Wellness Moment

Wellness moment
Health SE
Agenda

- About Us
- HSE Achievements of Raageshwari Gas Terminal
- OISD Occupational health requirements
- Health & Wellness facilities and initiatives
- Conclusion
Cairn, Oil & Gas vertical of Vedanta Limited operates ~ 26 per cent of India’s domestic crude oil production

➢ Through its affiliates, the vertical has been operating for over to 20 years playing an active role in developing India’s oil and gas resources.

➢ Cairn, Oil & Gas vertical of Vedanta Limited has been winning accolades for its unique innovations and contributions to the society.

➢ Such recognitions are a testimony to our growth, emphasis on being a safe operator and commitment towards delivering value to our people and stakeholders.
HSE Achievements of RGT

RAAGESHWARI GAS TERMINAL

13 million LTI free man-hours

CLOCKS 09 YEARS OF LTI FREE OPERATIONS AND STILL COUNTING...

TRACK RECORD ON SAFETY

- FICCI Award Gold Prize for Safety Systems Excellence in 2017
- International Safety Award with Merit from British Safety Council in 2017
- FICCI Award Runner-up for Safety System Excellence in 2015
- OHSAS 18001:2007 Certification in 2014
- ISO 14001:2004 Certification in 2012
- DGMS National Safety Award in 2012

ZERO HARM | ZERO WASTE | ZERO DISCHARGE
HSE Achievements of RGT

RAAGESHWARI GAS TERMINAL

13 million LTI free man-hours
CLOCKS 09 YEARS OF LTI FREE OPERATIONS AND STILL COUNTING...

SAFETY INITIATIVES FOR SUCCESS

- Theme based HSE monthly campaigns
- Tool box for all the activities under PTW
- Contractor’s participation in Mines Safety Committee
- HSE - Tips, badges, passport for all
- HSE ‘Achiever of the Month’ among contract staff
- Cairn Observation Program
- Personal health card issued to all employees

Objective of Health & Wellness program

- To ensure employee health & wellness at Home and at work.
- Commitment of leadership towards ensuring good health & wellness of the workers.

Advantages:
- Better stress management
- Increased efficiency & productivity.
- Minimum Health ailments
- Improved availability of workforce at site
- Improved engagement at work
OISD 166 – OH monitoring in Oil & Gas

- Pre medical & periodical medical checkup
- Medical records
- First Aid training
- Industrial Hygiene Survey
  - Physical (noise, heat, radiation, illumination)
  - Chemical (toxic exposures)
  - Ergonomics Safety
  - Biological
  - Psychological
- Infrastructure for Occupational health monitoring
- Audit and Performance review
HSE Policy

At Vedanta Resources PLC, we believe in sustainable development and are committed to effective management of health, safety and the environment as an integral part of our business. The health and safety of our employees and stakeholders who may be impacted by the company’s operations is of paramount importance and our aim is zero harm to people and to the environment.

Vedanta Resources and its subsidiaries strive to:

- Comply with applicable national, regional and local Health, Safety and Environment (HSE) regulations and standards, obligations and other requirements as applicable. The company develops, implements and maintains HSE management systems aligned with our sustainable commitments and beliefs and consistent with world-class standards. We will drive continuous improvement in HSE through setting and reviewing targets, assessing and reporting ESG performance, using appropriate best available practices and providing all employees with appropriate training;
- Prevent injury and ill health to the company’s employees and contractors’ employees by providing a safe and healthy work environment and by minimising risks associated with occupational hazards;
- Improve and enhance environmental conditions and avoid, reduce, mitigate or compensate the environmental impacts to neighbouring communities in which we operate including air, water emissions and noise;
- Conserve natural resources through adopting environmentally friendly and energy efficient technology and process improvements. The Company is committed to managing waste of our operations and we adopt the principles of waste avoidance, reuse, recycling and beneficial utilisation to maximise discharge and disposal to the environment;
- Promote a positive HSE culture within our organisation through effective communication, participation and consultation with employees in the workplace;
- Implement regular health surveillance and risk-based monitoring of all employees;
- Influence our contractors and suppliers to adopt principles and practices adopted by us and in accordance with our own policies;
- Communicate with all our stakeholders on the progress and performance of HSE management.

Vedanta Ltd. and Konkola Copper Mines (KCM), the wholly owned subsidiaries of Vedanta Resources, sign this policy, which is implemented throughout their businesses. The content and robustness of implementation of this policy will be reviewed periodically and revised accordingly, and includes sharing best practices throughout the group.

We will also measure progress against this policy and review performance on a periodic basis to ensure ongoing management of Health, Safety and Environment.

Signed by:

Tom Albanese
Group CEO, Vedanta Resources plc
Medical Check up & records

As per OISD guidelines all employees have to submit Pre employment medical examination (PEME) reports at medical center. Also they have to undergo periodic medical examination (PME) & submit the same.

**OISD requirement:**
Up to 45 years of age – every 5 years
45 – 55 years of age – every 3 years
After 55 years of age – alternate year

**Cairn requirement:**
Up to 35 years of age – every 3 years
After 35 years of age – every year

**Records**
- The main reason for maintaining medical records is to ensure continuity of care for the employees deployed at RGT.
- Ensuring persons who are medically fit for purpose were only allowed to work inside the premises.
- For ease in vitals assessment in case of medical emergencies and to provide medical treatments in accordance with personnel health conditions.
CPR & First Aid Training

- External and Internal first aid trainings covering employees and contractor
- External training – Certification training by reputed agency
- Internal training - Site Medical Officer as refresher
Stretcher Handling Training

Theme of Campaign: Basic Stretcher Training

Objective: The awareness Session is to provide information about basic Stretcher Training

1. Introduction of stretcher handling
2. Importance of stretcher handling
3. Do & don’t during stretcher handling.
4. Practice of stretcher handling in confined space and from elevated structures
Industrial Hygiene Survey

Objective:

- To monitor the degree of exposure to physical (noise, heat, radiation, illumination), Chemical (toxic exposures), Ergonomic, Biological, Psychological hazards at site
- To identify if the exposure is within the limit
- Occupational Exposure Limits (OEL) for the monitored chemical agents are included in the detailed exposure monitoring results.
- Survey carried out by External party; every 5 year or after any major change in process

- Personal Noise Dosimeter results
- Area Sound Pressure Level (SPL) measurements
- Area Heat Stress Monitoring Results exceeding ACGIH limits
- Illumination surveys
- Personal exposure monitoring results for Manganese, Toluene Methanol Pyridine Lead, VOC, H2S, SO2 etc.
- Indoor Air Quality (IAQ) results-office areas
- IAQ results-Living Quarter (LQ) area
RGT Medical Facility Infrastructure

- Occupational Health Center at RGT is well equipped with medical team and essential medical facilities to handle regular OPD & emergency cases.

24×7 Dedicated RGT Medical team consists of -

- Medical Officer-MBBS
- Two Paramedics (Day +Night)
- Two Ambulance Drivers (Day +Night)

- Advanced Life Support Ambulance
- Tie up with Thar hospital, Barmer for Medical Emergencies
- Tie-up with Local Hospital for advance trauma care and stabilization.
- Tie up with Goyal Hospital, Jodhpur for advance trauma care and stabilization.
- Tie up with Air ambulance Operator
Audit & Performance Monitoring

- Occupational Health System audited annually by external party
- Internal audit by Senior Management and Head Medical Officer of Company
- Weekly hygiene checks by team lead by Site Medical Officer
Health & Wellness Initiatives at RGT

- Healthy Living and Healthy Diet Management
- Heat Stress
- World Obesity day & BMI campaign
- World Diabetes day
- Health card
- Ergonomics Safety
Health & Wellness Initiatives at RGT

- Work stress management campaign
- Yoga Day (meditation, laughter yoga)
- Cairn fit
- Drug and alcohol campaign
- Wellness Pledge calendar
- Blood Donation camp
- Re-creational facilities at site
Healthy Eating & Healthy Living Awareness by Dietician

**Objective:** To provide awareness on importance of Good Nutrition. ...

- Good nutrition is an important part of leading a healthy lifestyle. Combined with physical activity, your diet can help you to reach and maintain a healthy weight, reduce your risk of chronic diseases (like heart disease and cancer), and promote your overall health.
Heat Stress Campaign

**Objective:-**

- To create awareness of the risks of working in hot environments and provide information on how to reduce those risks.
- To recognize safety and health hazards of working in high heat, factors that increase the risk of heat-related illness, signs and symptoms of illness,
- First aid and preventive measures that decrease the risk of heat-related illness.
Heat Stress Campaign

- Campaign is critical due to high ambient temperature at Rajasthan
- Cairn guideline on Heat Stress management
- Hourly monitoring of Heat index during summer
- Flag system for notification
- Energy drinks during peak heat times for maintaining body fluids for good health.

Tips for heat stress management

- To recognize signs & symptoms of heat stress.
- To take adequate rest in between work.
- Use adequate fans for ventilation & cooling, especially when wearing PPE.
- Wear light colored, loose clothing.
- Keep shaded from direct heat where possible.
- Drink plenty of water
World obesity day – 11th October

On current trends, 2.7 billion adults worldwide will suffer from overweight and obesity by 2025.

Untreated, obesity is responsible for a significant proportion of non-communicable diseases (NCDs) including heart disease, diabetes, liver disease and many types of cancer.

Objective:
• To create awareness on obesity and the health impacts due to overweight.
• Steps to control obesity from the early stage by practicing regular physical exercises.
BMI awareness campaign

**Theme of Campaign**: To monitor the BMI statistics of employees and contractors

**Test done:**
A: Blood Pressure
B: Pulse rate
C: Height
D: Weight
E: Random Blood Sugar Level (* Where Required)
F: Analysis as per BMI Value
Obesity & BMI awareness Campaign

- Analysis done as per BMI Value
- Those whose BMI shows deviation from normal BMI range (18.5-24.9) are advised accordingly.

### BMI of Contractor Personnel

- **Under Weight**: 8%
- **Normal Weight**: 59%
- **Over Weight**: 30%
- **Obesity**: 4%

### BMI of Employees

- **Under Weight**: 0%
- **Normal Weight**: 27%
- **Over Weight**: 59%
- **Obesity**: 14%

#### BMI Values

<table>
<thead>
<tr>
<th>BMI</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under Weight</td>
<td>&lt;18.5</td>
</tr>
<tr>
<td>Normal Weight</td>
<td>18.5-24.9</td>
</tr>
<tr>
<td>Over Weight</td>
<td>25-29.9</td>
</tr>
<tr>
<td>Obesity</td>
<td>BMI of 30 or Greater</td>
</tr>
</tbody>
</table>
World Diabetes Day- 14 November

- World Diabetes Day is the primary global awareness campaign focusing on diabetes and is held on November 14 each year.

- 415 million people have diabetes in the world and 78 million people in the SEA Region; by 2040 this will rise to 140 million. There were 69.1 million cases of diabetes in India in 2015.

- Diabetes is a major cause of blindness, kidney failure, heart attacks, stroke and lower limb amputation.

- WHO projects that diabetes will be the seventh leading cause of death in 2030.
World Diabetes day - 14 November

Test done :-
A: Fasting Blood Sugar
B: Blood Pressure
C: Pulse rate

Objective:
• To educate the employee about diabetes & its consequences on health.
• How to treat / avoid diabetes
• Advantages of healthy diet, regular physical activity, maintaining normal body weight, medication and regular screening and treatment for complications.
• Importance to avoid tobacco
### Health Card Initiative

**Objective:**

- An Initiative from RGT, for ease in access on the personnel Health vitals on normal conditions for Subsequent treatments based on Health card in case of Medical emergencies.

- The Health card is mandatory component that all the personnel working under RGT and associated fields to keep with themselves and readily available.

### Medical Status 2017

<table>
<thead>
<tr>
<th>Parameter</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name</td>
<td></td>
</tr>
<tr>
<td>I.D. No.</td>
<td></td>
</tr>
<tr>
<td>D.O.B.</td>
<td>18-Aug-1970</td>
</tr>
<tr>
<td>Age</td>
<td>47 Yrs.</td>
</tr>
<tr>
<td>Dep't</td>
<td>OPS-SBU-3/ Supdt Mech.</td>
</tr>
<tr>
<td>Tel. No.</td>
<td></td>
</tr>
<tr>
<td>Blood Group</td>
<td>“AB” Ve</td>
</tr>
<tr>
<td>Allergy</td>
<td>NIL</td>
</tr>
<tr>
<td>Caution/Alert</td>
<td>NIL</td>
</tr>
<tr>
<td>Emergency No.</td>
<td></td>
</tr>
<tr>
<td>Co. Doctor No.</td>
<td></td>
</tr>
</tbody>
</table>

#### Health Card Format

- **Photo**

- **Name:**
- **I.D. No.:**
- **Age:** 47 Yrs.
- **Dep’t:** OPS-SBU-3/ Supdt Mech.
- **Tel. No.:**
- **Blood Group:** “AB”+Ve
- **Allergy:** NIL
- **Caution/Alert:** NIL
- **Emergency No.:**
- **Co. Doctor No.:**

**PME Date:** 08-Nov-2017

**PME Due Date:** 08-Nov-2018

**Height/cm:** 165 cm

**Weight/kg:** 63.5 kg

**BMI:** 23.32

**Vision:** RT: 6/6  LT: 6/6

**Pulse/HR:** 78 /bpm  B.P.: 128/86 mmhg

**HB:** 14.2 gm (NV = 12.5-17 mg/dl)

**Bld Sugar:** 113 mg/dl (NV = 74-99)

**Cholesterol:** 214 mg/dl (NV = <200)

**Triglyceride:** 283 mg/dl (NV = <150)

**Liver function test:** Normal

**Renal function test:** Normal

**CXR:** Normal  **TMT:** Normal

**ECG:** Normal  **PFT:** Normal

**Systemic examination**

**R/S:** normal  **CVS:** s1s2 normal

**P/A:** soft, non tender  **CNS:** NAD

**Remarks:** FIT
Ergonomics Safety

- Ergonomics is the science of work and it’s about fitting the work environment to the worker.
- Ergonomics Safety Survey Conducted on Employees/contractors who are deployed in RGT field under various disciplines.

Objective:

- To provide general direction and guidance on Ergonomics.
- The scope of the study was to identify ergonomic risk factors, quantify them, and then make measurable improvements to the workplace, ensuring that jobs and tasks are within workers’ capabilities and limitations.
- We also train the employees so they’re using their bodies correctly and staying fit for work. Our goal is healthier people and more profitable companies.”
Below are some of the areas in which our Ergonomics Prevention programs are focused:

- **Physical Ergonomics** – is concerned with human anatomical, physiological characteristics, as they relate to physical activity.
  - Sitting and standing postures
  - Physical workloads
  - Manual material handling
  - Repetitive motion and repetitive stress
  - Work-related musculoskeletal disorders
  - Vibration stress

- **Cognitive Ergonomics** – is concerned with mental processes, such as perceptions, habits, memory. Relevant topics include:
  - Mental workloads
  - Decision-making
  - Skilled performance
  - Work stress

- **Environmental Ergonomics** – is concerned with human interaction with the environment.
  - The physical environment is characterized by: climate, temperature, pressure, vibration, & light.
Work stress management campaign

- If you’re living with high levels of stress, you’re putting your entire well-being at risk. Stress wreaks havoc on your emotional equilibrium, as well as your physical health. It narrows your ability to think clearly, function effectively, and enjoy life.

- The ultimate goal is a balanced life, with time for work, relationships, relaxation, and fun—and the resilience to hold up under pressure and meet challenges head on. So you can be happier, healthier, and more productive.

Campaign

- Work stress survey carried out site medical Officer based on a questionnaire. To identify stress level at work

- Counseling / sharing by site medical officer in case of any personnel with moderate or high stress.
Some tips for stress management

**Tip 1:** Identify the sources of stress in your life

**Tip 2:** Replace unhealthy coping strategies with healthy ones

**Tip 3:** Get moving

**Tip 4:** Connect to others

**Tip 5:** Make time for fun and relaxation

**Tip 6:** Manage your time better

**Tip 7:** Maintain balance with a healthy lifestyle

**Tip 8:** Avoid unnecessary stress

**Tip 9:** Accept the things you can't change
The theme “Yoga for Health” highlights the fact that yoga can contribute in a holistic way to achieve an equilibrium between mind and body.

RGT Team conducting the Yoga Day believing that this approach to health and wellbeing can make a direct and useful contribution to humankind's quest to achieve sustainable development and move towards lifestyles that are in harmony with nature.
Laughter Yoga

Objective of Laughter Yoga: To motivate the employees on Health and Happiness for physical and mental wellness.

Benefits of Laughter Yoga :-
- Body-Makes you feel relaxed & energized.
- Mind-Becomes sharper & clearer.
- Emotions -You feel more grounded.
- Social - You feel more connected to people around you.
- Spiritual-It boosts self esteem, making you feel more at peace.
The theme “CairnFit” Program Lunched across CAIRN for Health & Fitness through Yoga, Jogging, Gym, Nature Walk, Running and more through using Endomondo Application / Stepathlon device.

Objective: To motivate the employees on physical and mental wellness
Drug & Alcohol Prevention

Conducted as part of Monthly HSE Campaign.

- Cairn has an existing Drug and Alcohol Policy and Zero Tolerance Behavior Consequence Management Procedure. Consumption of illicit drugs and alcohol on site can seriously jeopardize the safety of our operations. This is why the use of illicit drugs and alcohol has been deemed a zero-tolerance activity.
Wellness Pledge shared with all personnel for Self-Analysis and pledge individually for maintaining good health.
Blood Donation Campaign

- At RGT we organized “Blood Donation Camp” coordinating with Govt. official from Jodhpur Blood Bank and conducted successfully.
Wellness Program

- Wellness committee for organizing activities
- Recreational facilities available
  - Gym Facility
  - Volley ball court
  - Badminton court
  - Table tennis table
  - Pool table
  - Library
  - Carrom board
  - Chess boards
  - Facility for movie screening
  - Karaoke and gaming facilities
  - Gully cricket
- Annual wellness program / Plan
- Weekly gathering
- Group games and activities
Advantages:
- Minimum Health ailments
- Better stress management
- Increased efficiency & productivity.
- Improved availability of workforce at site
- Improved engagement at work
Points to ponder

- Do we really give enough importance to our health and wellness?
- Do we really give enough importance to health and wellness of our colleagues?
- Do we have KPI for health and wellness?
- Do we give enough weightage for Health and Wellness KPI?
Wish you all Healthy Life