



HETERO LABS LIMITED

BADDI ,HIMACHAL PRADESH

Health, Safety & Environment



Welcomes....

Jury members





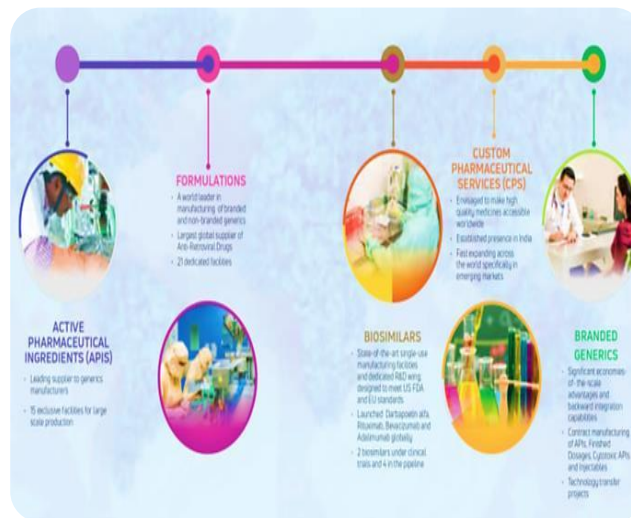
- ▶ **Organisation Name: HETERO LABS LIMITED**
- ▶ **Location of the Unit: BADDI (H.P.)**
- ▶ **Submission Date:**
- ▶ **Submitted By: Mr. ABDUL JABBAR**

HETERO LEADERSHIP.....



HETERO LABS LIMITED BADDI formulation unit was founded in the year 2003.

Dr.B.P.S.Reddy (Chairman) Under his leadership, **HETERO** has risen to become a world leader in the production of anti-retroviral drugs, partner of choice for customers and a globally trusted brand for high quality medicines.



LABOUR PRACTICES

SUSTAINABILITY PROCUREMENT

HEALTH & SAFETY

HUMAN RIGHTS

FAIR BUSINESS PRACTICES

SOCIAL RESPONSIBILITY

Mr. B. Vamsi Krishna Reddy (Managing Director), is associated with different business enterprises in their strategic planning both in USA and in India. He has rich and varied knowledge in Project Execution and Strategic Management areas in Pharmaceutical Industry. He has completed MS in Chemical Engineering.

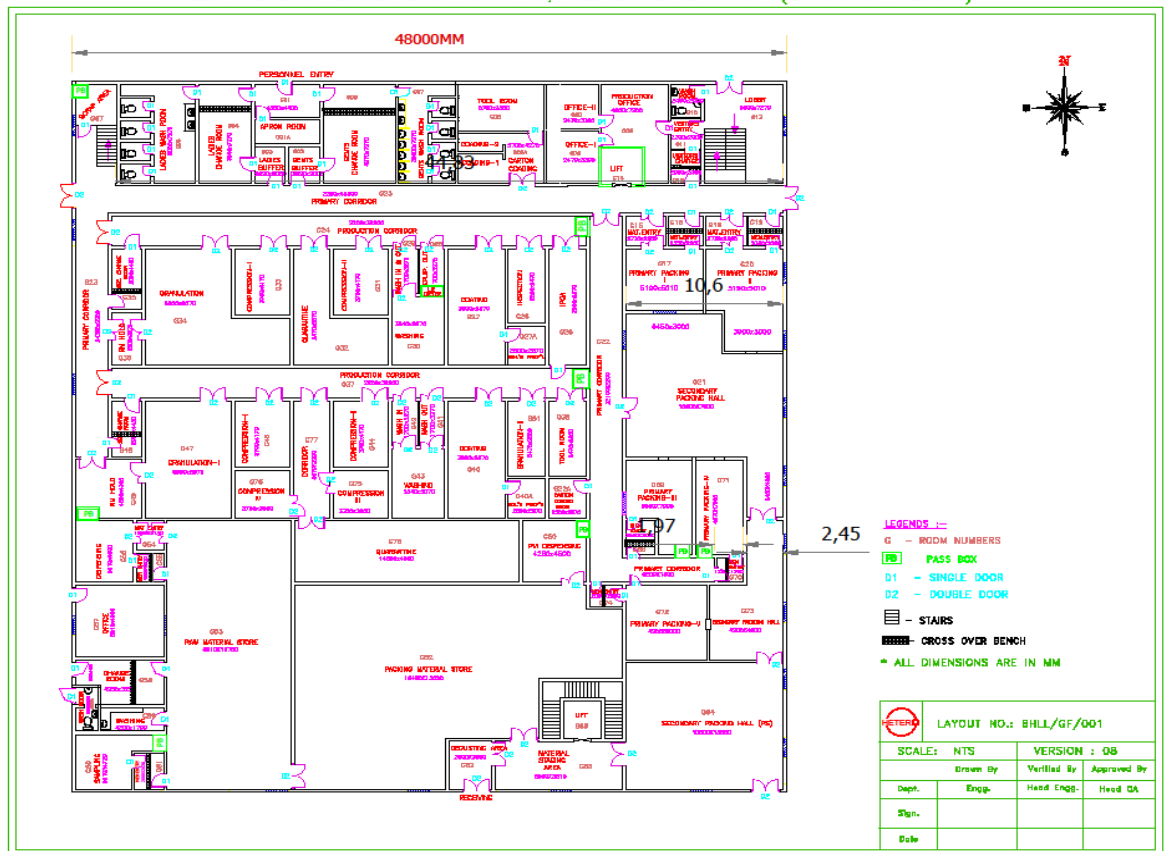
Site Information

- Total area : 6.0 acres
- Roads and Buildings area : 4.5 acres
- Green belt : 1.5 acres
- Rain water Harvesting : 80 KL

Boundaries

- East : Road
- West : Vacant land
- North : Vacant land
- South : Commercial buildings

TITLE: HETERO LABS LTD. UNIT-II, GENERAL LAYOUT (GROUND FLOOR)



ENO19/F02-02

Manufacturing Facility...

Manufacturing & Packing of Oral Solid Dosage (Tablets & Capsules).

- Block A • Manufacturing of Cephalosporin Products.
- Block B • Manufacturing of Oral Solid Dosage forms (Tablets & Capsules).
- Block C • Manufacturing of Oncology Products.

SI No	Name of Product	Consented Quantity
1	Capsules	891.42
2	Dry Syrups	17.77
3	Tablets	5,227.64



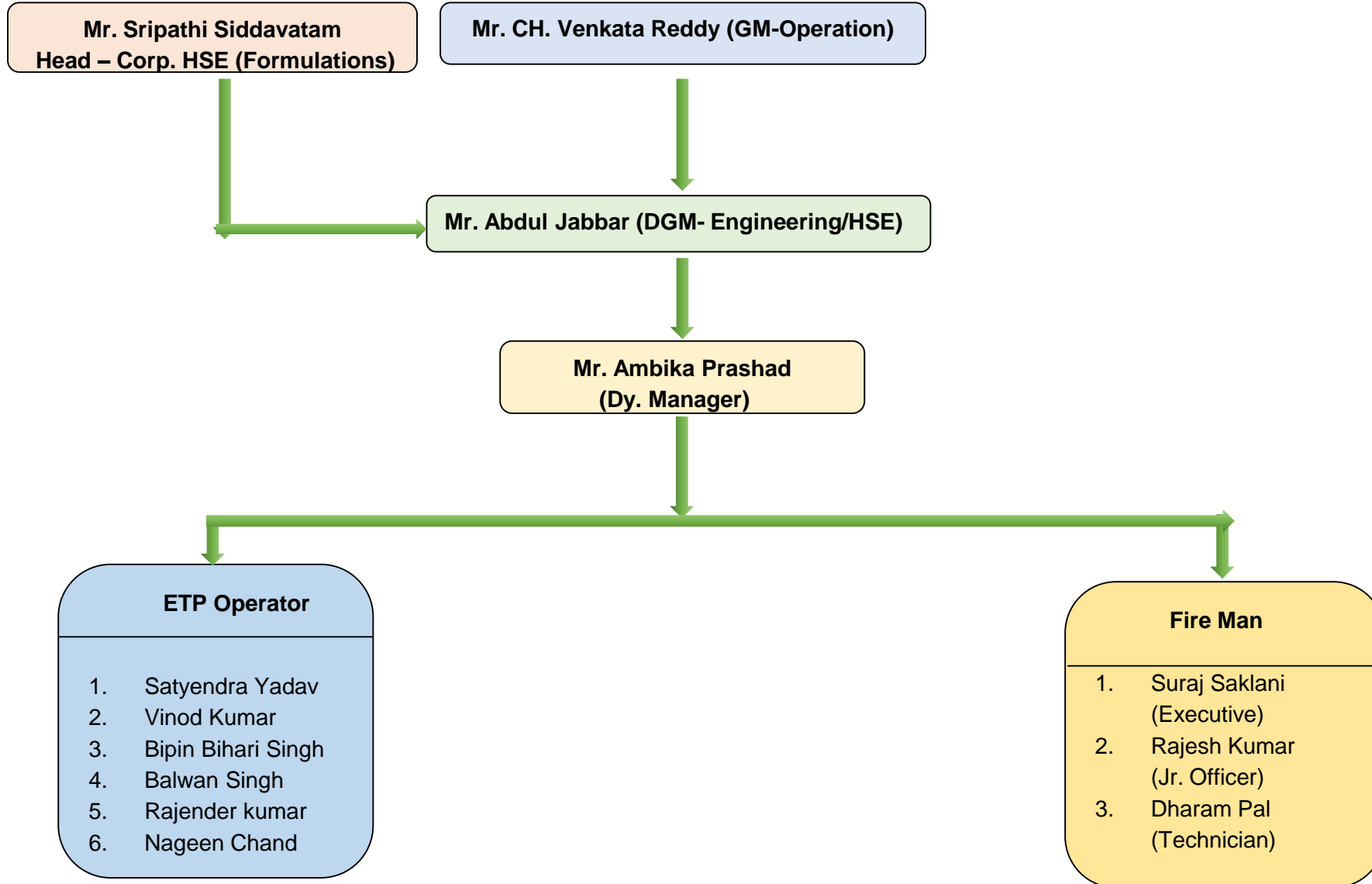
Site Location: Baddi is located about 45 KM from Chandigarh and about 295 KM from Delhi international airport



Corporate Office
7-2-A2,
Hetero corporate,
Industrial Estate,
Sanath Nagar, Hyderabad-500018,
Telangana India.

Site Location
Village: Kalyanpur
Chakkan Road,
Tehsil: Baddi, Dist. Solan,
Himachal Pradesh - 173205
India.

HSE ORGANOGRAM



ISO Certifications

Facility Certified for Following international Standards by British Standard Institution (BSI):

- ✓ **ISO 14001 : 2015 – Environmental Management system**
- ✓ **ISO 45001 :2018 – Health & Safety Management System**
- ✓ **ISO 50001 :2018 – Energy Management System.**



ISO 14001:2015
ISO 45001:2018
ISO 50001:2018
Certified

by

bsi.

ISO Certifications




Certificate of Registration

ENERGY MANAGEMENT SYSTEM - ISO 50001:2018

This is to certify that:

Hetero Labs Limited (Unit II)
H.B NO.201 Kshara No.
842,843,844,847,848,849,850,851,852
Kalyanpur (Village), Chekkan Road,
Baddi (Tehsil), Solan (Dist.)
Himachal Pradesh - 173 205
India

Holds certificate No: ENMS 656943 [HETERO-0047607488-005]

and operates an Energy Management System which complies with the requirements of ISO 50001:2018 for the following scope:

Manufacturing and dispatch of Pharmaceutical dosage formulations, using electricity from state electricity board and Diesel Generators as backup power; hot water and steam generated from boilers

This certificate has been issued as part of a multi-site certification. The full certification scope is displayed on Legal Certificate No. **ENMS 656943**.

For and on behalf of BSI:


 Theuns Kotze Managing Director Assurance – IMETA

This is a Presentation Certificate
Originally registered: 2016-09-05
Latest issue: 2022-08-30

Effective Date: 2022-09-05
Expiry date: 2025-09-04




...making excellence a habit.™

This certificate remains the property of BSI and shall be returned immediately upon request.
To be read in conjunction with the scope above or the attached appendix.
Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP.
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.
A Member of the BSI Group of Companies.




Certificate of Registration

OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM - ISO 45001:2018

This is to certify that:

Hetero Labs Limited (EOU)
(Unit III)
Sy. No. 51, 22 - 110,
IDA Jeedimetla,
Quthbullapur (Mandal),
Medchal- Malkajgiri (Dist.),
Hyderabad 500 055
Telangana
India

Holds Certificate No: OHS 656942

and operates an Occupational Health and Safety Management System which complies with the requirements of ISO 45001:2018 for the following scope:

Manufacturing and Dispatch of pharmaceutical dosage formulations.
[Previously certified to BS OHSAS 18001:2007 since 28-09-2016]

For and on behalf of BSI:


 Theuns Kotze, Managing Director Assurance - IMETA

Original Registration Date: 2019-09-04
Latest Revision Date: 2022-09-02

Effective Date: 2022-09-28
Expiry Date: 2025-09-27





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This certificate was issued electronically and remains the property of BSI and is bound by the conditions of contract.
An electronic certificate can be authenticated [online](http://www.bsi-global.com/ClientDirectory).
Printed copies can be validated at www.bsi-global.com/ClientDirectory or telephone +91 11 2692 9000.
Further clarifications regarding the scope of this certificate and the applicability of ISO 45001:2018 requirements may be obtained by consulting the organization.
This certificate is valid only if provided original copies are in complete set.

Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: + 44 345 080 9000
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.
A Member of the BSI Group of Companies.




Certificate of Registration

ENVIRONMENTAL MANAGEMENT SYSTEM- ISO 14001:2015

This is to certify that:

Hetero Labs Limited (Unit II)
H.B NO.201 Kshara No.
842,843,844,847,848,849,850,851,852
Kalyanpur (Village),
Chekkan Road, Baddi (Tehsil)
Solan (Dist.), Himachal Pradesh-173 205
India

Holds certificate No: EMS 656944 [HETERO-0047607488-005]

and operates an Environmental Management System which complies with the requirements of ISO 14001:2015 for the following scope:

Manufacturing and Dispatch of pharmaceutical dosage formulations

This certificate has been issued as part of a multi-site certification. The full certification scope is displayed on Legal Certificate No. EMS 656944.

For and on behalf of BSI:


 Theuns Kotze Managing Director Assurance – IMETA

This is a Presentation Certificate
Originally registered: 2016.09.28
Latest issue: 2022.09.02

Effective Date: 2022.09.28
Expiry date: 2025.09.27




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Page: 1 of 1

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A Member of the BSI Group of Companies.

POLICIES



Inspiring Human Belief
in a Healthier World

Health, Safety and Environmental Policy

We at Hetero develop manufacture and market pharmaceutical products globally. We are committed to safeguard the health and safety of all the people connected with our operations and minimize impact on the environment. To meet this commitment, we follow the below guiding principles:

- Comply with all applicable Health, Safety and Environmental laws, regulations and other requirements applicable to our business.
- Protect the natural environment, Biodiversity, ecosystems and prevention of pollution by utilization of renewable energy resources, adaption of climate change mitigation measures.
- Optimize the use of resources through reduction, reuse, recycling, continuous research and using efficient technologies.
- Ensure that all our activities are carried out to avoid and control all foreseeable risks to the health and safety of all people involved in the operations.
- Continually evaluate risks and opportunities to improve the process by setting the objectives in the direction to minimize hazards and environmental impacts arising out of our operations.
- Provide safe and healthy working conditions for the prevention of work related injury and ill health in our premises with necessary infrastructure.
- Inculcate Health, Safety and Environment awareness across the organization through recognition, training and development.
- Seek involvement of our employees and all stakeholders in improving the operations to ensure clean environment, safe and healthy workplace for all.

We are dedicated to the continual improvement of Health, Safety and Environment performance across our operations. We are of the firm belief that all our employees identify and share this commitment, which would go a long way in earning the confidence of our customers, stakeholders and the society. Valid for five years.

Dr. Vamsi Krishna Bandi
Managing Director
Hetero Group of Companies

1 September, 2022



Inspiring Human Belief
in a Healthier World

Energy Management Policy

Hetero Group of Companies is committed to continuous improvement of its performance and reduction of energy costs. We strive to improve energy efficiency in all our operations and work towards sustainable development while providing a safe and comfortable work environment.

It is the mission of Hetero to promote sound energy management practices while ensuring outstanding pharma manufacturing efficiency. We commit to track our energy use, to achieve reduction in energy use and costs and to create a culture of energy awareness and conservation.

The goals of Hetero are:

- Become one of the most energy-efficient Pharmaceutical companies in the sector.
- Reduce energy consumption in all operations to support our overall business goals, including improving production, quality and environmental stewardship and safety practices, and thus reduces carbon emissions.
- Engineering solutions for saving energy rather than rely solely on manual intervention.
- Benchmark energy use of all facilities within the sector by specific period of time.
- Purchase energy at the most effective cost and reduce energy usage wherever possible, consistent with our business goals.
- Ensure that staff, customers and suppliers are made aware of our energy management policy and encourage and motivate them conserve energy.
- Comply with all applicable statutory and other requirements related to organization's energy use, consumption and efficiency.

This energy management policy will be reviewed as and when required and updated to take into account changing business circumstances and ensure that it provides opportunities for improvement.

Dr. Vamsi Krishna Bandi
Managing Director
Hetero Group of Companies

September 1, 2022



Inspiring Human Belief
in a Healthier World

Quality Policy

We at Hetero Labs Ltd., Baddi develop, manufacture & market pharmaceutical General, Cephalosporin & Oncology products globally. The management and staff of Hetero Labs Ltd., are committed towards safety, identity, strength, purity and quality of all the manufactured products. To meet this commitment, we follow the below guiding principles:

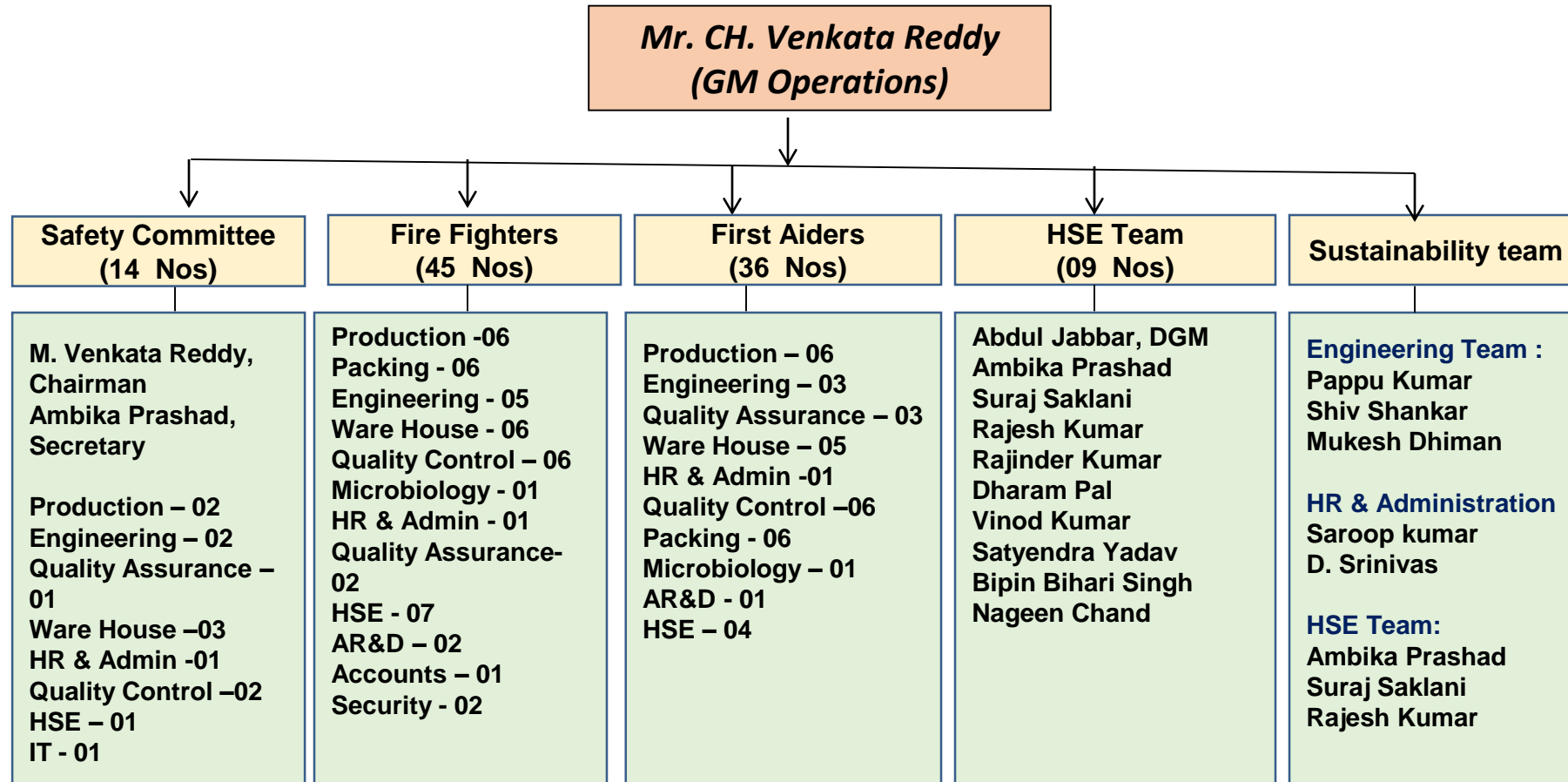
- Manufacture and distribution of pharmaceutical products following robust quality management system meeting the customer and regulatory expectations and ensuring delivery of safe and effective products to patients and consumers.
- Striving for excellence through continuous upgrading the resources and facilities with respect to the technologies and systems, aiming at continual improvement, giving due consideration for the protection of environment.
- Providing continuous training, safe working environment and opportunities for all its employees to grow along with the organization and striving for the better cause of the society.

To meet this commitment, Hetero management maintains a quality-focused culture, regularly monitors and reviews the performances and ensure the highest priority is placed on the quality, safety, efficacy and reliability of our products.

Dr. Vamsi Krishna Bandi
Managing Director
Hetero Group of Companies

April 1, 2023

HETERO LEADERSHIP.....

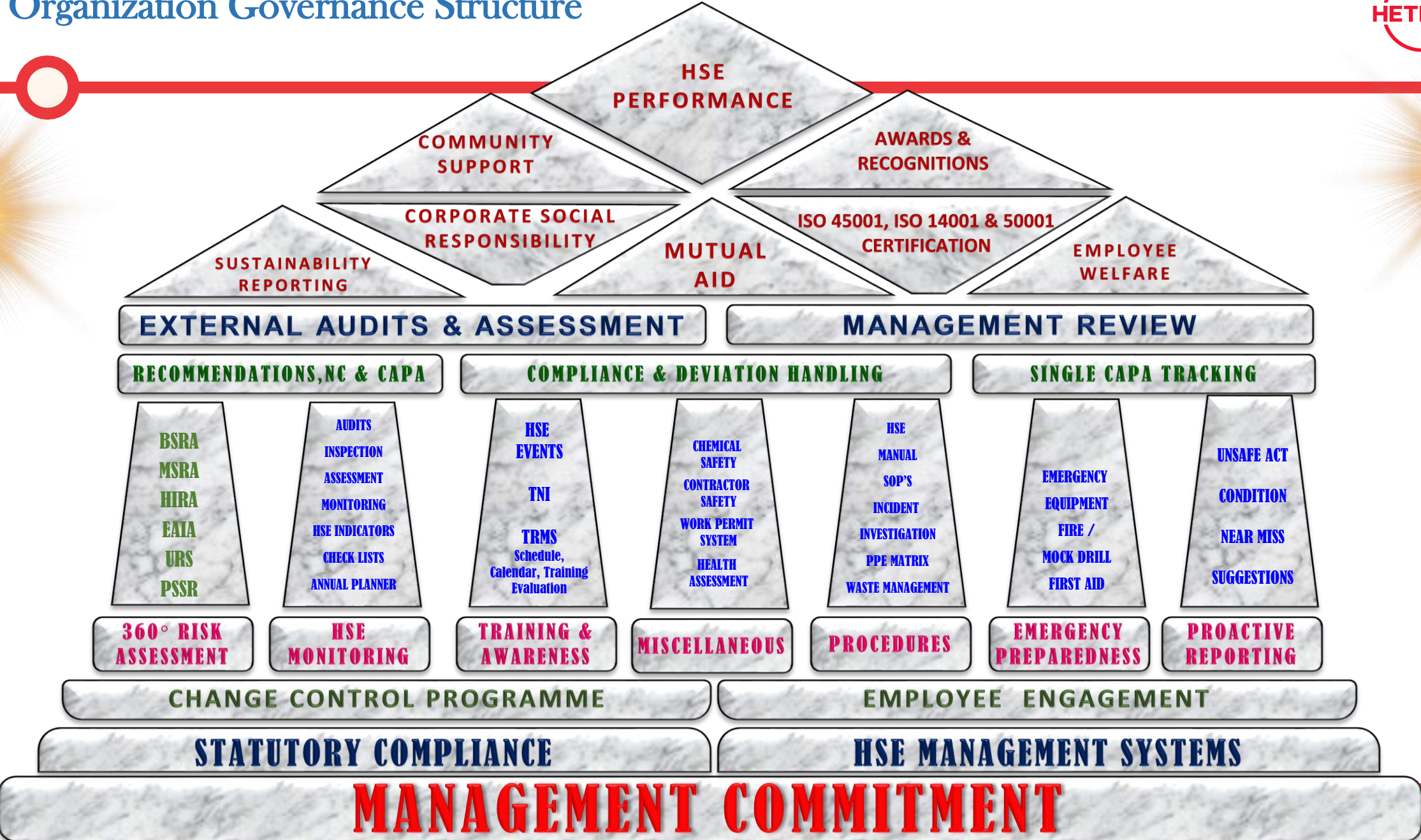


EHS Organization Governance Structure



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HSE PERFORMANCE

COMMUNITY SUPPORT

AWARDS & RECOGNITIONS

SUSTAINABILITY REPORTING

CORPORATE SOCIAL RESPONSIBILITY

MUTUAL AID

ISO 45001, ISO 14001 & 50001 CERTIFICATION

EMPLOYEE WELFARE

EXTERNAL AUDITS & ASSESSMENT **MANAGEMENT REVIEW**

RECOMMENDATIONS, NC & CAPA **COMPLIANCE & DEVIATION HANDLING** **SINGLE CAPA TRACKING**

BSRA
MSRA
HIRA
EAIA
URS
PSSR

AUDITS
INSPECTION
ASSESSMENT
MONITORING
HSE INDICATORS
CHECK LISTS
ANNUAL PLANNER

HSE EVENTS

TNI

TRMS
Schedule,
Calendar, Training
Evaluation

CHEMICAL SAFETY
CONTRACTOR SAFETY
WORK PERMIT SYSTEM
HEALTH ASSESSMENT

HSE MANUAL
SOP'S
INCIDENT INVESTIGATION
PPE MATRIX
WASTE MANAGEMENT

EMERGENCY EQUIPMENT
FIRE / MOCK DRILL
FIRST AID

UNSAFE ACT
CONDITION
NEAR MISS
SUGGESTIONS

360° RISK ASSESSMENT

HSE MONITORING

TRAINING & AWARENESS

MISCELLANEOUS

PROCEDURES

EMERGENCY PREPAREDNESS

PROACTIVE REPORTING

CHANGE CONTROL PROGRAMME

EMPLOYEE ENGAGEMENT

STATUTORY COMPLIANCE

HSE MANAGEMENT SYSTEMS

MANAGEMENT COMMITMENT

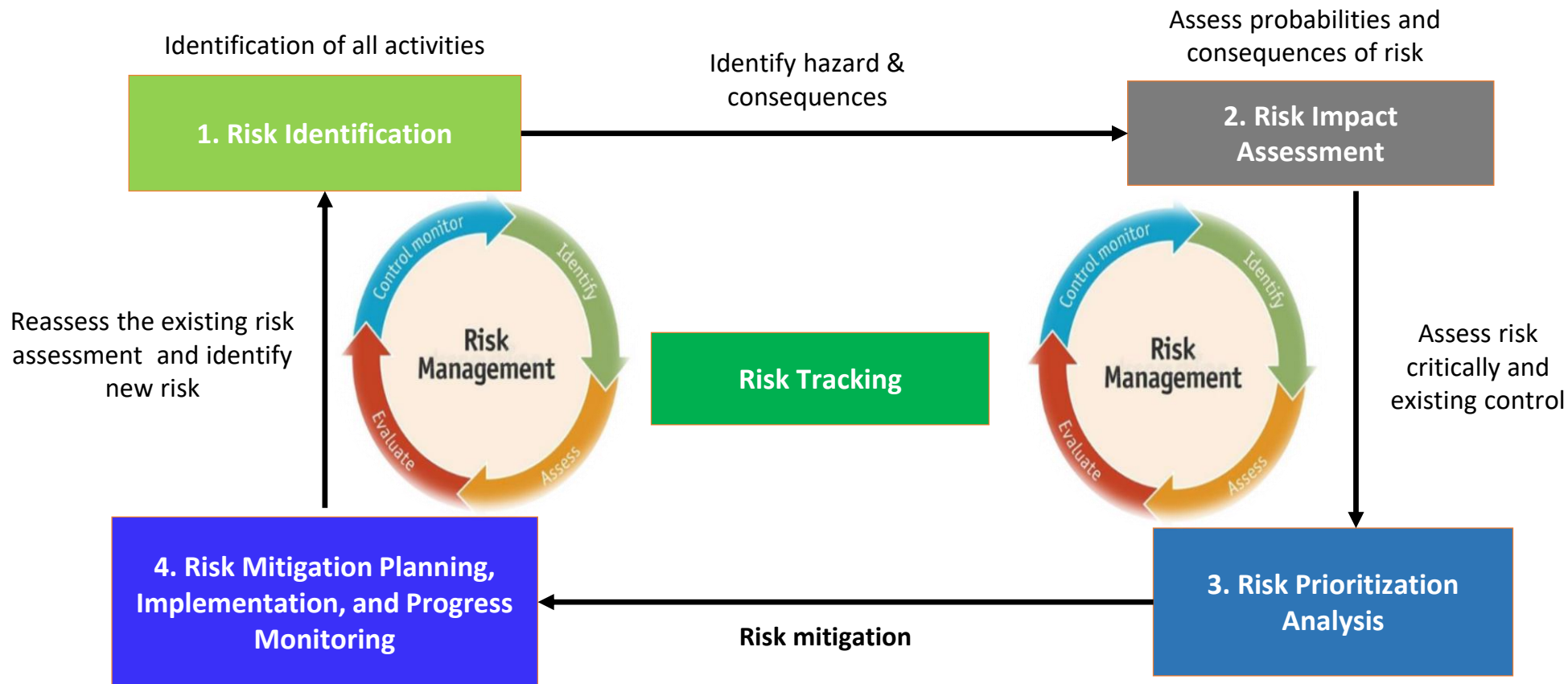
RISK ASSESSMENTS :

360° Health & Safety Risk Management Approach



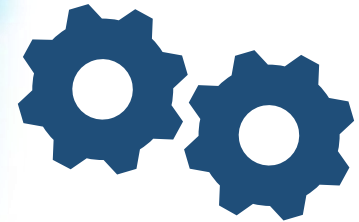
- ❖ **Process Safety Risk Assessment (Fire & Explosion)**
- ❖ **Industrial Hygiene Risk Assessment (Health)**
- ❖ **Hazard Identification & Risk Assessment (Activity Based)**
- ❖ **Machinery Safety Risk Assessment (MSRA)**
- ❖ **Environmental Aspect & Impact Assessment (Environment)**

HSE RISK MANAGEMENT – APPROACH



MACHINERY SAFETY RISK ASSESSMENT:

- **Analysis of machine**
 - General Requirements
 - Location/Environment
 - Controls
 - Power Supply and Isolation (Lock-out Tag-out)
 - Hot Surfaces/Materials
 - Pneumatics and Hydraulics
 - Electrical Circuits
 - **Emergency Stops Maintenance**
 - **Suspension of Interlocks**
 - **Information and Training**
 - **Marking**
 - **Other HSE risks**
-
- **General Safeguard Design**
 - Selection of Safeguards
 - Interlocking Guards
 - Adjustable & Self-adjusting Guards



RISK ASSESSMENT CRITERIA

Product	Risk Assessment carried out	No. of Activities/Equipment	Low Risk	Medium Risk	High Risk	No. of Recommendations	Remarks
Olmesartan Medoxomil	PSRA	07	20	02	00	02	All recommendations are closed.
	Industrial Hygiene	13	13	00	00	03	All recommendations are closed.
	MSRA	05	09	03	00	04	All recommendations are closed.
	HIRA	119	88	31	0	08	All recommendations are closed.

Department	Level of Significance		Total
	Significant	Non Significant	
Production	11	24	35

Storage & Handling of Hazardous & Flammable Chemicals :

SDS/MSDS – Safety Data Sheet/ Material Safety Data Sheet

MSDS of the every chemicals used in the process and utilities are made available and displayed in the location for the immediate action in case of any emergencies.

Inventory is maintained in the SAP.

MATERIALS are available in the Warehouse, Engg Stores, QC storage areas.

HETERO is Subscribed to global agency CHEMWATCH which is used to access all the MSDS of the chemicals.



World's largest database of chemicals. Guaranteed.

With access to more than 50 Million SDS, you can't go wrong!

8,000 +

Chemical families maintained

50,000,000 +

Vendor SDS & counting

2,900,000 +

Substances in our library

Chemwatch products and services are used globally by more than 5,000 organisations

47 +

Languages Supported

7,000 +

Lists maintained by regulatory team

90 +

Countries Supported

Storage & Handling of Hazardous & Flammable Chemicals :

Chemical safety is ensured with following procedures & processes

- HMIS / NFPA Labeling for chemicals and chemical containers
- Chemical compatibility matrix.
- Signage & Displays



MDC

WARNING TOXIC/ IRRITANT

Emergency Overview:
 Corrosive, irritant liquid, avoid skin contact. Irritation to respiratory tract.
 Harmful if swallowed. Causes skin irritation. May be fatal if swallowed and enters airways.
 May cause drowsiness or dizziness. Suspected of causing cancer.
 May cause damage to thymus, blood and liver.

Precautionary Measures: Avoid exposure to skin. Wear protective clothing. Goggles. Gloves. Full face mask.

First Aid Procedures: Inhalation: Remove to fresh air and support breathing as needed. Eye/Skin: Remove contaminated clothing. Flush with plenty of water at least 15 minutes. Hospitalize for further monitoring. Control exposure.

Spill Procedures: Notify safety personnel. Isolate and restrict access. Shut off heat and ignition sources. Absorb with inert material such as earth or vermiculite. Sweep up residue. Cleanup and proper disposal.

HEALTH	2
FIRE	3
REACTIVITY	0
PERSONAL PROTECTION	G

DIESEL FUEL

DANGER

HAZARD STATEMENTS: Flammable liquid and vapor. Harmful if inhaled. Causes skin irritation. May be fatal if swallowed and enters airways. May cause drowsiness or dizziness. Suspected of causing cancer. May cause damage to thymus, blood and liver.

TARGET ORGANS: EYES, SKIN, RESPIRATORY TRACT.

HEALTH HAZARD

4 Toxic
3 Extreme Danger
2 Irritant
1 Slightly Hazardous
0 Minimal Hazard

FIRE HAZARD (Flash Point)

4 Below 23°C
3 Below 23°C
2 Above 23°C
1 Above 23°C
0 Not Testable

INSTABILITY

4 May Detonate
3 May Detonate
2 May Detonate
1 May Detonate
0 Stable

SPECIFIC HAZARD

OXIDIZER
H2O-Absorber
W/ Skin Irr. Water
Sk. Irritant/Respirant

PROTECTIVE EQUIPMENT FOR HANDLING MATERIALS

NO SMOKING CHEMICAL GOGGLES CHEMICAL GLOVES EYE WASH SHOWER

EMERGENCY PHONE NUMBERS

MEDICAL: _____ FIRE: _____ SPILL: _____

BASIC LIFE SUPPORT CHART

D	DANGER	CHECK FOR DANGER TO YOURSELF BY EYEBALLS AND THE NOSE.	
R	RESPONSE	CHECK FOR RESPONSE TALK AND TOUCH.	
S	SEND FOR HELP	CALL FOR AN AMBULANCE OR GET ANOTHER PERSON TOWARD THE CALL.	
A	AIRWAY	CLEAR AND OPEN AIRWAY ANGLE-HEAD-NECK-NECK-HEAD-MONITOR.	
B	BREATHING	LOOK, LISTEN AND FEEL FOR BREATHING. IF NOT BREATHING NORMALLY, START CPR.	
C	CPR	PROVIDE 30-COMPRESSIONS FOLLOWED BY 2-BREATHS. CONTINUE CPR UNTIL HELP ARRIVES OR FIRST RESPONDER. IF POKING RESCUE BREATHERS AVAILABLE TO BE PERFORMED CONTINUE WITH CHEST-MAPPED CHEST-COMPRESSIONS.	30:2
D	DEFIBRILLATION	ATTACH AUTOMATIC EXTERNAL DEFIBRILLATOR LEADS AS SOON AS FEASIBLE AND FOLLOW IT'S PROMPTS.	

Warehouse Safety

Always handle items properly. ALWAYS BE SAFE.

LIFT PROPERLY
Don't bend over to pick up an item. Lift from the knees and keep your back straight!

CARRY PROPERLY
Don't bend backwards or twist to compensate for a heavy load. Get someone to help you carry your load!

PROPER SIGHT LINE
Don't carry so much you can't see where you are going! Keep your sight line clear!

Protect your eyes.

Here's how:

- 1 Wear your safety glasses.
- 2 Wear eyewear properly fitted for the particular job you are working at.
- 3 Wear your safety glasses!
- 4 Wear eye protection when working with power tools or chemicals.
- 5 Keep your eye protection clean.
- 6 Wear prescription lenses if you should.
- 7 Get regular eye exams to prevent eye problems.
- 8 Wear your safety glasses!
- 9 Wear glasses that provide proper UV protection.
- 10 Wear your safety glasses!
- 11 Get regular eye exams to prevent eye problems.
- 12 Get medical attention immediately if you have an accident.
- 13 ...and most importantly, Wear your safety glasses!

PREVENT WORKPLACE INJURY

DON'T jump from heights!
Jumping from a height could result in injury

Storage & Handling of Hazardous & Flammable Chemicals :

Chemical safety is ensured with following procedures & processes

- Fume hoods & Secondary containments
- Spill control kits
- Eye washers, & Body showers



Work Place Monitoring :

- **Noise Monitoring**

- Noise Mapping Done
- Marking of High Noise Areas
- Provision of PPE at required areas
- Monthly Monitoring



- **Illumination Monitoring**

- Monthly Monitoring



- **PPE Assessment**

- Activity based PPE matrix
- PPE Specifications
- Procedure for Selection ,Usage and Maintenance
- Fit test



WORKPLACE MONITORING DATA:

Illumination Monitoring				
S.no	Place	Standard (Lux)	Inspection done On	Review date
1	Quality Control	Not less than 300	26-02-2024	25-03-2024
2	Production	Not less than 300	26-02-2024	25-03-2024
3	Packing	Not less than 300	26-02-2024	25-03-2024
4	Ware-House	Not less than 300	26-02-2024	25-03-2024
5	Engineering	Not less than 300	26-02-2024	25-03-2024
6	QA	Not less than 300	26-02-2024	25-03-2024
7	All Inspection Area (Production and Q.C.)	450-500	26-02-2024	25-03-2024

Noise Level Monitoring						
S.no	Place	Standard (Leq)	Maximum Level	0.5mtr. away from equipment	Minimum Level	0.5mtr. away from equipment
1	DG	90.0 (OSHA standard)	84.80 (Door open)	60.6	76.10 (Door open)	61.2
2	Leq		85.40		59.2 (Insertion Loss Leq is 26.0db (A))	
3	Leq Day	75.0			64.8 db (A)	
4	Leq Night	70.0			46.4 db (A)	

HEALTH MONITORING..

Employee Well-being Programs, Communication, Awareness & Engagement Programs



Employee Well-being

- Health Monitoring - Yearly
- Health Insurance – Yearly
- Crèche Facility
- Employee benefits. (Group Mediclaim etc.)



Communication

- Mails, Announcements, Noticeboards etc.,
- Suggestion boxes, Near-miss reporting



Awareness & Engagement

- National Safety, Road safety, Env day Celebrations
- Blood camps.
- Committee meetings

Our Other Differentiating L&D Programs

Vedika
The objective of the program is to help employees become better and better speakers on public platforms.

Hetero Debate Club
The HDC platform aims to develop Communication and Negotiation Skills amongst employees.

Monthly Theme
Logically, 21 days of practice of anything leads into a habit. With this belief, the Monthly Theme at Hetero had thumping existence.

Help Thy Neighbour
An army of 70 volunteers have participated in our CSR activities

Chai PeCharcha
Informal interaction with senior management

DARPAN
Darpan
The in-house family magazine for knowledge sharing

Mental and Physical health enhancement activities like yoga, sports meet, meditation events



KREEDOTSAV



REGULATORY APPROVALS:

Regulatory Approvals				
S.no	Description of approvals	Issuing Authority	Received date	Validity date
1	Consent for Establishment (CFE)	HPPCB	07-01-2010	Taken once
2	Consent for Operation (CFO)	HPPCB	01-04-2021	31-03-2026
3	Bio medical waste authorization	HPPCB	04-09-2023	31-03-2026
4	PESO Approval	Chief Control of Explosives	29-12-2021	31-12-2024
5	Factory License	Factories Department	01-01-2024	31-12-2028
6	License for Energy Load	HPSEB	01-11-2020	Taken once
7	Boiler license	Chief Control of Explosives	17-09-2023	16-09-2024



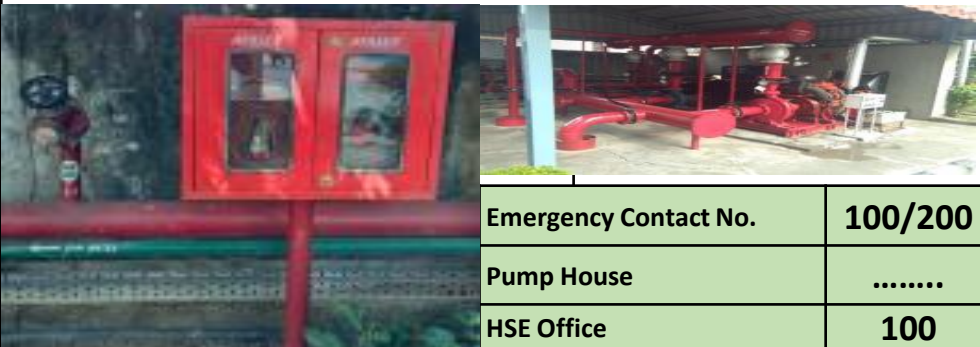
The following Legal compliance monitoring plan established

- Identification of applicable legal requirements by HSE (HSEM/A01)
- Annual Planner – For submissions & Renewals
- Legal compliance verified every month through check list (HSEM/F01)
- Prepared Legal Register
- Review of Legal Register Once in 3 Months
- Subscription with Sheel Legal Software - for updates

EMERGENCY AND DISASTER PREPAREDNESS:

EMERGENCY SAFETY EQUIPMENTS AT SITE

- Fire Hydrant System
- Fire Extinguishers
- Fire Alarm System
- Public addressing System
- Fire suppression system
- Emergency Exit doors

HETERO LABS LIMITED - BADDI FIRE HYDRANT SYSTEM DETAILS												
S.No.	Pump	Make	KW/HP	RPM	Capacity	Head	Mode of Operation		Pressure Setting Kg/Cm ²			
							ON	OFF	Start	Stop		
1	Jockey Pump	Kirloskar	5.5/7.5	2910	10.8 M3/hr	70 M	Auto	Auto	5.5	7		
2	Electrical Driven Pump	Kirloskar	45/60	2960	171 M3/hr	70 M	Auto	Manual	4.0	--		
3	Diesel Engine Driven Pump	Kirloskar	50/68	2150	171 M3/hr	70 M	Auto	Manual	3.0	--		
Water Storage Capacity		200 KL										
Diesel Tank Storage Capacity		200 Lts.										
Single Hydrant Post		22 Nos.										
Fire Hydrant Hose Boxes		22 Nos.										
Fire Hydrant Hose Reel		02 Nos.										
Foam storage capacity		200 Lts.										
								Emergency Contact No.		100/200		
								Pump House			
								HSE Office		100		
								Security office		200		

EMERGENCY AND DISASTER PREPAREDNESS:

FIRE ALARM and Safety Systems



HLL Installed with 03 Fire Alarm Panels in Block A-B & Unit-II with 40 MCPs



Close circuit Cameras installation & Monitoring done for safety of employees in non Production areas & Corridors



**Smoke Detectors – 417
Heat Detectors – 52**



Body washer – 06

- Fire Hydrant system checked on Shift wise and day wise with checklists to ensure system is healthy and in working condition.
- Fire Hydrant points checked on monthly basis with daily & Weekly checks for the pumps.



Eye Washer – 12

EMERGENCY AND DISASTER PREPAREDNESS:

Fire Extinguishers

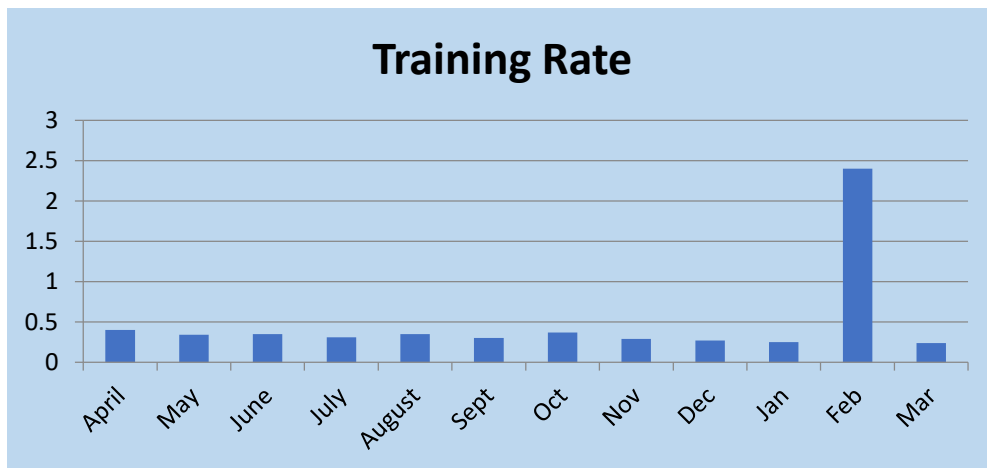
S. No	Type of Fire Extinguishers	Capacity	Quantity
1	CO ₂	2.0 Kg	45
2	CO ₂	4.5 Kg	110
4	CO ₂	22.5 Kg	25
5	Mechanical Foam	50 Liters	4
6	ABC	5 Kg	59
7	DCP	5 Kg	1
8	CO ₂	9 Kg	4



S. No	Type	Capacity	Quantity
1	SCBA	374 Bar	05
2	Medical O ₂	250 Bar	01
3	Modular (CGA)	50 kg	01

EMPLOYEE ENGAGEMENT & PARTICIPATION:

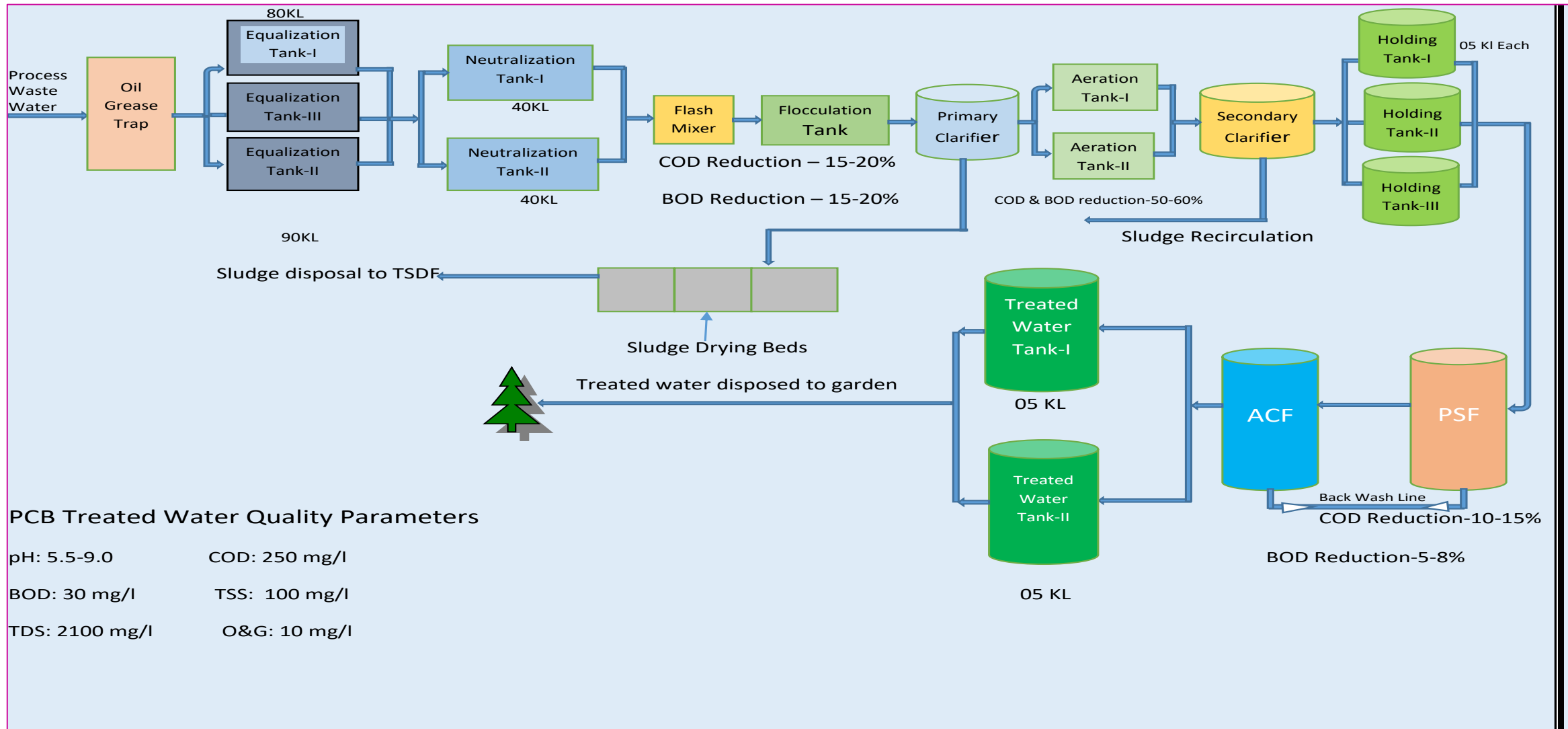
	APR 22	MAY22	JUN 22	JUL22	AUG22	SEP22	OCT22	NOV22	DEC22	JAN23	FEB 23	MAR 23	Total
Total Training Hours	420.7	378.8	379.8	348.6	390	330.3	391	324	345.8	311.4	320.6	283.9	4224.9
No. of Manhours worked	104000	108992	108368	109200	108784	109408	104800	109200	126144	121680	13340	115000	1238916
Training Rate	0.40	0.34	0.35	0.31	0.35	0.30	0.37	0.29	0.27	0.25	2.40	0.24	5.87



All employees must be trained on 03 HSE Training Modules every year apart from other trainings

- 1. General Safety** (HSE Policy, USAC's, Near Miss, Incident reporting, PPE & Hazardous Chemicals handling)
- 2. Emergency Management** (Emergency contacts, communication, Emergency Organogram, Emergency System, Emergency Preparedness etc.)
- 3. Waste Management** (Type of wastes, legal requirements, Handling, Storage and Disposal etc.)

Waste Management: ETP Plant & Operation

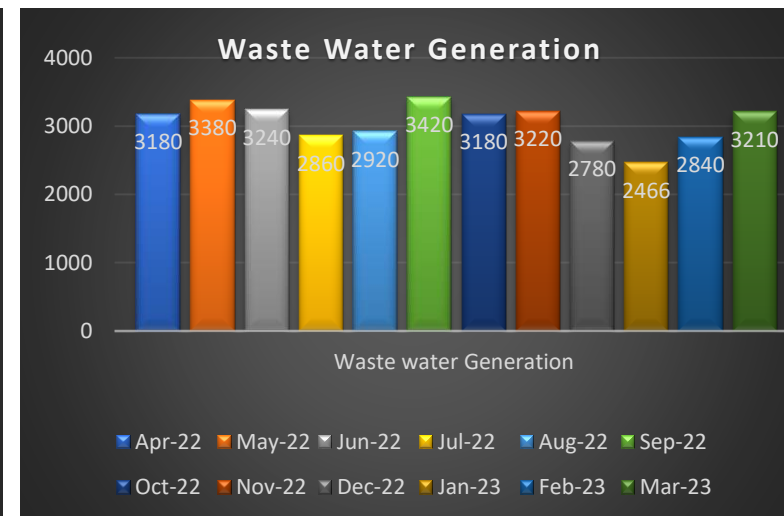
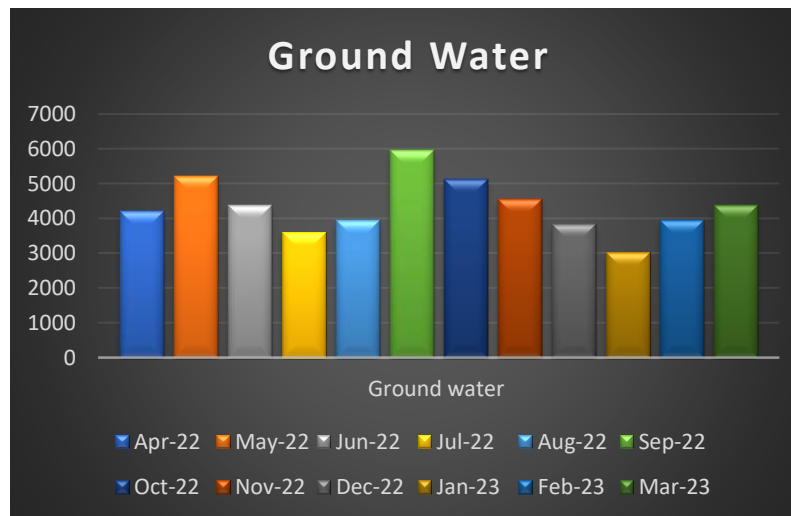


PCB Treated Water Quality Parameters

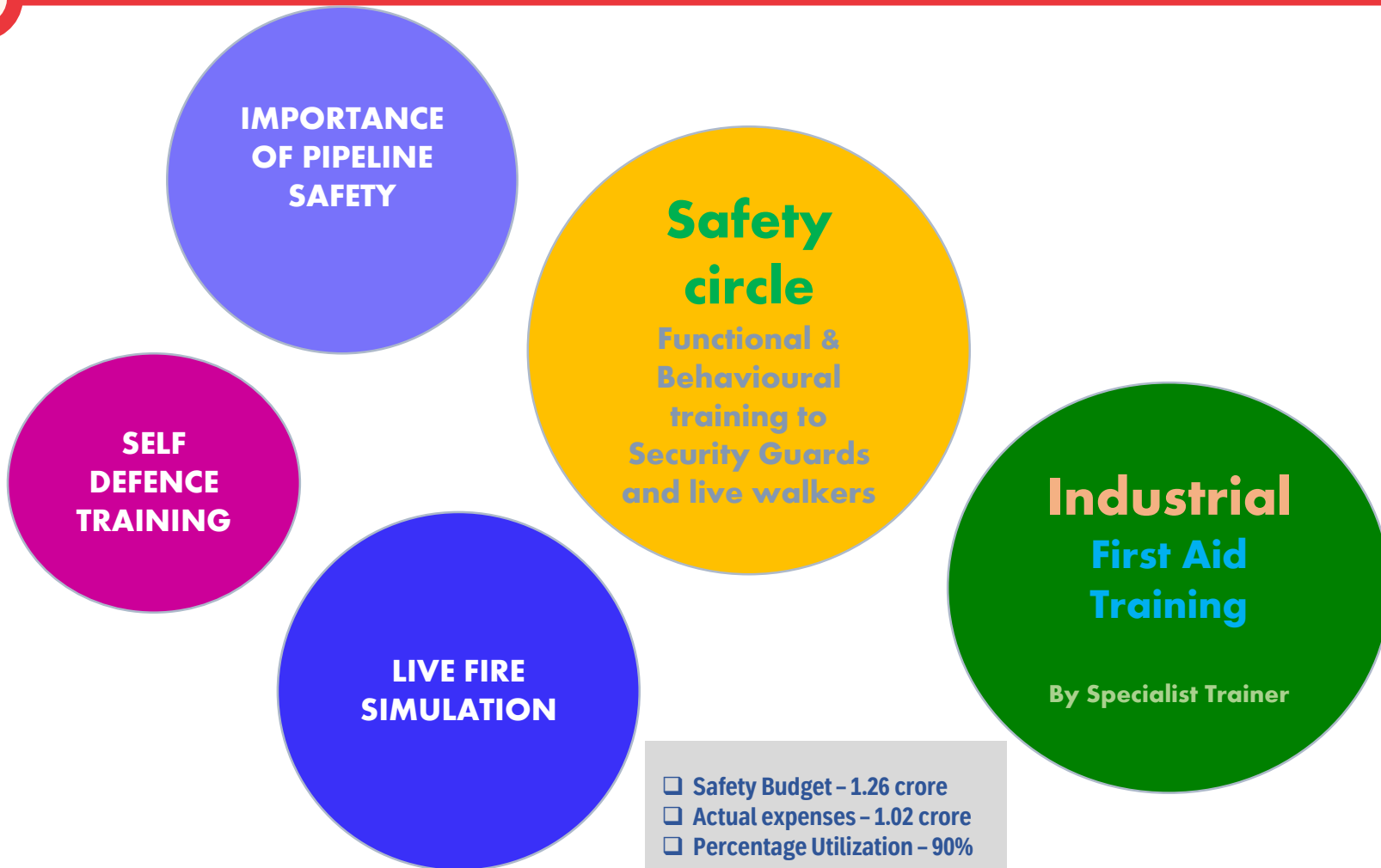
pH: 5.5-9.0	COD: 250 mg/l
BOD: 30 mg/l	TSS: 100 mg/l
TDS: 2100 mg/l	O&G: 10 mg/l

Waste Management:

	APR 22	MAY 22	JUN 22	JUL 22	AUG 22	SEP 22	OCT 22	NOV 22	DEC 22	JAN 23	FEB 23	MAR 23	Total
Ground Water	4215	5205	4374	3602	3953	5960	5125	4553	3833	3023	3928	4359	52130
Waste Water Generation	3180	3380	3240	2860	2920	3420	3180	3220	2780	2466	2840	3210	36696
Waste Water Disposed	780	840	820	720	660	860	800	780	620	520	640	780	8820
Volume Recycled	2400	2540	2420	2140	2260	2560	2380	2440	2160	1946	2200	2430	27876
Hazardous Waste	3270	3910	0	4640	3530	3745	4960	4890	3900	3168	2840	0	38853
Bio-medical Waste	223	186	282	180	208	144	182.8	500.96	162.11	225	220.38	224	2738.25



AWARENESS & TRAINING PROGRAMS



❑ Total man hours spent for HSE training -3956

- General principles of First Aid
- Different types of bandages
- Different way of carrying people
- How to carryout primary survey
- Cardiopulmonary resuscitation
- Artificial respiration
- Plaster for bones dislocation
- Choking Emergency

EMPLOYEE ENGAGEMENT & PARTICIPATION:

Trainings :

- Training Calendar
- Induction trainings
- On Job training
- Refresher trainings.
- Tool box talk
- Competency Trainings
- Mock Drill



EMERGENCY PARTICIPATION:

Training Employees on Fire Fighting & Preparedness



Review of the EPRP Equipment's at fixed intervals



Training for Security on Emergency Critical Equipment's



Emergency Evacuation Mock drill conducted



EMERGENCY AND DISASTER PREPARDNESS:

- Identification of Emergency Scenarios and Mock Drills
- Emergency Organogram
- Roles and responsibilities
- Emergency Control Centre
- Occupational Health center
- Fire fighters team /First Aider team
- Evacuation plan
- Assembly points
- Emergency Siren



External Training

**Fire Fighting Drill By
Fire Authorities**



**First Aid & Basic Life Support
by 3rd party Safety Edge**



**Road Safety training
by Traffic authorities**



Celebration Days

Safety Week



Yoga Day



Women's Day



EMPLOYEE PARTICIPATION

Employee Engagement & Participation:

Participation in HSE awareness programs

- Road Safety week celebrations.
- National safety day celebrations.
- World Environment Day celebrations.
- Fire safety Week.
- Electrical safety week celebrations.



EMPLOYEE PARTICIPATION

Employee Engagement & Participation:

Participation in HSE awareness programs

HSE trainings and Safety Awareness Campaigns conducted at Shop floors

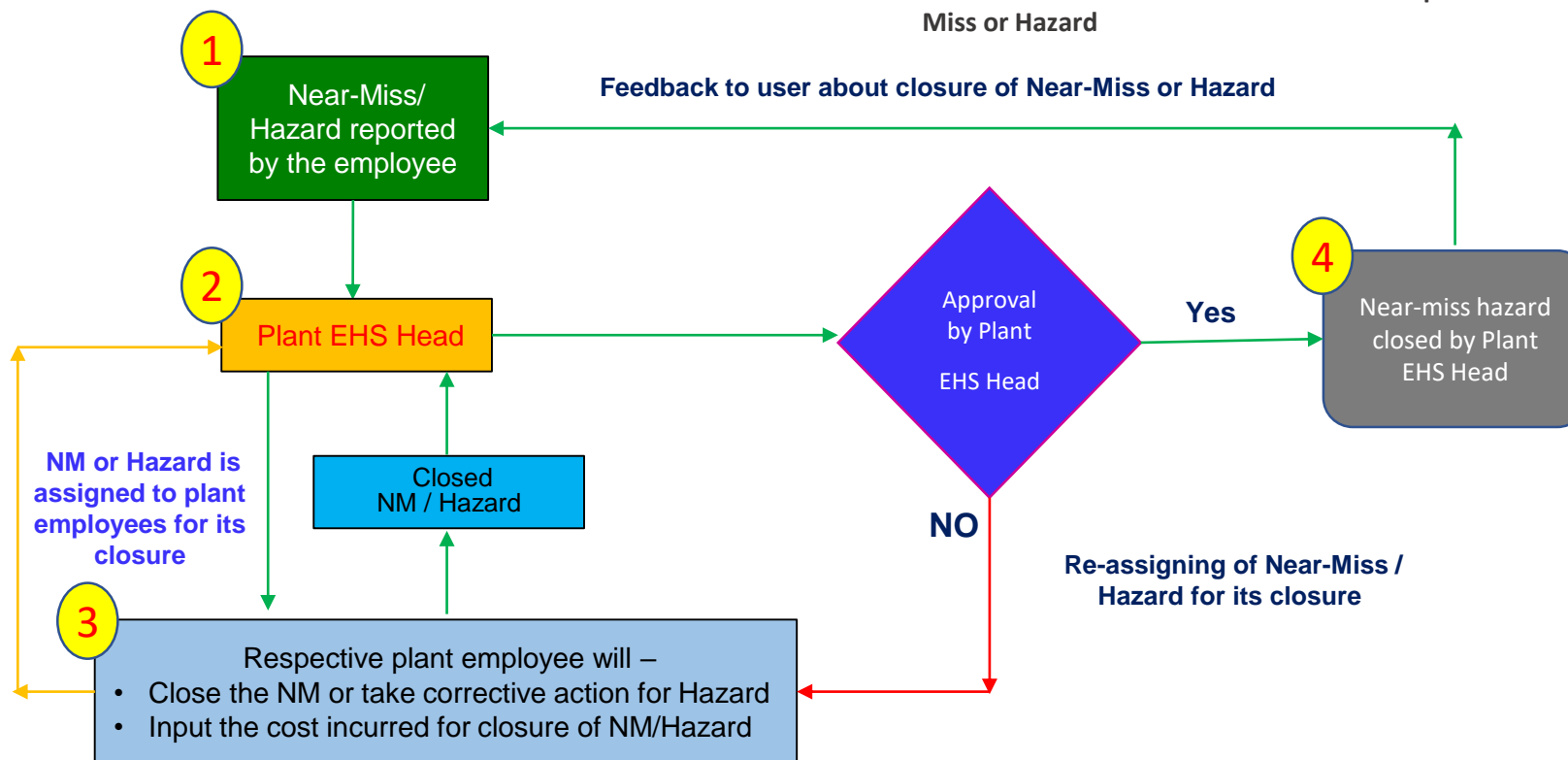


REPORTING UNSAFE ACT & CONDITION – CAPA TRACKER

Near-Miss/Hazard reporting & Closure Flow Chart

Success Factor –

- Near-Miss or Hazard are evaluated by EHS Head and assigned to executor with appropriate corrective action
- On time feedback to respective stakeholders about status of reported Near-Miss or Hazard.
- Defined timelines for closure of actions as per the risk rating of Near-Miss or Hazard



- Feedback to Plant EHS Head
- Through E-mail notification.
- Update NM / Hazard Status.
- Closure of NM / Hazard pending more than 30 days.

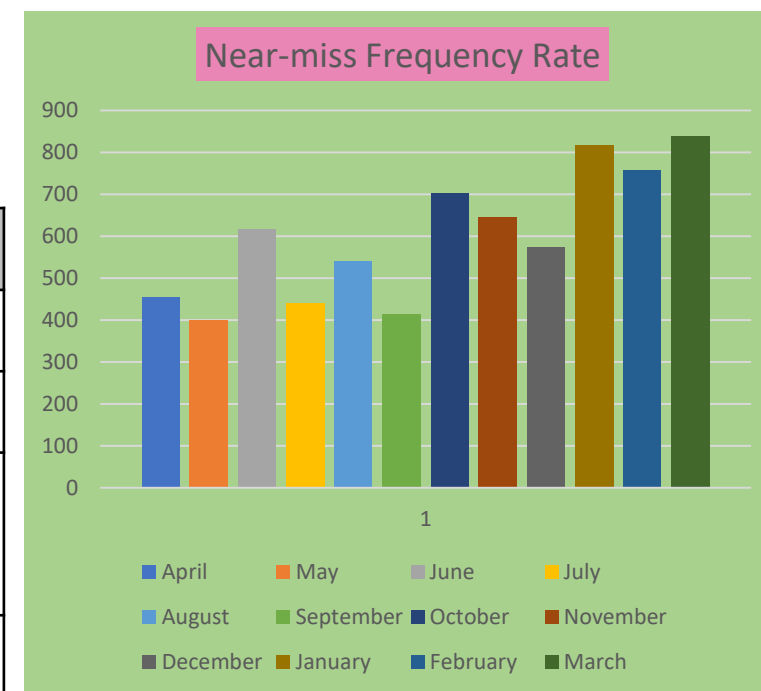
UNSAFE ACTS & CONDITIONS..

Employees are aware about importance of reporting Unsafe Acts and Conditions, Provisions are made to collect USAC's (Drop Box) from all employees.

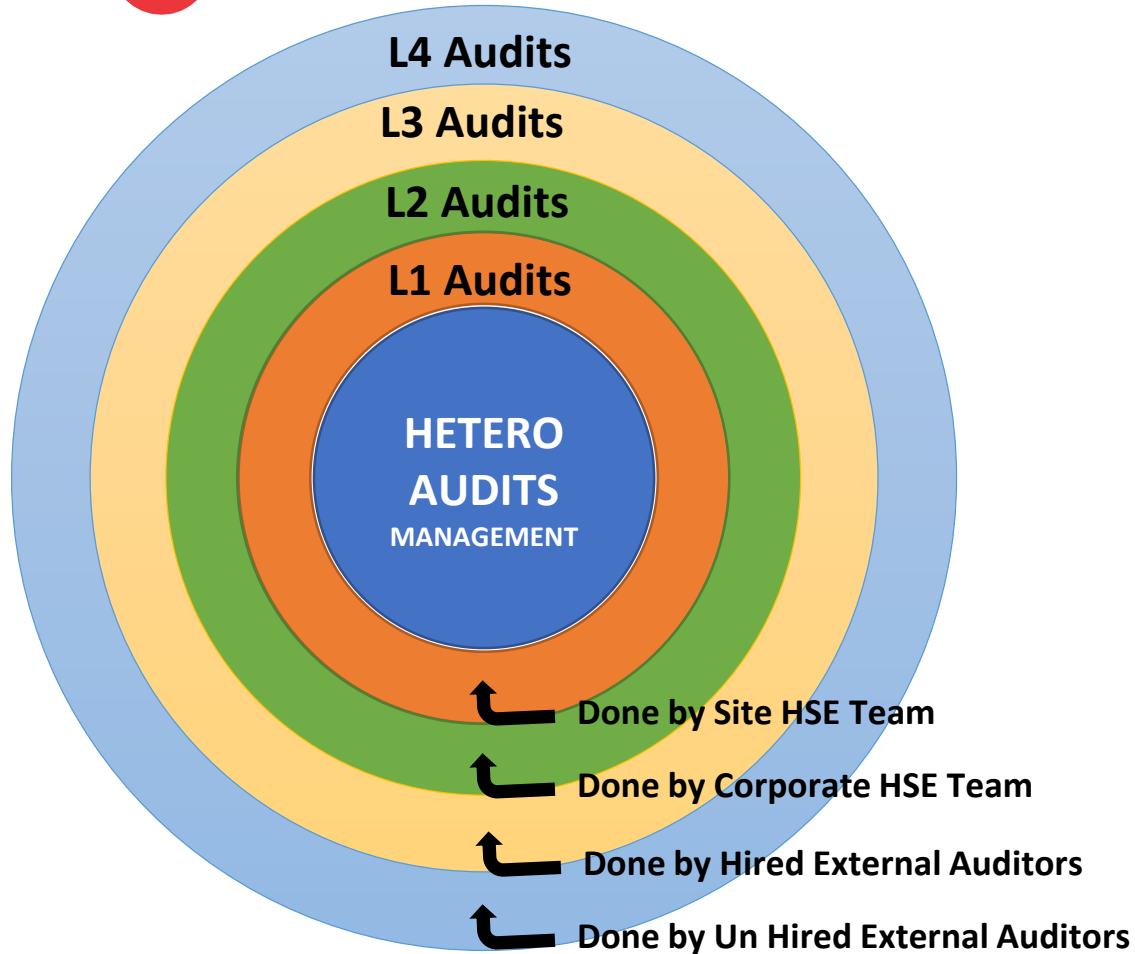
Reported USAC's are reviewed by HSE Head & will initiate required corrective actions to address the concerns immediately with the help of management.

The Open USAC's are tracked through Universal CAPA tracker.

NEARMISS FREQUENCY RATE (NFR)	APR 22	MAY 22	JUN22	JULY 22	AUG22	SEP22	OCT 22	NOV 22	DEC 22	JAN 23	FEB 23	MAR23
No. of Near Miss Reported	00	00	1	0	0	0	1	0	0	0	0	0
No. of Unsafe Act Identified	74	71	118	80	86	69	134	109	98	143	126	153
No. of Unsafe Conditions Identified	09	08	04	07	21	13	05	19	15	20	24	13
NEARMISS FREQUENCY RATE (NFR)	453.61	398.95	615.97	439.26	540.24	414.01	702.61	643.79	572.85	816.24	757.34	838.12



INTERNAL & EXTERNAL AUDITS



- L1 Audits: Audits/ Inspections Done by the Site HSE Team at respective sections along with sectional owners and HODs.**
- L2 Audits: Audits/ Inspections Done by the Corporate HSE Team for the respective site.**
- L3 Audits: Audits done by external/Independent auditors hired by the Hetero Management for a particular operations/Equipment's/ Systems.**
- L4 Audits: Audits done by external/ Independent auditors not hired by the Hetero Management i.e. Regulators.**

BADDI AWARDS



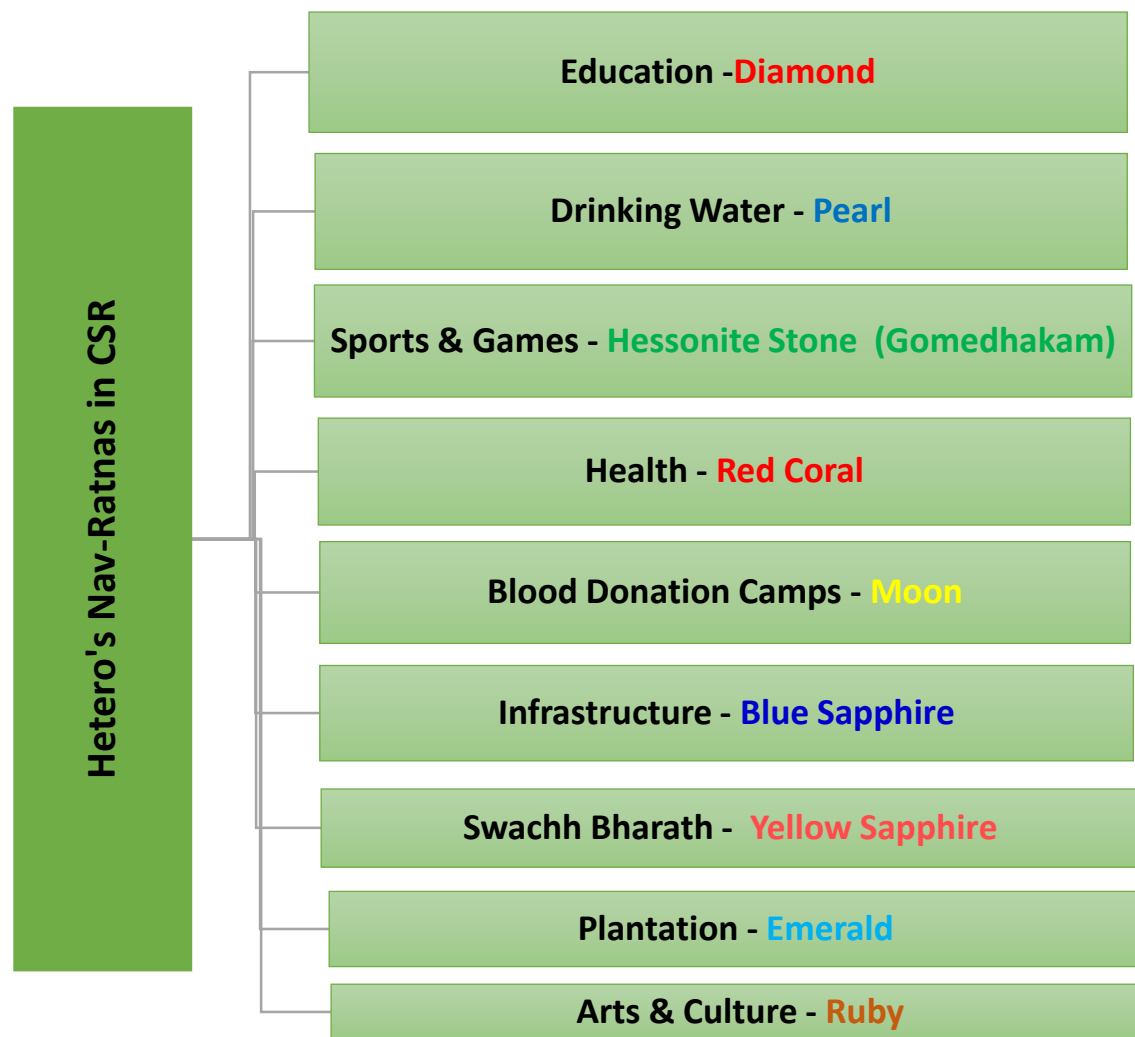
Got the Award for Out Standing Contribution in Social Responsibilities

Received Exceed Silver award for Outstanding Performance in OHS&E



Got the First place for National Productivity Award



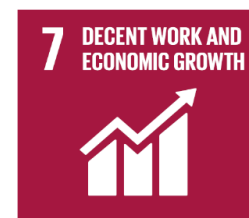


Corporate Social Responsibility

IN LINE WITH



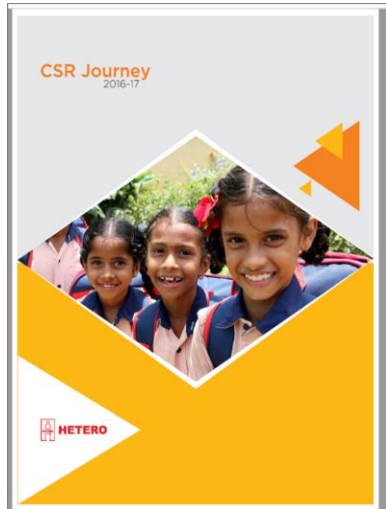
**SUSTAINABLE
DEVELOPMENT
GOALS**



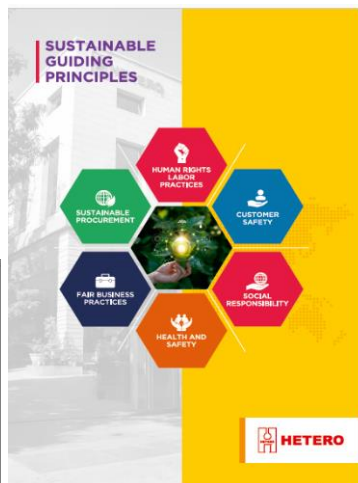
Hetero's Sustainability Journey



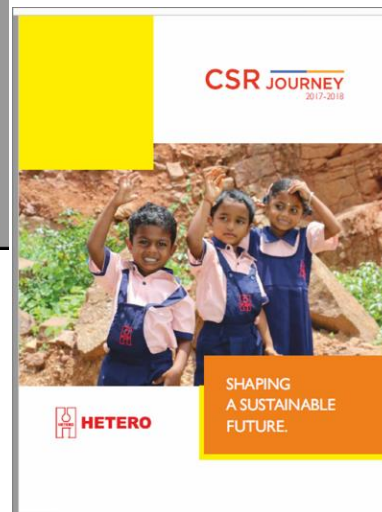
**SUSTAINABILTY
REPORT 2016-17**



**CSR REPORT
2017-18**



**SUSTAINABLE
GUDING PRINCIPLES**



**CSR REPORT
2017-18**



**SUSTAINABILTY
REPORT 2017-18**

Environmental Focus



33 %
Electricity from
Renewable sources



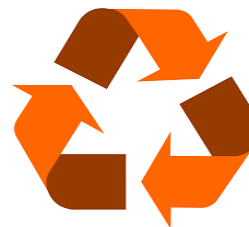
40 %
Green Belt across
group companies



1 Lakh KL
capacity Rainwater
Harvesting Ponds

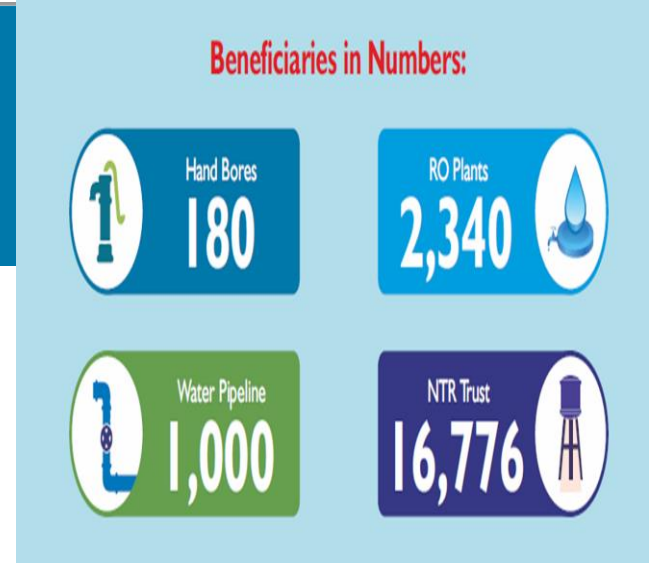


36 %
Water consumption
from Sea

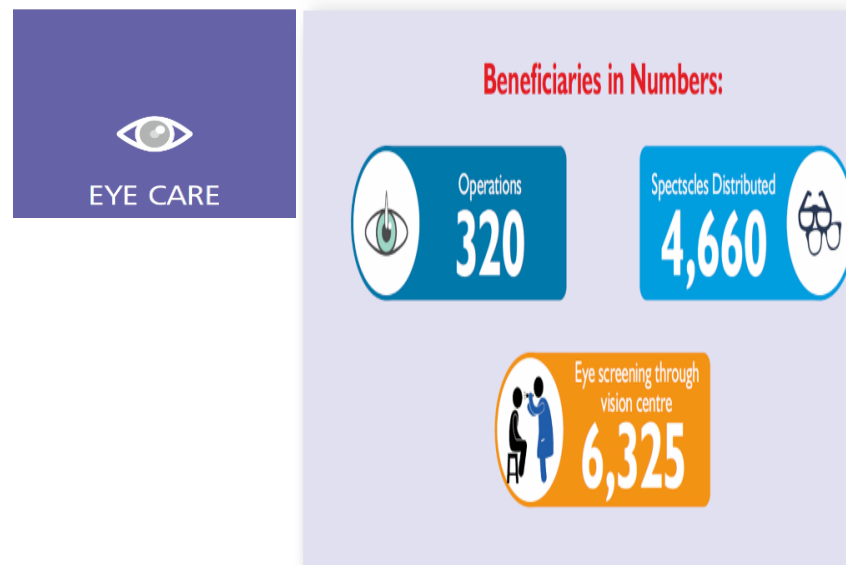
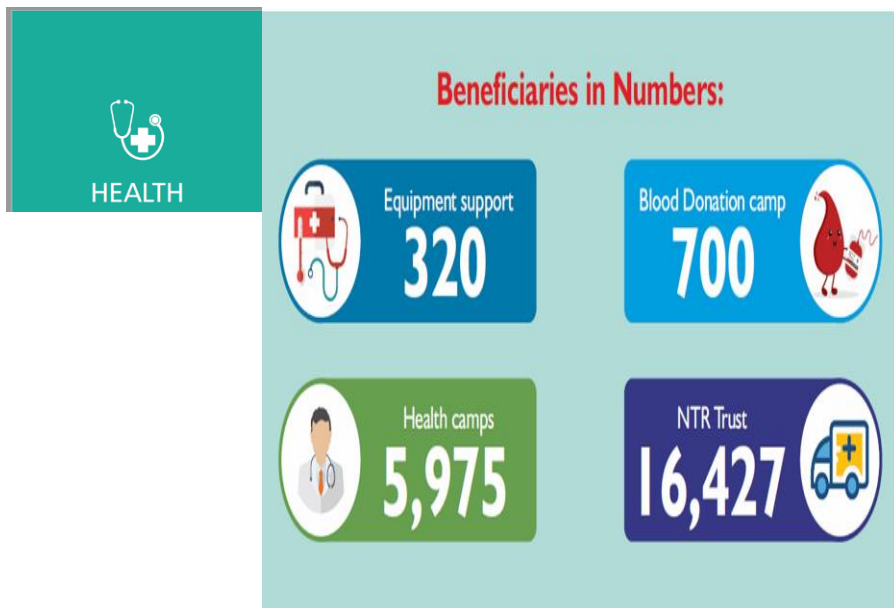


41 %
Waste diverted from
Landfill to Co-
Processing

Community Focus



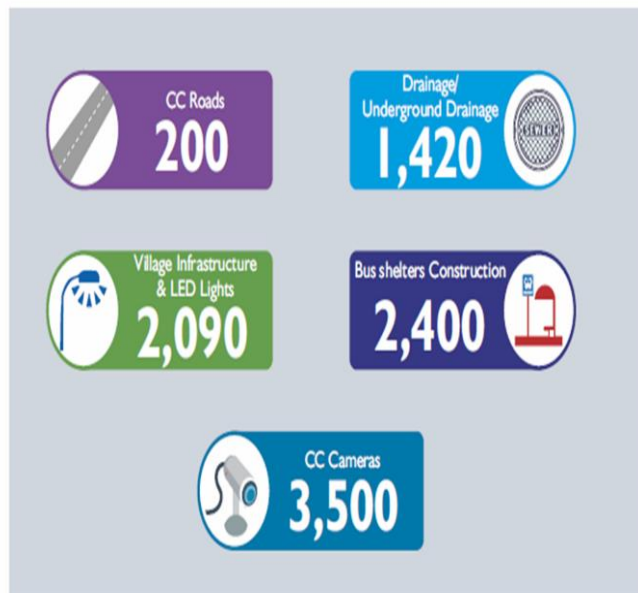
Community Focus



Community Focus

INFRASTRUCTURE

A total of 23910 members benefitted with our infrastructure initiatives in this financial year.



Manthan Trainings

A total of 795 members benefitted with our Skill development initiatives in this financial year.

PLANTATION

A total of 4,62,724 trees were planted across 3 states of Telangana, AP & Maharashtra.

SWACHH BHARAT

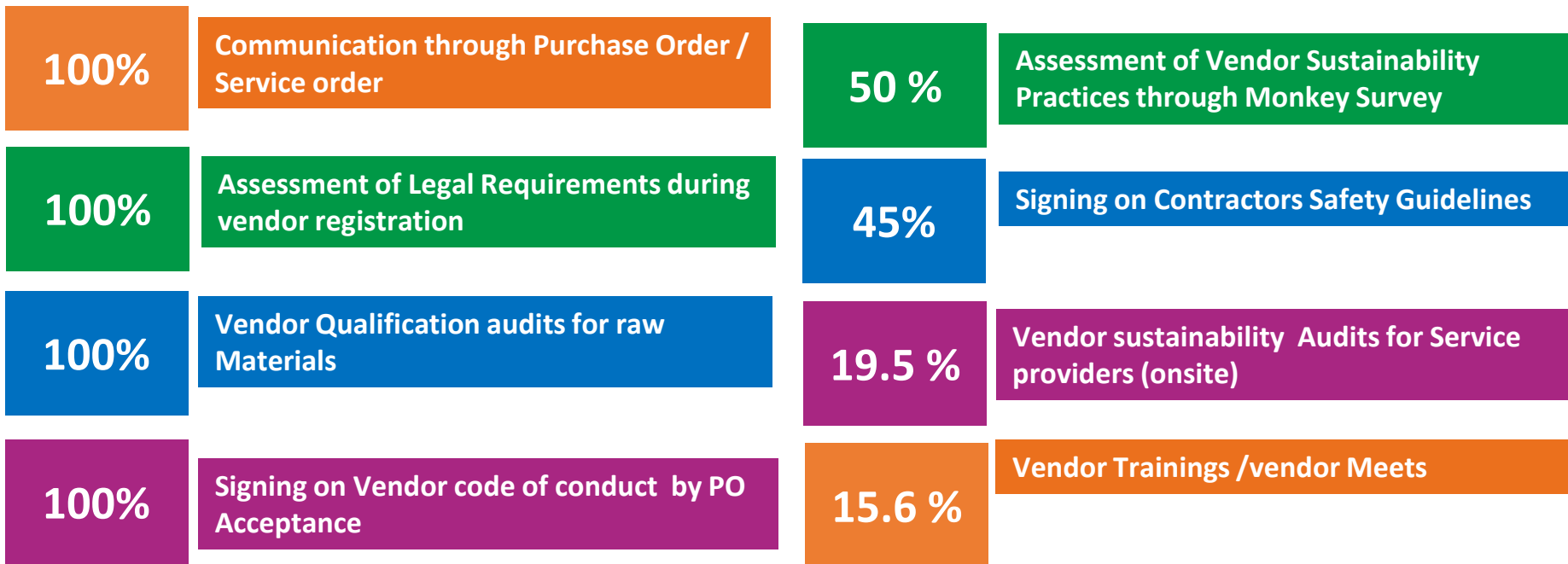
A total of 6,686 people benefitted with our Swachh Bharath initiatives in this financial year.

ART & CULTURE

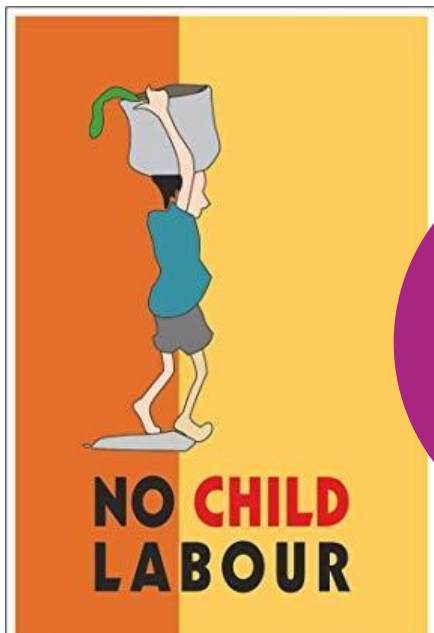
A total of 77,276 people benefitted with our Art & Culture initiatives in this financial year.



Sustainable Procurement

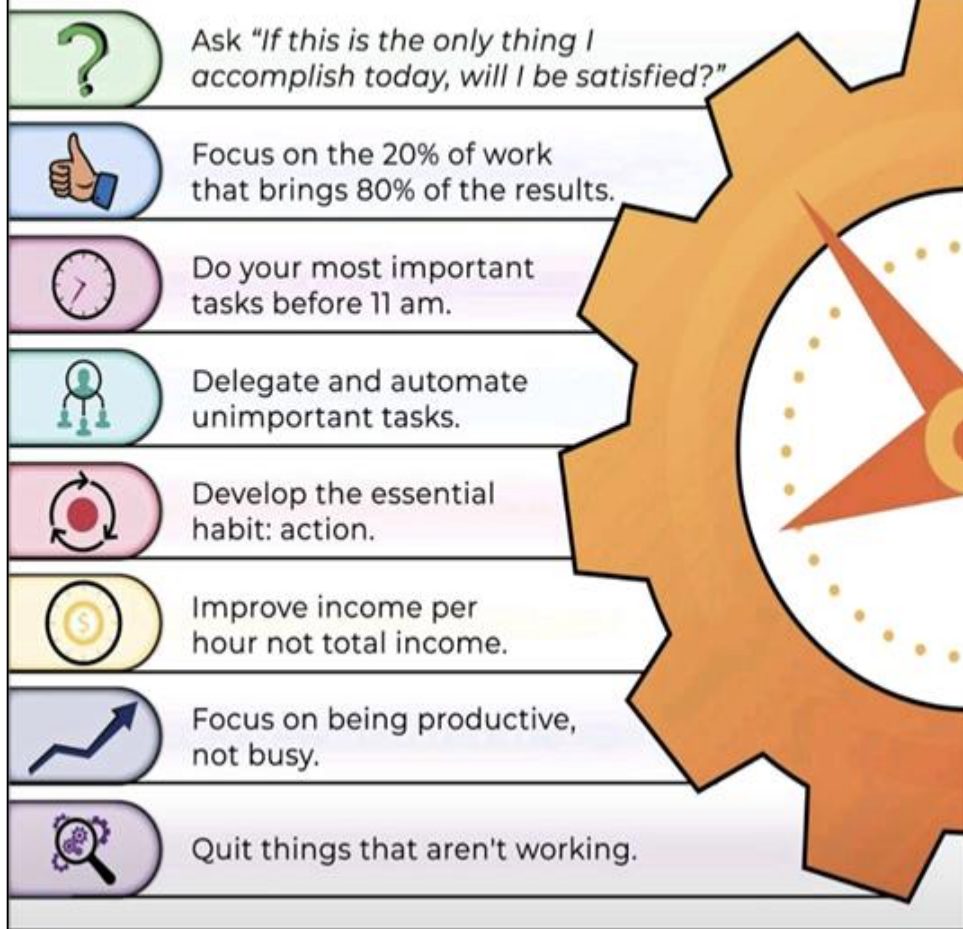



Human Rights & Labour Practices





8 tips for staying productive


Data source: @alroman | Infographic design by @agrassoblog for educational purpose





- 


Ask *"If this is the only thing I accomplish today, will I be satisfied?"*
- 


Focus on the 20% of work that brings 80% of the results.
- 

Do your most important tasks before 11 am.
- 

Delegate and automate unimportant tasks.
- 

Develop the essential habit: action.
- 

Improve income per hour not total income.
- 

Focus on being productive, not busy.
- 

Quit things that aren't working.



Thank You