

NCPL HSE Policy



NCPL Health, Safety, and Environment (HSE) Policy

Effective from: July 16, 2025

Applicability: All NCPL construction projects across India

A. Scope and Purpose

This policy establishes the Health, Safety, and Environment (HSE) commitments, objectives, and compliance standards for all NCPL construction activities. It aims to:

- Prevent injuries, occupational illnesses, and environmental damage,
- Ensure compliance with all applicable national and state regulations,
- Promote continual improvement in HSE performance.

(Reference: Factories Act, 1948; Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996; Environment (Protection) Act, 1986)

B. Applicability

This policy applies to:

- All employees, contractors, subcontractors, and visitors at NCPL project sites,
- All site activities, including civil, mechanical, electrical, and ancillary works.

(Reference: BOCW Act, 1996; Contract Labour (Regulation and Abolition) Act, 1970; Environment (Protection) Act, 1986)

C. Legal Compliance

NCPL and its contractors must comply with all applicable HSE-related laws and standards, including but not limited to:

- Factories Act, 1948 (where applicable),
- Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 (BOCW Act),
- Environment (Protection) Act, 1986,
- The Water (Prevention and Control of Pollution) Act, 1974,
- The Air (Prevention and Control of Pollution) Act, 1981,
- Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016,
- National Building Code of India, and relevant Indian Standards (IS).

(Reference: All above Acts and Rules)

D. Health and Safety Management

1. Hazard Identification and Risk Assessment

- All work activities must be assessed for potential health and safety risks before commencement.
(Reference: Factories Act, 1948; BOCW Act, 1996; IS 14489 (Code of Practice on Occupational Safety and Health Audit))

2. Safe Work Practices

- Implement and follow Standard Operating Procedures (SOPs) and Method Statements for hazardous jobs.
(Reference: Factories Act, 1948; BOCW Act, 1996; IS 3786 – Methods for Computation of Frequency and Severity Rates for Industrial Injuries and Classification of Industrial Accidents)

3. Personal Protective Equipment (PPE)

- Mandatory provision and usage of appropriate PPE such as helmets, safety shoes, gloves, goggles, and reflective jackets.
(Reference: BOCW Act, 1996, Sec 40; Factories Act, 1948, Sec 35; IS 2925 for Industrial Safety Helmets; IS 15298 for Safety Footwear)

4. First Aid and Emergency Response

- Maintain first aid boxes at strategic locations and ensure trained first aiders are available.
(Reference: Factories Act, 1948, Sec 45; BOCW Act, 1996, Sec 39; IS 3786)
- Establish and display emergency contact numbers and evacuation plans.
(Reference: BOCW Act, 1996; National Building Code of India, Part 4)

5. Accident Reporting and Investigation

- Report and investigate all incidents, near misses, and dangerous occurrences immediately.
(Reference: Factories Act, 1948, Sec 88; BOCW Act, 1996, Sec 38; IS 3786)
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E. Occupational Health

1. Medical Examinations

- Pre-employment and periodic medical examinations for workers exposed to hazardous conditions.
(Reference: Factories Act, 1948, Sec 87; BOCW Act, 1996, Sec 39)

2. Welfare Facilities

- Provide clean drinking water, sanitation, washing, rest areas, and crèche (where required) on site.
(Reference: Factories Act, 1948, Sec 18, 19, 20, 42, 48; BOCW Act, 1996, Sec 32-35)

3. Control of Hazardous Substances

- Safe handling, storage, and disposal of hazardous chemicals and materials.
(Reference: Environment (Protection) Act, 1986; Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016; Factories Act, 1948, Sec 41B)
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F. Fire Safety and Emergency Preparedness

1. Fire Prevention and Control

- Install and maintain fire extinguishers, alarms, and emergency exits.
(Reference: *Factories Act, 1948, Sec 38; BOCW Act, 1996, Sec 38; National Building Code of India, Part 4*)

2. Emergency Drills

- Conduct periodic mock drills for fire, medical, and evacuation emergencies.
(Reference: *Factories Act, 1948, Sec 41B(4); BOCW Act, 1996; IS 18001/OHSMS*)
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G. Environmental Management

1. Waste Management

- Segregate, collect, and dispose of construction and hazardous waste as per law.
(Reference: *Environment (Protection) Act, 1986; Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016*)

2. Pollution Prevention

- Prevent air, water, and soil pollution by implementing controls on dust, noise, and effluent.
(Reference: *Water (Prevention and Control of Pollution) Act, 1974; Air (Prevention and Control of Pollution) Act, 1981; Environment (Protection) Act, 1986*)

3. Conservation Measures

- Promote resource efficiency: minimize water, electricity, and material wastage.
(Reference: *Environment (Protection) Act, 1986; National Building Code of India*)
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H. Roles and Responsibilities

1. Management Responsibilities

- Ensure full implementation and monitoring of this HSE Policy at all levels.
(Reference: *BOCW Act, 1996, Sec 44; Factories Act, 1948, Sec 7A*)

2. Worker Responsibilities

- Follow all safety instructions, use PPE, report unsafe acts, and participate in HSE trainings.
(Reference: *BOCW Act, 1996, Sec 44; Factories Act, 1948, Sec 111A*)

3. Safety Officer

- Appoint a qualified Safety Officer at every site above the statutory threshold.
(Reference: *BOCW Act, 1996, Sec 38; Factories Act, 1948, Sec 40B*)
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I. Training and Awareness

- Provide induction and periodic HSE training to all workers and staff.
(Reference: *BOCW Act, 1996, Sec 39; Factories Act, 1948, Sec 111A; IS 18001/OHSMS*)
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J. Audits, Inspections, and Continuous Improvement

- Conduct regular HSE audits and workplace inspections.
(Reference: *BOCW Act, 1996, Sec 43; Factories Act, 1948, Sec 7A; IS 14489*)

- Review policy and practices annually or after any major incident.
(Reference: IS 14489; IS 18001/OHSMS)
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K. Incident Management and Non-Compliance

- Promptly investigate all incidents and implement corrective actions.
(Reference: Factories Act, 1948, Sec 88; BOCW Act, 1996, Sec 38)
 - Non-compliance may lead to disciplinary action, penalties, or contract termination.
(Reference: BOCW Act, 1996; Factories Act, 1948; Environment (Protection) Act, 1986)
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L. Annexure: Key Acts & Standards Referenced

- Factories Act, 1948
 - Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996
 - Environment (Protection) Act, 1986
 - Water (Prevention and Control of Pollution) Act, 1974
 - Air (Prevention and Control of Pollution) Act, 1981
 - Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016
 - National Building Code of India
 - Indian Standards: IS 14489, IS 3786, IS 2925, IS 15298, IS 18001/OHSMS
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Approved By:

NCPL Management

Date: 16 July 2025

Next Review: July 2026 (or earlier, if required by law)
