

# **SAFETY, HEALTH AND WELFARE**

**IMPORTANCE AND BEST PRACTICE**

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**SAFETY**



**CAUTION**

**SAFETY  
GLASSES  
REQUIRED**



**⚠ DANGER**

**Hazardous  
voltage.**

Contact will cause  
electric shock or  
burn.

Lockout/tagout  
before servicing.



**⚠ CAUTION**

**Primary RF  
Warning**

PPE to Wear, Safety  
Precautions to Take



**SLOW  
SCHOOL  
ZONE**



**DRIVE  
SAFELY**

**⚠ CAUTION**

**Floor  
slippery  
when wet.  
Step carefully.**



**Wood Working  
Safety Tips**



Always wear the following safety equipment:  
• Eye Protection  
• Hearing Protection  
• Dust Mask  
• Hand Protection  
• Foot Protection



**Please Do Not  
SMOKE**

**Near Our Gas Pumps**



**Your life may not be  
worth much,  
but our gas is.**

# COCA COLA

- **Success depends on safety of our workers, visitors to our operations, and public.**
- **Working with bottling partners to help to ensure health and safety risks are minimized for their employees and contract workers.**
- **Decrease in lost time incident rate by 1.7 in 2015**
- **Works on improvement on security procedures to identify and minimize the risks due to armed robberies.**
- **The coca cola operating requirements (KORE) as global base line**

# COCA COLA

The Quality, Safety & Environment (QSE) capability team has implemented several programs designed to improve operational performance:

- *The QSE Professional Excellence Program*
- *The QSE College*
- *The QSE Competency Model* is a tool to assess job-specific knowledge, skills and behaviours. The model indicates the QSE proficiency required for a specific role and for QSE professionals across the value chain.



# MANDATORY SIGNS

Wear eye protection  
must be worn  
in this area

Wear safety boots  
must be worn  
in this area

Half face respirator  
must be worn  
in this area

Ear protection  
must be worn  
in this area

Breathing  
apparatus  
must be worn

Wear safety  
helmet  
must be worn

Switch off  
when not  
in use

Prohibitory  
must use  
this route

Please  
show your  
permit card

Prohibitory  
must not  
enter this  
area

Use  
guards

Visions  
must be  
worn

Dust mask  
must be worn

Wearing eye  
protection  
must be worn

Wear  
earplugs  
when working

Guard  
must be in  
position  
when working

Stack  
correctly

Explosive  
keep door  
locked

Wear  
protection  
suite

Loose hair  
must be  
tied back

All  
cylinders  
must be  
capped

Wear hat  
and face  
shield  
must be worn

Anti static  
gloves  
must be worn

Foot wash  
must be  
used

Respirator  
must be  
worn

Welding  
mask  
must be worn

Aisle  
must be  
kept clear

Use anti  
static  
shoes

Wear  
laboratory  
coat

Hair  
must be  
contained

All  
cylinders  
must be  
capped

Use  
forklift  
only

Connect  
an earth  
terminal to  
the circuit

Use anti  
corrosive  
boots

Wear all  
eye protection

Apron  
must be  
worn

Wear  
safety  
harness

Safety  
helmet  
with flashlight  
must be worn

Use  
handrails

Wear  
safety  
belts  
at all times

# MANDATORY SIGNS

## CONSTRUCTION



**SAFETY HELMET  
MUST BE WORN**



**DUST MASK  
MUST BE WORN**



**HIGH VISIBILITY VEST  
MUST BE WORN**



**PLEASE ATTACH  
YOUR ID CARD**



**SAFETY GOGGLES  
MUST BE WORN**



**BLIND INTERSECTION  
SOUND HORN !**



**FOOT PROTECTION  
MUST BE WORN**



**PEDESTRIANS  
ACCESS**

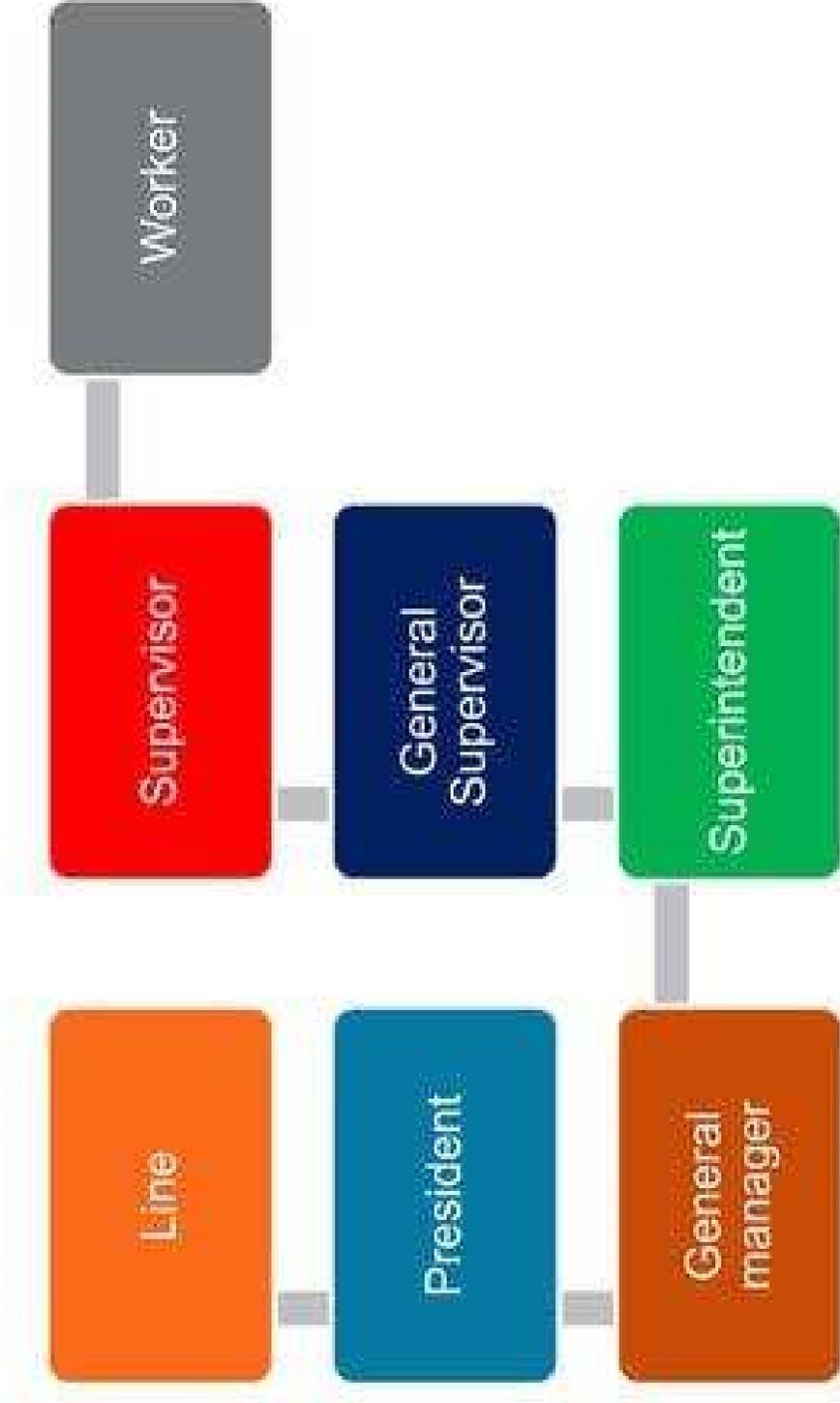


**HAND PROTECTION  
MUST BE WORN**



**ALL DRIVERS AND VISITORS  
MUST REPORT TO SITE OFFICE**

# RESPONSIBILITY



# **SAFETY IN INDIA**

- 1. Fencing of machinery**
- 2. Striking Gear or device for cutting off power**
- 3. Lifting Machines, Tackles, Chains and Ropes**
- 4. Excessive weights**
- 5. Precautions Against Dangerous Fumes**



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# SAFETY PROGRAMME

1. Safety Organisation
2. Safety Engineering
3. Safety Education and Learning
4. Safety Contest
5. Disciplinary Actions
6. Accident analysis and Tabulation

*Please*



**NO  
SMOKING  
ON PREMISES**

**Smoking Outside  
In Designated  
Area Only**

*Thank You For Your Cooperation*  
Rivertown Senior Apartments

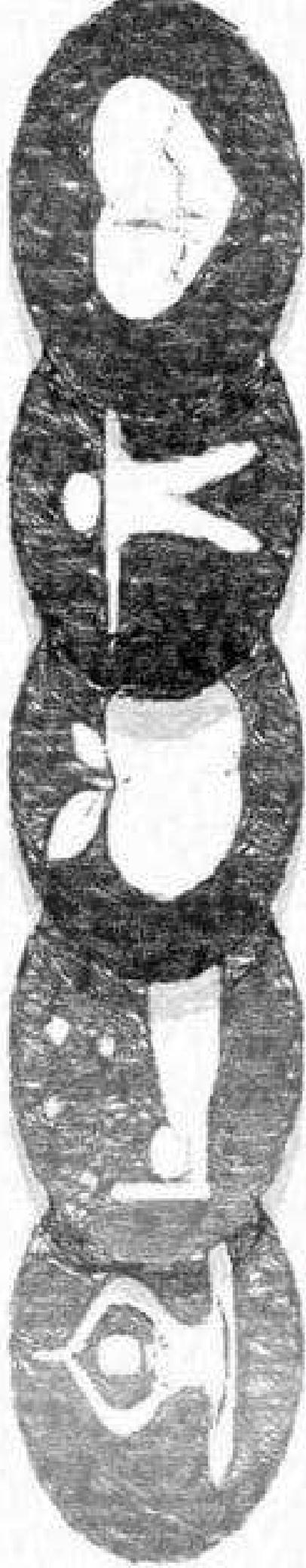


HEALTH

# HEALTH

According to W.H.O

“ a state of complete physical, mental and social well being and not merely the absence of disease or infirmity”



**PREVENTION  
IS  
BETTER THAN  
CURE**



# IMPORTANCE TO INDUSTRIAL HEALTH

1. Reduce the hazard.
2. Improve the workers health.
3. Reduce absenteeism.
4. Increase productivity.
5. Reduction in the Labour Turnover.
6. Improve Moral
7. Healthy work environment



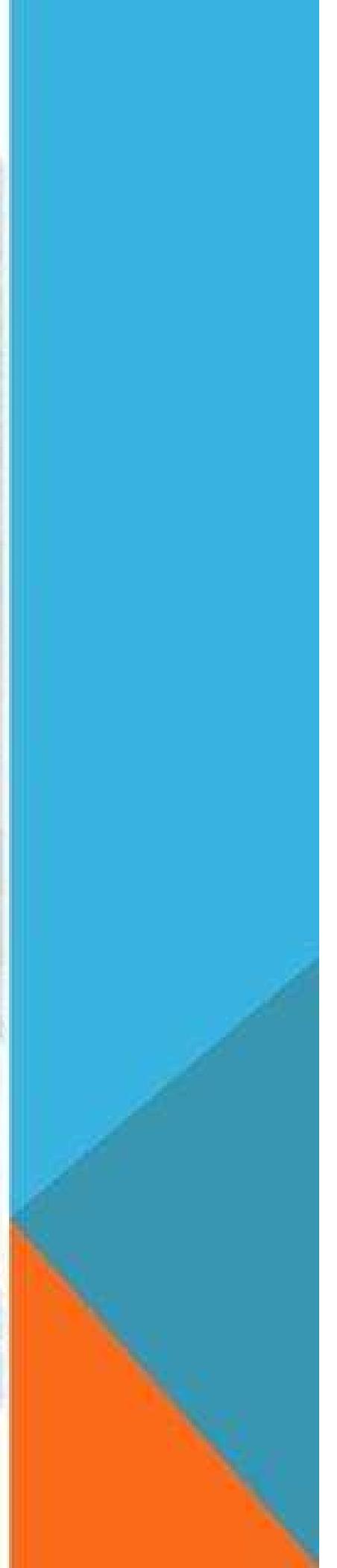
# COCA COLA

## HIV/AIDS POLICY STATEMENT:

- To reduce the risk of infection to employees and their family through education.
- Contribution to the provision of antiretroviral drugs for affected staff and their family in the country.

## PURPOSE

- To create awareness on HIV/AIDS and educate staff.
- To provide guidance on such issues.



# STATUTORY PROVISIONS UNDER THE FACTORIES ACT, 1948

1. Cleanliness
2. Disposal of waste
3. Ventilation and temperature
4. Dust and fumes
5. Lighting
6. Over crowding
7. Drinking Water
8. Urinal
9. First aid appliances

## PAIN IN THE NECK



Shoulder,  
arm, hand  
or fingers?

You could have an  
Upper Limb Disorder  
(ULD)

ULDs can be  
caused by:

- repetitive work
- poorly held tools/equipment
- uncomfortable working posture
- using equipment or machinery badly

**If your work is becoming  
a pain, please talk to  
your manager**

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## **INDUSTRIAL HEALTH PROGRAMME**

- 1. Physician**
- 2. Emergency care**
- 3. First aid treatment**
- 4. Post employment Medical examination**
- 5. Information and education services**
- 6. Medical records**
- 7. Medical officer**
- 8. Isolation of infected employee**





WELTFAHRE

## WELFARE

**Scheme of labour welfare may be regarded as**

**“a wise  
investment”**



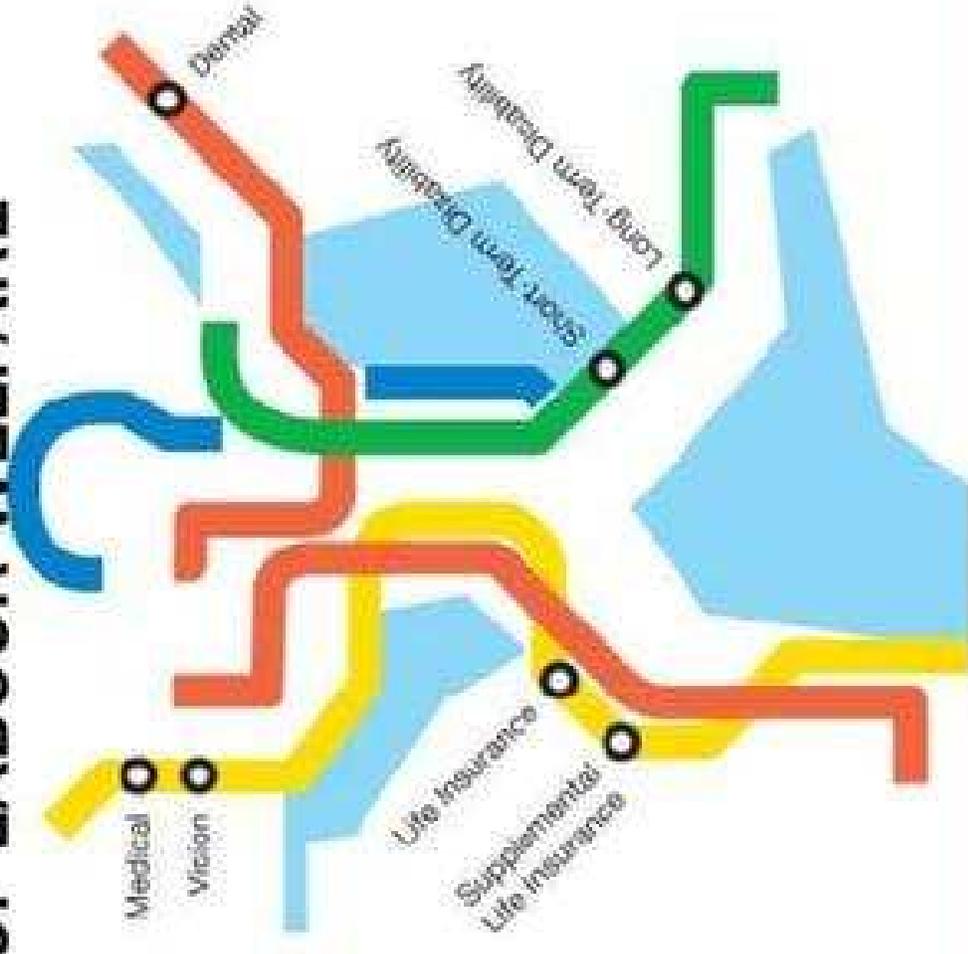
# AIMS AND APPROACHES OF LABOUR WELFARE

1. Partly humanistic
2. Partly economic
3. Partly civic

Welfare activities termed as 'statutory', 'voluntary' and 'mutual'.

Intra mural activities

Extra mural activities

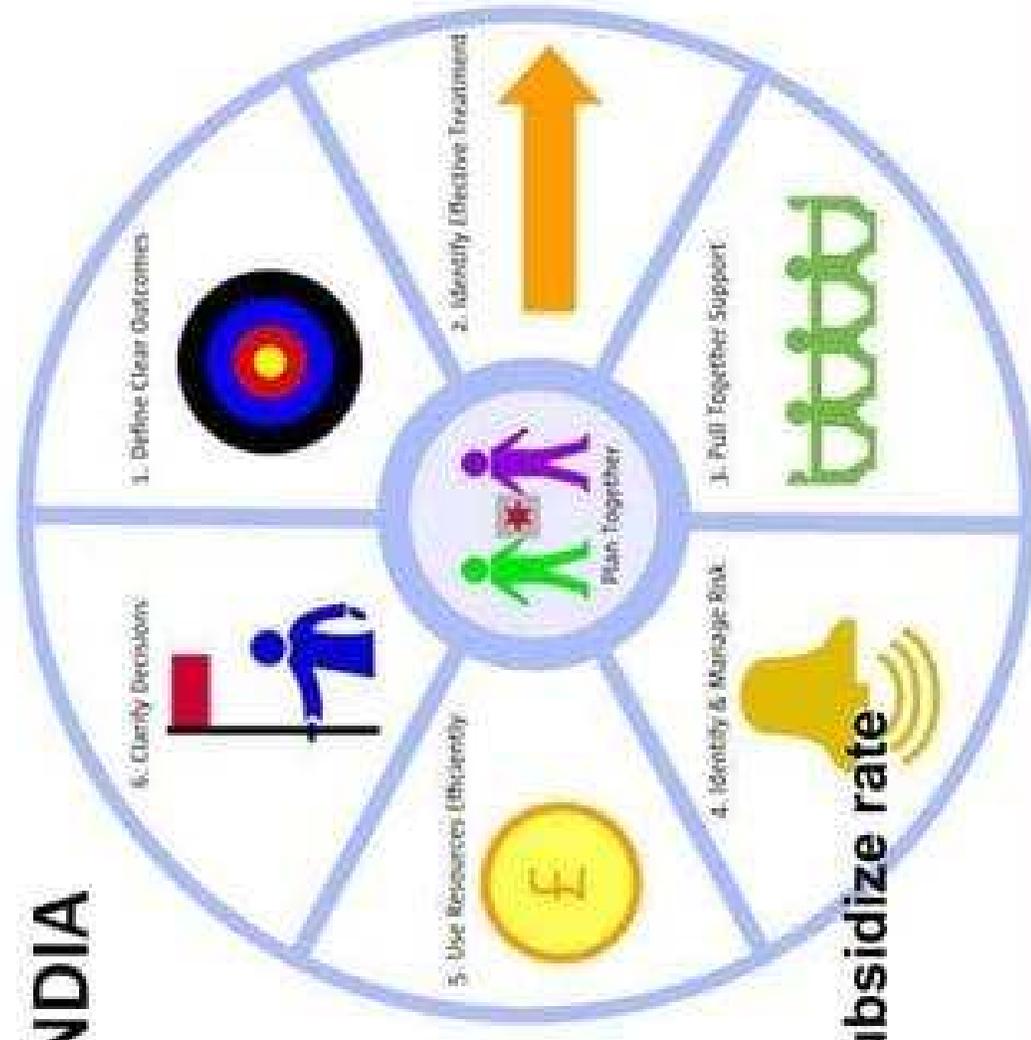


## **TECHNIQUES OF LABOUR WELFARE WORK**

- 1. Treat labour and his family as one unit.**
- 2. Activates should be simultaneous with each other**
- 3. No activity should receive greater attention than other**
- 4. Full cooperation and consent from workers**
- 5. Welfare officer should be in charge of welfare functions**
- 6. Workers participation in planning and carrying out welfare schemes**

# LABOUR WELFARE IN INDIA

1. Educational facilities
2. Transport facilities
3. Recreational facilities
4. Housing facilities
5. Medical facilities
6. Sex Education
7. Fitness clubs
8. Provide quality meals at subsidize rate
9. Motivational Programmes



# COCA COLA

## Employee benefits:

### 1. Health and welfare

Medical (inclusive vision), dental, accidental death and Dismemberment, Group Life, Insurance, Dependent Life Insurance, Flexible spending account, business travel accident insurance, short term disability, long term disability, survivor's benefits program with confidential counselling services.

### 2. Protection from unexpected

Medical and dental coverage for eligible dependents, including same sex domestic partners, and on site medical services clinic at the company headquarters office.

### 3. Workplace

A workplace that includes a diverse, inclusive and fair environment, specialized employee affinity groups, a commitment to training, a mentoring program to broaden employees network and resources, vacation purchases program, and business casual attire.

# COCA COLA



## 4. Lifestyle :

Adoption assistance and quality of life benefits including paid vacation and holidays, flex time, job sharing, telecommunication and local health club discounts.

## 5. Financial

- Reward and recognition
- Educational benefits that include reimbursement and a renewable undergraduate scholarship.
- Discounts and Conveniences that include automobile discount plan.
- Voluntary retirement plans.

# COCA COLA

## Encouraging Opening Communication:

- Such information provides :
  - Valuable information
  - Increase awareness
  - Promotes business strategies
  - Shares successes and opportunities
  - Solicits employee opinions



## CONCLUSION

# SAFETY

is

# EVERYONE'S RESPONSIBILITY!