

**MOIL LIMITED
NAGPUR**

SAFETY POLICY

1. Mission of MOIL:

Our mission is to create long-term value for our stakeholders, through exploration and development of natural resources, in an efficient, safe, cost-effective and eco-friendly manner

2. Safety Policy :

In order to achieve above Mission, MOIL has the policy for maintaining high level of safety standard in mines for achievement of economic, optimum and qualitative production of manganese with due regard to conservation.

Consistent with this mission MOIL affirms that it assigns the highest importance to the promotion of Safety in its mines. Every endeavor would be made to ensure that there is no compromise in regard to implementation of Safety measures and the objective of bringing about progressive reduction in the accident potential of the Mines would be seriously pursued.

With this end in view, the following safety guidelines are set forth.

- 1) Operations and systems will be planned and designed to eliminate or materially reduce mining hazards.
- 2) Implement statutory rules and regulation and strenuous efforts made for achieving superior standards of safety..
- 3) To bring about improvement in working conditions by suitable changes in technology.
- 4) Provide all material and monetary resources need for the smooth and efficient execution of safety plans.
- 5) Deploy Safety Personnel wholly for accident prevention work.
- 6) Organize appropriate forums with employee's representatives for joint consultations on safety matters and secure their motivation and commitment in safety management.
- 7) Prepare long term and Annual Safety Plan at beginning of every calendar year unit wise and for the company to effect improved safety in operations as per respective geo-mining needs to prepare the units for onset of monsoon, to fulfill implementation of decisions by recommendation of committee on safety in our mines and Safety Conference & to take measures for overcoming accident proneness as may be reflected through study of accident analysis keeping priority to sensitive area of roof falls, haulage, transport, explosive, machinery etc .

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- 8) Set up a framework for execution of the implementation of the safety policy and plans through the Group Agents, Managers and other safety personnel of the units.
- 9) Multi-level monitoring of the implementation of the safety plans through Internal Safety Organization of the Company at HQ and mine at group level. .
- 10) All Senior Executives at all levels of management will continue to inculcate a safety consciousness and develop involvement in practicing safety towards accident prevention at their functioning.
- 11) Institute continuous education, training and retraining of all employees with the accent employees with the accent placed on development of Safety oriented skills.
- 12) Continue efforts to improve the living conditions and health of all the employees both in and outside the mine.

3) **Internal Safety Organization (ISO):**

MOIL has a structured Internal Safety Organization staffed by duly qualified and experienced multi-disciplinary team (engineers from mining and other disciplines) to keep a constant watch on operations, to advice the mine management on Safety matters to enquire into the causes of each and every mining accident and to suggest measures to avoid recurrence of similar accidents. The ISO also organizes on a continuing basis training and re-training of workmen and supervisors with the objective of bringing about Safety consciousness at all levels and to improve technical knowledge. The ISO at H.Q. Level is headed by a Sr.Dy.General Manager (S&E).

The functions of Internal Safety Organization may be summed up as below :

- a) Scrutinizing plans and schemes of every mine **at least once a year** with due Emphasis on identification of potentially dangerous situations.
- b) At least one inspection of a mine in a quarter along-with the Workmen's Inspector.
- c) i) To maintain at the mine, Group and Company level, a list of mining districts or parts of mine together with relevant details which are prone to major accidents/**disasters.**
 - ii) To ensure adequate coverage and follow up/monitoring of the implementation of the counter measures.
 - iii) To review Safety performance of individual mines once a month during Mine Managers meeting.
 - iv) Independent scrutiny of all applications for statutory permission for stoping / extraction of ore in the mine / district etc.
 - v) To actively associate at Group level mine level in formulation of Annual Action plan with a view to ensure adequate provision of safety materials required for mine operation.

4) **Safety Performance Monitoring**

The MOIL Ltd. has been carrying out periodic monitoring of the safety status of the mines and the safety performance of the individual mine through the following committees.

4.1 The Safety Committee at Mine Level:

The committee consists of representatives of the management and the workers. The committee is to meet every month. But before the meeting, the members of the committee are to visit a mine, record their observations, and discuss the problems in the meeting and make recommendations for bringing about improvement in safety standard. The Safety Officer is the Member-Secretary of the Committee.

4.2 The Group Level Monitoring

This cell is headed by the Agent of the Group who is responsible for safety in the mines falling under his group and oversee the implementation of safety measures. Tripartite safety committee is also organized once in six months in each group. DGMS officials, Worker's Union Representative, workmen inspectors and mine officials are member of the committee.

4.3 The Tripartite Safety Committee at Company Level:

The Committee consists of representatives from the management, workmen and the DGMS officials which is to meet **once in a year** to review the implementation of safety policy and safety performance of the Company.

4.4 Activities of Safety & Training Organization of MOIL.

In order to discharge the functions of co-ordinator and monitoring the functioning of different mine and to provide assistance to the Chairman of company, the Safety & Training department of MOIL has to perform the following functions :

- 1) Monitoring of Safety Status of mine through -
 - a) Monthly reports of the safety status of each and every mine.
 - b) Safety Audit reports of mines.
 - c) Inspection of mines by the officer In-charge of ISO and submission of reports of enquiry into serious and fatal accidents.
 - d) Reports of Inspections by safety officers of mines.
 - e) Reports of inspection by the Workman Inspector and safety committee of the each mine.
- 2) Formulation of programmes for corrective action on information received.
- 3) Co-ordination of implementation corrective through coordination meeting with Mine Managers, Safety officer and Senior Assistant Managers.

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- 4) Enquiries into major accidents and incidence.
- 5) Monitoring the implementation of the recommendations of the conferences on Mines safety, Tripartite safety committee and various other Expert Committee.
- 6) Advising the competent authority in matters relating to the formulation of policy on safety matters.
- 7) Maintaining close liaison with DGMS in various safety related issues.
- 8) Association with various scientific organization like Central Mining Research Institute, National Institute of rock Mechanics, Indian Bureau of Mines and CMPDI Nagpur for scientific studies on improvement in support design, introduction of new technology for improving safety status of mines.
- 9) Technology up-gradation on safety related items,
- 10) Interaction with manufacturers for development of indigenous safety items.

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