

Health, Safety & Environment

Health

While the main focus of occupational health services is on medical surveillance of employees, they also carry out extensive health education and awareness sessions, health exhibitions and diagnostic camps. All employees, irrespective of the nature of their work or location, undergo regular periodic medical examinations. The medical checkup facility is also extended to the Contractors' employees engaged at the manufacturing sites.

The medical checkup facility has been extended to all employees at various office locations. State-of-the-art Occupational Health Centres (OHCs) have been established at major office locations. The frequency and the extent of the medical checkup is decided as per the employees' age and not their grade or designation.

All employees are subjected to health risk assessments and appropriate measures are taken to prevent medical complications. Employees are also supported during hospitalisation by regular liaison and cashless hospitalisation facilities across the country.

The Company is moving towards the concept of wellness as it recognises that a healthy worker is a productive worker. Health promotional activities are also extended to employees' family members staying at Company townships.

RIL has provided full-fledged modern hospitals at its other major townships in Jamnagar, Vadodara, Nagothane and Patalganga, which provide curative health services to employees and their family members. During the current year, new facilities were added to the hospitals including a state-of-the-art, special Burns Treatment unit, at the Dhirubhai Ambani hospital in Jamnagar.

A new, fully equipped OHC with round-the-clock paramedics and a fully equipped emergency treatment room was established in the infrastructure area of the OT, Gadimoga. Further, another first aid centre with a general shift paramedic was established at Vakalapudi shore base.

Offshore medical evacuation and support medical care and treatment are given to the family members of the employees. Periodic potable water sampling analysis and health audits of canteens and guest houses are also conducted.

The employees of the Company have been traditionally participating in blood donation campaigns which have been an annual feature at all sites and major office complexes. The blood thus collected, is donated to local hospitals and blood banks.

RIL's Change Agents for Safety, Health & workplace Environment (CASHe) programme - an initiative to promote healthy workplaces and reduce health and safety risks, has been instrumental in creating a culture of implementing health, safety and environment projects on a priority basis. This programme has also helped the Company to improve its performance on the occupational health and safety front.

Safety

RIL's HSE Management System (HSE-MS) was formulated in FY10 to underpin all the processes and resources and optimally manage safety. The RIL HSE-MS provides a formal, organised process whereby the RIL Management and employees plan, perform, review and improve the safety performance. The HSE-MS is institutionalized through the Management to establish Company-wide safety management objectives, guiding principles and processes.

The system encompasses all levels of activities and documentation related to safety management throughout RIL. The RIL safety management system establishes a hierarchy of components to facilitate the orderly development and implementation of safety management throughout the Company.

The Policy, Principles and safety management Standards are used consistently in implementing safety management across the Company. These are underpinned with a system of proactive hazard identification, risk management, controls, training and continuous improvement with auditing as the most important process.

The 'Health and Safety Principles' were put forward to articulate the stakeholders' expectations from the employees of the Company. The Health and Safety Principles provide a guiding light for the development and continuous improvement of the company's HSE-MS. The Principles document the basis on which all employees are provided direction when confronted with conflicting situations related to Health and Safety issues. The Principles support the health and safety policy and set out those areas of activity which are essential to achieving the aspirations of the policy.

These Health and Safety Principles thus are the fundamental beliefs that guide all actions, from development of safety direction to the performance of work. The Company's Values and these Health and Safety Principles underpin both the corporate culture and cooperation across the Company. Aligning all the Company's processes and activities with these Values is a key element in achieving success. In this respect, the Health and Safety Principles are central to what RIL does.

To administer the safety efforts consistently throughout the organisation, RIL has created an Integrated Safety Organisation (ISO) across sites. This organisation consists of the Central HSE Committee, headed by the site head and its supporting subcommittees and the overlapping line organisation.

RIL continues to pursue world class operational excellence on Process Safety Management (PSM). As part of its strategic partnership with DuPont Safety Resources, RIL has built capabilities within the Company and developed in-house experts in various facets of PSM. Process Hazard Analysis (PHA) at various plants has been initiated to address and reduce process safety risks. RIL has developed and implemented various metrics to monitor the process safety performance of various sites. The Company has allied with various industry bodies such as the Centre for Chemical Process Safety and the American Institute of Chemical Engineers of USA which gives it access to industry best practices and learning from industry incidents. In fact, the fourteen elements of the PSM model are embedded in the RIL HSE-MS as operational elements.

In FY 2009-10, the KG-D6 block was commissioned without any incidents. As part of the safety awareness programme, various safety training programmes were conducted. Further, few proactive initiatives such as the

Hazard Observation Programme were also undertaken through which employees demonstrated their safety awareness by carrying out safety observations. The opportunities identified for improvement are being tabulated and closely monitored by the HSE department till they are addressed and closed by the action agencies. Monthly safety awards have been introduced for employees and contractors for following best safe practices. Mock drills are being conducted to train the employees and contractors on emergency preparedness to meet any unlikely emergencies. Beside this, presently, the plant is working on the implementation of the Integrated Management System (IMS), comprising of ISO 9001, ISO 14001 and OHSAS 18001.

Environment

In its pursuit of excellence towards sustainable development and to go beyond compliance, RIL continued to integrate its ISO:14001 EMS, ISO:9000 QMS and ISO:18001 OSHA management systems. All environmental initiatives were addressed to the Company's long term objective of becoming water positive, carbon neutral and conduct the maximum possible recycling and reuse of wastes. A management framework with defined structures, roles and responsibilities, group standards, audits and training has further been strengthened.

Continuing the journey towards world class environmental performance through systems and robust processes, in FY 2009-10, nine new RIL group standards, covering various environmental aspects were developed and issued. This was further supported by the development and release of second party audit protocols for the standards. RIL strongly believes that these actions will be the change agent for reducing the Company's environmental risks.

Environment impact assessment and risk analysis have been performed for all new and major expansion projects. In this context, this year the Company has also developed and issued a RIL group standard and second party audit protocol on 'Environmental requirements for new projects' with an objective to incorporate necessary measures to mitigate adverse environmental impact at the planning stage of project implementation.

RIL continues to give top priority to maintenance and performance improvements of all pollution abatement facilities like effluent treatment plants, inside battery limits area, air emission control and waste disposal facilities at its manufacturing divisions. Rainwater harvesting and treated effluent recycling is being carried out at most manufacturing divisions to reduce water dependence on other natural sources. To further improve the environmental foot print a significant step, RIL has changed over to use of cleaner fuel at Patalganga, Jamnagar manufacturing divisions. This has resulted in considerable reduction of suspended particulate matter and sulphur dioxide emissions in the air.

Training, awareness and learning have been always at the forefront of RIL's journey to become world class in environmental performance. To meet this objective, RIL focused on internal and advanced training programmes, inter-site meets, virtual classes, etc. involving subject experts; participation at national and international conferences, workshops and courses as well as networking/collaboration with universities, research institutes, regulatory bodies, industrial and professional associations, etc. All manufacturing divisions celebrated the World Environment Day, Earth Day, Water Day, Ozone Day, etc and created environmental awareness among employees and surrounding communities and schools.

In these improvement efforts, audits play an important role. Trained and qualified internal auditors perform internal environmental audits of the environment management system at regular intervals. RIL also offered its sites to third party environment audits such as audit by Gujarat Pollution Control Board (GPCB) recognized auditors in the state of Gujarat; ISO-14001:2004 audits by accreditation agencies, National Safety Council environment audit at Hazira Manufacturing Division and Five Star environment audit by British Safety Council, UK at the Jamnagar, Dahej and Nagpur manufacturing divisions.

RIL has inculcated a habit to be in harmony with nature and in this context, afforestation, maintenance of green belts, gardens, vermi-compost of waste and its use as manure, reuse of treated water in horticulture activities are routine.

RIL continues to give top priority to all environmental regulatory compliances at KG-D6 block and tried for optimum water consumption and reuse of treated waste water.

RIL is committed to creating greenery in and around the KG-D6 project site by developing a green belt and promoting lush green surroundings at the OT, Gadimoga to be in harmony with nature.

The green belt is being carried out at the OT site, Infrastructure area at Gadimoga terminal, haul road and all yards as well as the Vakalapudi shore base terminal site with a cumulative plantation of over 1,00,000 plants.