

GASONET SERVICES LIMITED



DOCUMENT TITLE:

HSE Minimum Requirement & Penalty Clause

Action	Name	Designation	Date	Sign
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1.Minimum HSSE Requirement

SITE SPECIFIC

SR. NO.	Site Specific	
1.	❖ HSE Person should be Deploy at site ❖ HSSE Policy ❖ Work method statements for each job activity ❖ HIRA/JSA ❖ Organogram chart ❖ Pre-medical checkup report to all employees ❖ Induction Training record to workers & Staff ❖ Job Specific Training records ❖ RCCB Board ❖ ID Card ❖ Barrication Board	❖ Daily TBT Record ❖ Permit to work ❖ Maintain Checklist of equipment ❖ Maintain checklist of fire extinguisher ❖ Maintain P.P.Es Stocks & issue register ❖ Unsafe ACT & Condition Records ❖ Near Miss report & Maintain Record ❖ Submission of HSE statistic report (monthly) ❖ Pictograms and displays (No Smoking, GSL Emergency No., Work in Progress

EMERGENCY RESPONSE

2.	❖ Emergency Vehicle should be available at work place. ❖ First Aid Kit should be available at work place. ❖ Close supervision of whole work. ❖ Fire Extinguisher with clutch type – DCP & CO2 should be provided in store yard & work place. ❖ Assembly Point area define and signage board required in Local/English language in workplace. ❖ Emergency Rescue plan
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PERSONAL PROTECTIVE EQUIPMENT(P.P.Es)

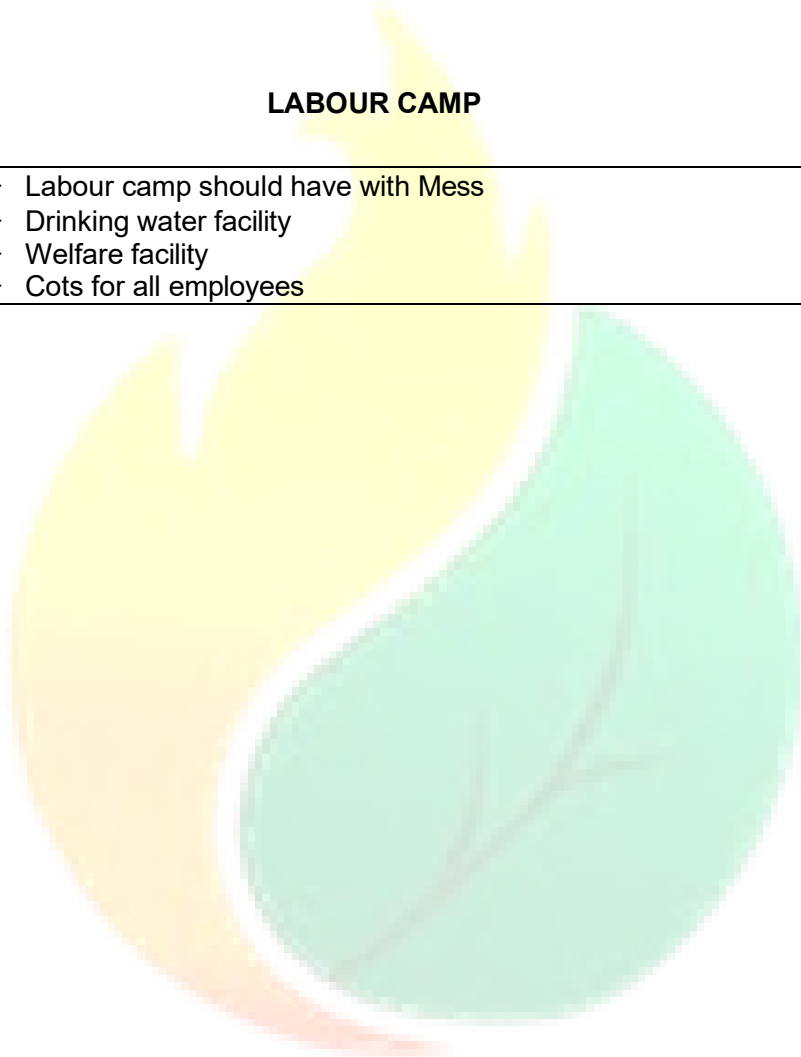
3.	USE P.P.Es as per site Requirements:- ❖ Safety Helmet(Hard hat) ❖ Safety Goggles ❖ Safety Shoes/Gum Boot ❖ Coverall with reflective tape/Reflective Vests ❖ Safety Hand gloves cotton, lather & cut resistance hand gloves ❖ Fall Arrestor-Petzl
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LIFTING EQUIPMENTS/VEHICLES

4.	Statutory documents required for Crane/Hydra/Vehicles ❖ Registration certificate ❖ Insurance ❖ PUC ❖ Fitness Certificate ❖ Valid Driving license ❖ Test certificate
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LABOUR CAMP

5.	❖ Labour camp should have with Mess ❖ Drinking water facility ❖ Welfare facility ❖ Cots for all employees
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2. Penalty

Charges to be recovered from contractor for unsafe act or condition

- Gasonet is committed to built an image of safety conscious organisation meticulously over a period of project execution. Any reportable accident (fatality / injury) results in loss of life and/or property damage. These accidents not only result in loss of life but also damage the reputation of Gasonet. Most of the accidents are avoidable and caused preliminary due to Contractor's negligence. Hence Gasonet shall recover the cost of damages from the contractors for every reportable incident (fatality / injury).
- In addition, every Gasonet work site is exposed to public scrutiny as the work is executed just on the right-of-way. Any unsafe act / unsafe condition observed by public further damages our reputation. Because of the non-voluntary compliance of contractors to the HSE policy, Gasonet has been forced to establish safety- enforcing organisation. The cost of established such organisation is to be recovered from contractors for all observed safety violations at sites.
- The following table indicates the Safety, Health and Environment violation (unsafe act/unsafe condition) and charges to be recovered from contractors.

Sr.No	Topic	Condition	Deductible Amount
1	HSE Policy, Plan & Monthly report	i) HSE Policy not Formulated ii) HSE Policy not Displayed iii) HSE Plan not submitted iv) Monthly report not submission	INR 5,000 per single violation, compounded to a maximum of INR.10,000 at any single instance
2	SHE Organisation	i) Non-Appointment of Safety Officer ii) Not filling up the vacancies created due to HSE personnel leaving the contractor within 14 days iii) Disobedience / Improper conduct of any personnel iv) Work without Supervisor	INR.20,000 per month for first month and INR.40,000 for subsequent months
3	HSE Committee	i) Non Participation in Gasonet HSE Meeting	INR 2500 per instance

4	ID Card	ii) ID Card Not provided iii) Manpower unable to display ID on site	INR 1000 per Person Per Instance
5	PPE	i) Not having ii) Not wearing (or) using and kept it elsewhere iii) Using damaged one iv) Using wrong type v) Using wrong colour helmet vi) Using for other operation (e.g. Using safety helmet for storing materials or carrying water from one place to other) vii) Not conforming to BIS standard	From item i) to vi). INR.200 per single violation For item vi) INR.1000 for first violation and INR.2000 for subsequent violations For item vii) INR.5000 for first violation and INR.10000 for subsequent violations
6	SHE Communication/Audits /Inspections	i) Important days to be observed for SHE awareness as furnished by employer not observed ii) Posters as furnished by Employer not printed and displayed iii) Non-Compliance to Audit observations iv) Non compliance to Govt regulation including T4s etc	INR 10000 For Sr.No i) to iii) For iv) Two times the penalty imposed
7	Injury and Incidence reporting	i) Fatal accidents ii) Injury accident iii) Abnormal delay in reporting accidents or willful suppression of information about any accidents / dangerous occurrence	i. INR.5,00,000 for first fatality and Termination of contract for subsequent fatality. ii. INR.1,00,000 for first grievously injured person and

		iv) Delay in informing about any accidents /dangerous incidents.	INR.2,00,000 for every subsequent grievously injured person (Grievous Injury as defined by Workmen Compensation Act) iii. INR. 1,00,000 for first violation and INR.2,00,000 for subsequent violations For items iv) INR.50,000 for first violation and INR.1,00,000 for subsequent violations
8	Housekeeping	i) Poor Housekeeping	INR 500 per instance
9	Electrical Safety	i) No RCCB Board ii) Damage electrical Cable iii) Intrinsically Unsafe Machines used at site iv) Earthing Not provided	INR.5000 per single violation
10	Working at Height / Ladders and Scaffolds	i) Not using or anchoring Safety Belt ii) Not using Safety Net iii) Absence of life line or anchorage iv) Not using Ladder v) Using Bamboo ladders vi) Painting of ladders vii) Improper usage (less than 1m extension above landing point, not maintaining 1:4 ratio) viii) Aluminium ladders without base rubber bush ix) Usage of broken / weak ladders x) Usage of re-bar welded ladders	INR.10,000 per single violation

		xi) Improper guardrail, toe board, barriers and other means of collective protection xii) Improper working platform xiii) Working at unprotected fragile xiv) surface xiv) Working at unprotected edges	
11	Work permit system	i) Work without permit ii) Work without TBT iii) Work without SSRA iv) Work without WPI v) Non compliance to permit condition vi) Non compliance to WPI	INR 15000 per instance
12	Emergency Response	i) Assembly point not defined ii) Emergency Number not displayed iii) Fire extinguisher not in place iv) Incorrect Work method v) Poor onsite ERP	INR 20000 per instance
13	Traffic Management	a) Onsite i) No Barrication on site ii) Work area not barricaded end to end iii) Damage Barricade iv) No or less Signage Board b) Contractor Vehicles i) Over loading of vehicles ii) Unfit drivers or operators iii) Unlicensed vehicles iv) Absence of traffic	INR.10000 per single violation

		marshals v) Absence of reversing alarm vi) Absence of fog light (at winter) vii) Power / hand brakes not in working condition. viii) Improper vehicle documents	
14	Occupational Health	i) Fail to conduct Medical examination to workers ii) Absence of drinking water facilities iii) Absence or inadequacy of first-aid box iv) Smoking/Alcohol Drinking at site v) Child Labour on site	INR.10000 per single violation + two times of penalty amount imposed by authorities
15	Lifting appliances and gear	i) Non-availability of fitness certificate as per clause Documents not displayed on the machine or not available with the operator ii) Maximum Safe Working Load not written on the machine as per clause iii) Automatic safe load indicator not provided or not in working condition iv) Age of the operator less than 21 years or without any licence v) Person riding on crane. vi) Creating more noise and smoke vii) Absence of	INR.15000 per single violation

		portable fire extinguisher in driver cabin viii) Fail to guard hoist platform ix) No fencing of hoist rope movement area x) Hoist platform not in the horizontal position xi) Use of overage construction machine	
16	Environmental Management	i) Dust control measures at sites not practiced ii) Improper disposal of debris / residues iii) Excavation pit Open overnight	INR.10000 per single violation Compounded to a maximum of INR.20000 at any single instance

- **Without limiting to the unsafe acts and or conditions mentioned above in the Employer shall have the right to deduct charges for any other unsafe act and or condition depending upon the gravity of the situation on a case-to-case basis. The charges shall be in comparison with that of the similar offence indicated in clause**

Stoppage of work

The Employer shall have the right to stop the work at his sole discretion, if in his opinion the work is being carried out in such a way that it may cause accidents and endanger the safety of the persons and / or property, and / or equipment.

The contractor shall not proceed with the work until he has complied with each direction to the satisfaction of Employer

The Contractor shall not be entitled for any damages / compensation for stoppage of work, due to safety reasons and the period of such stoppage of work shall not be taken as an extension of time for Completion of the Facilities and will not be the ground for waiver of levy of liquidated damages.

HSE GUIDELINE (AS APPLICABLE) FOR ALL TYPE OF CONTRACTS:

A. Contractor/Service provider:

- Shall ensure that all staff/work force comply with the requirements of the Gasonet HSE Management System, HSE policy, standard, procedures, guideline, plan & Life Savers at work site
- Shall ensure issuance of Identity Card to their team members
- Shall apply and obtain Permit to work (PtW/WA) before start of the work
- Shall arrange work related Personal Protective Equipment (PPEs) for their staff/work force and ensure proper use during the execution of job
- Shall carry out the work within the duty hours/office hours. No Work shall be carried out without permission of Gasonet representative beyond the official duty hours unless otherwise agreed upon prior to start of work and recorded appropriately
- Shall ensure that all tools, tackles, appliances, machines, vehicles, instruments or other equipment are Fit for Purpose and maintained safe working condition at all times and are used only by authorized and competent persons
- Shall ensure that all the HSE requirements are properly discussed for any subcontracted activities with Gasonet. No such activity shall be performed without clearance from Gasonet management
- Shall ensure that all Hazards, Near miss, accident, incident, injuries are reported promptly to Gasonet. Action arises due to reported Hazards, Near miss, incident investigation; audit/inspection shall be closed out as per agreed timelines with site in-charge
- Shall deploy staff & work force trained, qualified and competent for the work and well aware of risks and mitigation action/s for the activities undertaken
- Shall make necessary arrangements for safe custody of equipment, materials in stores/warehouse and at site
- Shall ensure safe transportation, storage and handling of materials to prevent any damage which may impair safe performance of the equipment / material etc
- Shall initiate immediate actions to hospitalize injured person(s)
- Shall ensure an injury free, incident free workplace and protect people from harm caused by work activities
- Shall ensure use of seatbelts while driving four-wheeler and use of crash helmet for Two wheeler riders during job execution
- Shall ensure Lock out and Tag out (LOTO) after de-energizing and double check before starting any jobs. In case of conducting job for the purpose of fault finding & monitoring of voltage & current it is to be considered live working and all PPE'S to be worn to avoid exposure of flash arc current
- Shall take note that the use of open wires in sockets, use of wires with tape joints shall not be accepted at work site.
- Shall ensure proper collection, storage and disposal of solid / liquid

- waste
- Staff/work force shall not smoke or resort to misuse of drugs, medicines or alcohol while on duty

B. In case of any incident like fire, gas leakage etc. due to gross negligence of the Contractor's staff/work force, gasonet reserves the right to impose penalty up to actual damage cost and or termination of work order depending upon the gravity of the situation.

C. Any breach of the HSE requirements shall be deemed by the company to be a material breach of the terms & condition of the contract. Gasonet shall be entitled to take appropriate actions including instructing the contractor to (a) remedy the breach; (b) suspend the work or (c) terminate the contract.

D. All activities shall be carried out as per gasonet documented procedures and QHSE requirements, deviation from it shall be dealt with very strictly

