

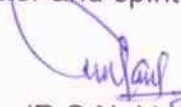
CIRCULAR

As you are aware, Management has been emphasizing the need for observing safety by all employees while on duty in the plant or at IFFCO Township, Paradeep. We are also propagating the importance of safety in all our meetings with the workers union as well as Officers Association. Regular training schedules have been made and is being continued for creating awareness amongst the employees as well as contract workers about the importance of safety. Even after all these measures, accidents are taking place and we need to curb the same and improve the safety standard in the plant and township as advised by our Hon.Managing Director in his new year speech. He has categorically stated that safety is first and production is secondary and he does not want to listen about human loss either in the plant or township, in future. For achieving this, we all have to jointly make effort and practice safety in true spirit.

In view of the above, it has been decided by the Management to strictly impose Crash Helmet for all those who are riding two wheelers in the plant and township with immediate effect. No employee will be allowed to go beyond Gate No.1 without Crash Helmet. In case of defaulters, an amount of Rs.100/- per violation will be charged, which will be recovered from the salary of the concerned employee, which may please be noted.

Further, it has also come to our notice that some of the employees are in the habit of attending duty after consuming alcohol, especially in shifts, which involves high risk on safety and could lead to accident involving not only themselves, but also the entire plant staff. Such act on the part of the employee is viewed very seriously by the Management. It has, therefore, been decided by the Management to have check of such employees, either at the gate or inside plant, and defaulters, if caught, will be either handed over to Police or initiate strict disciplinary action, including suspension/ termination of service. In addition, a team of officers including Medical officer will be moving around the plant at regular intervals to check and report such cases to the Management.

Cooperation from all employees is solicited to create safe working environment in the plant and township and improve safety of individual and plant in letter and spirit.


(R.S.Nair) 8/1/13
Dy.General Manager (HR)

CIRCULATION

All employees/Notice Boards
Sr.GM (Maint)/GMs/JGMs/SHs/
President/Secretary, IEU & IOA
Asst.Manager (C) to Sr.GM (Pdp)
Notice Boards in all Sections
Estate Section to paste the circular in all t/ship blocks