Arrange maintenance as per the manufacturer's recommendations.
- Supervise on all matters concerning lifting appliances and lifting gear
- Attend promptly to all plant defects notified or call the attention of site management to the need for Dangerous plant to be put out of service until it can be properly repaired.
- Arrange for re-test of plant prior to the expiry of a previous 3rd. party test and or inspection

5.2.9 Construction Manager:

Construction Managers are responsible for the safety of the site works and will set an example for their employees including, but not limited to, field engineers, supervisors, foreman, and subcontractor site management which fall under their purview.

Construction Managers have the responsibility for verifying their team have the proper Method Statements, HIRA, and training in place before commencing work.

In addition to the above, the construction managers' duties will include:

- Verifying that SHE considerations are integrated into the construction plan, updating the plan as required as conditions change
- Organizing and leading team safety management assessments.
- Communicating SHE responsibilities to direct reports.

- Having in place the organization to plan and coordinate the work in a manner that protects people and the environment.
- Understanding personal role in SHE Plan and participating in SHE activities, e.g., planned inspections, assessments, investigations
- Participating in selection of contractors capable of complying with SHE expectations
- Communicate and oversee subcontractors to ensure that they are aware and will comply with the SHE Plan and Employer's requirements.
- Updating SHE construction risk assessment as required.
- Make recommendation on improvements to SHE plan.
- Monitoring site compliance to established SHE requirements
- Confirming that safety training is in place for current and future work.

5.2.10 Site Engineers

- Establishes and maintains safe site within the approved limits of work.
- Owner of the site and responsible for – SHE, Quality, labour force, welfare facilities, first aid facilities, hazardous materials storage, barriers, housekeeping etc.
- Ensures site notice board is current and correct – particularly for emergency response information. Must be familiar with all Stakeholders' contact numbers.
- Owns and runs the PRESTART meeting, daily / shift Toolbox Talks / current Safety Alerts programme before any works are commenced.
- Participates in field assessments and safety observation before any works are commenced.
- Directs and manages the work for that shift for that site in accordance with the approved Method statement and in compliance with site rules.
- Ensures any visitors are briefed on work scope, hazards, safety, first aid procedures, prior to site access
- Must be familiar with incident management protocols and emergency response procedures. Must report any incident in line with these procedures
- Ensures daily records of all site activities including labour, plant and materials are actioned.

5.2.11 Project Controls/Planning Manager

Reporting to the Project Manager, he is in charge of Project time control in consistency with the overall project schedule and interfaces with other contractors. The Project Controls Manager and his team shall carry out their duties by making the 3 weeks and 3 months rolling programmes as well as all the track work related schedules. He is responsible to bring to the notice to the Client any deviations from the approved project schedule and to propose amendments to correct it.

5.2.12 Finance and Administration Manager

- Administration in charge for the project team
- In charge for daily expenditure, accounts and cost control.
- To ensure site facilities/stay facilities & welfare facilities to working teams.

5.2.13 Section / Area In-Charges

- Ensure SHE Risk Assessment, safe work method is prepared and implemented, for all activities under his control
- Responsible to implement the SHE Management System and norms as per the IMS and SHE Manual respectively
- Ensure that all incidents are reported promptly.
- Participate regularly in SHE meetings.

5.2.14 Employees

Project personnel are responsible for:

- Accepting individual responsibility for their safe behaviour.
- Actively participating in the implementation of the SHE Plan and procedures
- Knowing and complying with SHE rules, regulations and procedures and suggesting ways and means to reduce risk
- Working in a safe manner.
- Learning and abiding by SHE practices and procedures and reporting poor practices, hazardous conditions, or at-risk behaviour to their supervisors
- Exercising necessary steps to protect health and safety of self and others
- Exercising Stop Work Authority when encountering a hazardous condition or an At-Risk behaviour and collaborating with foreman and others to resolve the situation
- Participate in pre-task hazard assessments prior to executing work.
- Actively participate in:

- Job planning activities

- Safety meetings
- Inspections (when invited)
- Incident investigations. (When required)
- Company initiated training sessions.

5.2.15 Site Supervisors

Field supervision will set an exemplary example to their peers, subcontractors, and Employer personnel in terms of commitment to the SHE programs and demonstration of L&T SHE Policy.

Supervisors will have the following responsibilities:

- Being thoroughly familiar with L&T SHE Policy and SHE procedures and with their individual responsibilities regarding its implementation and enforcement.
- Being directly involved in implementing the SHE requirements applicable to their areas of responsibility.
- Formulate and communicate work method statements, HIRA, toolbox talks, risk assessment briefings, reviewing the information necessary for employees to work in a safe manner.
- Implementing immediate action to correct reported or observed unacceptable SHE conditions and/or behaviours.
- Conducting on-going assessments of the work areas and taking necessary corrective actions to eliminate substandard practices, conditions, and/or behaviours.
- Continually coaching employees in safe practices and recognizing those who demonstrate safe behaviour.
- Assisting with the implementation of emergency response requirements.
- Enforcing SHE related work rules and acting as required to confirm compliance
- All Subcontractors/Vendor/Supplier/Third Party performing services at the Project shall follow the project SHE rules & requirement.
- Ensure right workmen for the right job.
- Ensure workers are screened and imparted SHE Induction before they are deployed at workplace.
- Ensure adequate supervision at workplace, and promptly report the SHE deviations to the Engineer concerned and rectify the same.
- Report any injury or incident immediately.
- Based on the L&T's SHE Code of conduct for Lower tier Sub contractors, they shall sign the agreement as a token of understanding before starting the activity.
- Subcontractor, his Supervisor, and his workmen shall adhere all the laid down SHE rules & Regulations while working at site, follow the instruction / advice of Site engineer & SHE Engineer / Officer from time to time.

5.3 Consultation and Participation of Workers

As per the SHE system establishment, entire project team including staff/workers will be participated following SHE programs. These will be recorded and submit on monthly reports.

- Following activities not limited:
- Training
- Toolbox talk
- Celebration of Road safety week, National safety week etc

6. CONCLUSION

There is large scale of improvements in the environmental, health and safety management system globally in the Construction Industries. It becomes imperative on Indian industries irrespective of the size to adapt environmental, health and safety management system as measure towards social commitment, legal compliance, meeting supplier and end user requirements. Sensitization and awareness building among all the stake holders such as employers, employer and government are essential for successful implementation of EHSMS.

After going through all the policies of the organization I came to know that the company makes the good efforts to implement the defined systems on ground level, like compliance of legal requirement, industrial best standards, interested party's expectation, consultation of work force, trainings, promotional activities, EHS committee meetings to bring the management attention for implement of the EHSMS system at site.

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