



JSW Jaigarh Port Limited

HSE Code of Conduct - 2021

1. **INTRODUCTION**

This *HSE Code of Conduct - 2021* deals with the precautions to be taken during contract / construction activities at **JSW PORTS** by all Contractors, their employees and sub-contractors for Health & Safety of their personnel, Safety of their Equipment and protection & conservation of Environment. This QHSE Code shall be followed in addition to shall comply with the "Safety & Engineering Practices" as set forth in the Indian Safety Laws, Regulations and ordinances as well as the established safety rules and practices and the Dock workers (safety, health & welfare) Act/rules, the Indian Electricity Act/Rules, Indian Explosives Act/Rules, Environment Act/Rules, E.S.I Act, Workmen Compensation Act, Payment of Wages Act, Contact Labour (Regulation & Abolition Act) relevant applicable statutory requirements of Central State of relevant location / the District where the site of the work is situated. The Contractor shall also follow the concern QHSE guidelines during the work and give first priority to the personnel safety. The Contractor shall be responsible for all mishaps at site arising out of work such as accident / fire or other loss making he has to ensure and adhere the best Industrial Safety norms at site by giving proper regards to the consideration for:

- a) Health and Safety of its employees and all other persons who may be affected directly or indirectly by its activities.
- b) The protection of its assets is ensured.
- c) The National environment and local amenities"

2. **JSW SAFETY CRITICAL RULES**

- 1) Work Authorization: Work with Valid Permit
- 2) Work at Height: Protect yourself against a fall when working at height. Authorization required to work above 1.8 meter.
- 3) Confined space: Obtain valid authorization before entering a confined space.
- 4) Energy Isolation: Follow the Lock out / Tag out procedures
- 5) Hot Work: Permit required and identify ignition source.
- 6) Safety Controls: Obtain valid authorization before over riding safety critical equipment.
- 7) Driving Safety: Speed limit 20 km / hr. Use of Seat belts by driver & passengers.
- 8) Incident Reporting: Report all work place incidents & injuries.
- 9) Safe Lifting: Do not walk or stand under suspended load.
- 10) No Alcohol / Drugs / Smoking: Do not work or drive under the influence of alcohol & drugs and do not smoke in premises.

3. **OBJECTIVE**

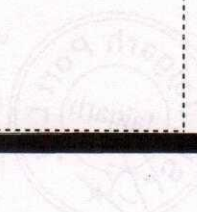
To provide guidelines in maintaining Quality, Health, Safety & Environment consciousness of all contractors working for the Company

4. **SCOPE**

These guidelines shall apply to all contractors working in the JSW INFRA premises, including but not limited to construction and maintenance workers, driving, security, and janitorial.

5. **DEFINITIONS AND ABBREVIATIONS**

ANSI	American National Standard Institute
BS	British Standard
JHA	Job Hazard Analysis
JSA	Job Safety Analysis





JSW Jaigarh Port Limited

HSE Code of Conduct - 2021

- ✓ PPE Personal protective Equipment
- ✓ QHSE Quality Health Safety & Environment
- ✓ TBT Tool Box Talk

6. BASIC REQUIREMENT

- a) Induction training: As per JSW guidelines all Contract workforce to undergo 05 days Induction Training Session on JSW Guidelines. The Contractor shall impart proper Safety Induction Training to all his workmen and ensure no new Contract workmen shall be deployed at site without getting the necessary Safety Training on following JSW Standard.

Personal Protective Equipment	Working At Height
Permit to Work	LOTO
Confined Space	L & H Material Handling Safety
Electrical safety	Incident Investigation
Conveyor Safety	Contractor Safety Management
Safety Observation	Machine Guarding

b) PPE's Policy / Guidelines:

- I. The Contractor shall provide all necessary PPE's (Personnel Protective Equipment's) as per JSW standards to their workforce & ensure no one is allowed to work without wearing mandatory PPEs safety shoes, HVJ, safety goggles & safety helmet including job specific PPEs.
- II. Contractor shall ensure no one is allowed to work without wearing Full body harness and anchoring the lanyard of safety belt to firm support and safety life line as per job requirement, while working at or more than 1.8-meter height.
- III. If mandatory PPEs compliance are not met for specific job, then the work should be stopped / worker to be removed from work site.
- IV Contractor shall provide below PPEs to workmen / deputies,
 - i. Orange color safety helmet made with fiber reinforced plastic (F.R.P) as per IS: 2925.
 - ii. Safety shoes as per IS 10348:1982/ IS 5852 for work men.
 - iii. Safety shoes as per IS 111225:1985 for work women.
 - iv. Gum boots of standard make with full ankle should be provided while working waterlogged areas.
 - v. Ear muffs/ear plugs, safety goggle, nose mask, leather hand gloves, face shield, leg guard as per the work and working area requirement,
 - vi. Safety belts, fall arresters as per IS 3521:1999 should be provided for work men working at heights.
 - vii. Shoes, gloves, aprons, jeans jacket, cotton pant & cotton shirt for working in hot/Furnace areas.
 - viii. Based on availability, following Safety tools & PPEs will be supplied by JSW on chargeable basis, as per requirement;
 - ix. Fall arresters for working at heights
 - x. PP life line for fall arresters.





JSW Jaigarh Port Limited

HSE Code of Conduct - 2021

- xi. Retractable fall arrester.
- xii. Safety net.
- xiii. Safety helmet
- xiv. Safety shoes
- xv. Safety HVJ
- xvi. Safety goggles
- xvii. Cotton hand gloves
- xviii. Ear plug
- xix. Rain coat with installed reflective tape

V. Apart from the aforesaid Personnel protective clothing and equipment shall meet the following classification: -

Coveralls	BS 5426
Flameproof Industrial Wearing (NOMEX)	BS1547
Clothes Used by welders	BS2653
Head Protection	ANSI Z 89.1/BS 2826
Eye and Face Protection	ANSI Z 87.1/BS 2092
Foot protection, for normal work for electrical work for oil sludge	BS 1870 BS 5451 BS 5145 & 6159
Dust Respirators	ANSI.Z 88.2/BS 4555
Hearing Protection	BS 6344
Safety Belts, Harness and Lines	BS 1397
Safety Nets	BS 3913

V The Contractor shall provide all necessary PPE's (Personnel Protective Equipment's) as per JSW standards to their workforce & ensure no one is allowed to work without wearing mandatory PPEs **Safety Shoes, High Visibility Jacket (Orange) , Safety Goggles & Safety Helmets (FRP)** including job specific PPEs. Colour of helmets as per JSW Standard is as follows:

Yellow	BPO / Associates
Orange	Contractors
Green	Safety Professionals
Red	Incident Controller
White with Red Cross	Medical Employees
Yellow with Dome Shape	Firemen
White with Visitor label	Visitors

NOTE:

- NO OTHER COLOUR OF HELMET WILL BE ALLOWED
- BLUE COLOUR HELMETS WILL NOT BE USED BY ANY ONE OTHER THAN JSW EMPLOYEES.

JOB SAFETY ANALYSIS or HIRA /JOB HAZARD ANALYSIS

A job safety analysis (JSA) is a procedure which helps integrate accepted safety and health principles and practices into a particular task or job operation. In a JSA, each basic





JSW Jaigarh Port Limited

HSE Code of Conduct - 2021

step of the job is to identify potential hazards and to recommend the safest way to do the job. Other terms used to describe this procedure are job hazard analysis (JHA) and job hazard breakdown. The contractor shall carry out a thorough JSA / JHA of the Job to be carried out and report of same to be submitted to concerned department for approval in following format:

S. No.	Activity	Hazard	Control Measure	Remarks

D) WORK PERMIT SYSTEM:

- a) The Contractor shall adopt the JSW site specific Permit-to-Work-System. The Contractor shall ensure that its supervisors and others are fully conversant with JSW standard for Permit - to - Work (PTW), which are of two types
 - I. Hot
 - II. Cold
- b) Rest other will be in the form of certificates which will be attached with Permits on required basis
 - a. Lock out / Tag out (Energy Isolation) Certificate.
 - b. Heavy Lift Certificate
 - c. Scaffolding Certificate
 - d. Excavation Certificate
 - e. Confined Space Entry Certificate
 - f. Radiography Certificate
 - g. Electrical Certificate
 - h. Diving Certificate and Marine clearance
 - i. Work at Height Certificate
 - j. Road Closure certificate
- c) Work System which is applicable in all restricted and unrestricted areas. For working in the operating Port the Contractor must take work permit from the **Performer Department** and subsequent approvals shall be sought from other departments to avoid any communication gap. Such work Permit shall be valid for the period, mentioned in Permit (one shift) from the time of issue based on site specific policies. Site supervisor / Permit holder is responsible for but not limited to the following:
 - I. Continuous availability of at least one suitable fire extinguisher in good working condition at job site while carry outdoing hot work.
 - II. All gas cutting sets are provided with flash back arrestors at both ends and all electrical equipment, welding machines, drill machines are equipped with ELCBs/MCBs of proper ratings.
 - III. Proper plug taps are used while tapping the power from electrical socket.
 - IV. To immediately stop the work in case of any emergency and noncompliance of safety in any manner.
 - V. To maintain good Housekeeping during the work & after completion of job.
 - VI. The Contractor shall always use good quality equipment like Welding lead, Dial-gauge, Hose pipe, and Electrode holder, welding machine, lifting tools and tackles, sling, extension cord, plugs, welding gloves, mask, goggles etc. for the job in good working condition.





JSW Jaigarh Port Limited

HSE Code of Conduct - 2021

- VII. The Contractor shall use industrial gas cylinders and ISI marked valves only and follow all rules and regulations related to Gas Cylinder storage & applicable.
- VIII. All step rods must be as per ISI standard to ensure for safe climbing.

D) TOOL BOX TALKS / SAFETY WALKTHROUGHS

- I. The Contractor shall ensure adequate supervision at each work place. Tool Box talk culture to be encouraged and documented. They have to ensure that all persons working under them shall not create any hazard to self or co-workers & any deviation will be liable to suffer punitive actions mentioned in **Section 3.7** of same document.
- II. Joint Safety walkthrough with JSW rep. to conducted every fortnight within their site and report to be submitted to respective JSW department.

E) TRAINING

- I. Apart from Contractor's in house training sessions, Contract work force to undergo all the training sessions recommended by JSW and also to produce a monthly / quarterly/annual training programme for their workers for their site specific jobs, and needs to be exercised as per frequencies mentioned.
- II. Contractor to participate in any of the drill / exercise / training session conducted by JSW INFRA (if directed by JSW Port management to do so) and to extend full cooperation.

F) INCIDENT / NEAR MISS REPORTING

All the accidents / Incidents / Near Miss to be reported to JSW INFRA Contact person & HSE department on appropriate site specific format.

G) EMERGENCY RESPONSE PLAN & ITS EXECUTION:

Contractor must have their ERP considering all site specific situations which are expected to take place at location and submit to site specific JSW HSE Department. In addition the Contractor shall follow the JSW INFRA's (site specific) Contingency Plan and Emergency Procedures during the period of the work and shall ensures that its staff are fully familiar with the use and location of the essential emergency equipment, such as breathing apparatus, life jackets, fire extinguishers, fire hoses etc.

H) THE USE OF ANTI SPARK TOOLS & LIGHT METAL ALLOYS IN HAZARDOUS ZONES (ZONE 0,1 &2)

- a) Ignition of gas-air mixtures can occur as a result of impact or rubbing of metals. Impact between light metal alloys and metals having an oxygen containing surface, (rust, painted with red lead) can produce sparks of high energy due to the thermite reaction, which may ignite a flammable mixture.
- b) As a safety precaution, light alloy ladders, scaffolding & metal tools shall not be used in Zone 1 hazardous areas.

I) CYLINDER IDENTIFICATION





JSW Jaigarh Port Limited

HSE Code of Conduct - 2021

a) STORAGE OF CYLINDERS

- i. Cylinders shall be stored with due regard to fire hazard and properly capped. No flammable materials shall be stored on the site with them, or in the immediate vicinity. Cylinders must be kept at a safe distance from any heat source.
- ii. Cylinders shall be stored in such a manner that they can be readily removed in the event of fire. They shall be adequately secured to prevent falling over.
- iii. Oxygen cylinders and their fittings, including hoses, shall not be stored, in such a place or used in such a manner that they shall come into contact with oil, grease, live electrical apparatus or sparks.
- iv. Oxygen, Acetylene, Hydrogen, Propane, etc. cylinders shall be stored in separate areas.
- v. The transportation of any gas filled cylinder shall always be in a proper rack.

b) HANDLING AND MOVEMENT OF CYLINDERS

- I. Cylinders of Oxygen, Propane and dissolved Acetylene shall not be subjected to rough usage, or excessive shock, or used as rollers, or supports.
- II. Cylinders shall not be dropped from a height. A proper carriage, or platform and not a sling, shall be used for moving cylinders, whether empty or full.
- III. When cylinders are being transported, they shall be loaded and firmly wedged to prevent violent contact when the vehicle moves. Oxygen cylinders shall not be transported on trucks together with Hydrogen, Acetylene or LPG cylinders. On no account shall cylinder trolleys be towed by motor transport.

c) COLOUR CODING OF GAS CYLINDERS

- I. Gas cylinders shall be color coded in accordance with BS 349 i.e.
- II. OXYGEN - Black,
- III. ACETYLENE - Maroon;
- IV. NITROGEN - Gray Body with Black Top;
- V. PROPANE - Bright
- VI. Red; BUTANE - Blue;
- VII. HYDROGEN - Red.
- VIII. Full and empty cylinders must be clearly distinguished and stored apart.

7. MISCELLANEOUS

- a) The Contractor shall impart proper Safety Induction Training to all his workmen and ensure no new Contract workmen shall be deployed at site without getting the necessary Safety Training by Safety Personnel.





JSW Jaigarh Port Limited

HSE Code of Conduct - 2021

- b) The Contractor shall ensure workmen of age 18 years or above only are deployed.
- c) The Contractor to ensure adequate supervision at each work place. They have to ensure that all persons working under them shall not create any hazard to self or co-workers & any deviation will lead to penalty.
- d) The Contractor shall always use good quality equipment like Welding lead, Dial - gauge, Hose pipe, and Electrode holder, welding machine, also ensures that lifting tools and tackles, sling, lifting equipment are properly certified. Extension cord, plugs, welding gloves, mask, goggles etc. for the job in good working condition.
- e) The Contractor shall use industrial gas cylinders and ISI marked valves only and follow all rules and regulations related to Gas Cylinder storage, handling & applicable.
- f) Contractor shall ensure no one is allowed to work without wearing Full body harness with double lanyard and anchoring the lanyard of safety belt to firm support preferably at Sheller level and safety life line as per job requirement, while working at or more than 1.8 meters & above.
- g) The Contractor to get the medical examination of all workforces who shall work at heights & ensure that all workforce must go under the vertigo test prior to deputing them for working at heights.
- h) Workmen while moving at heights from one work place to other work place the provision of life line to be made and diligently used to protect them from falling.
- i) The workman / supervisor must ensure that the Ladder / working platform or any relevant arrangement must comply with JSW Standard before taking it into use.
- j) All ladders must be as per ISI standard to ensure for safe climbing and no make shift arrangements / non standardized ladders to be eliminated from sites.
- k) Liquor / alcohol carrying or consumption inside Port premises shall be strictly prohibited.
- l) The Contractor must ensure that when any of his workmen goes up or comes down the places at height, he shall not approach any electrical live line (must ensure overhead line clearance up to 12ft) or any such installation and equipment.
- m) No work is to be carried out while anyone working below or over Gangways & Roads unless all precaution are taken to ensure the safety of persons and property. Required permits (road closure) as applicable must be obtained.
- n) The Contractor has to ensure that his workmen do not operate Company's crane, Ship Unloader, Conveyors and other Cargo handling equipment including hoist & Lifts or Vehicle without permission from competent authorities.





JSW Jaigarh Port Limited

HSE Code of Conduct - 2021

- o)** While handling sample of Cargo, the Contractor, its supervisor and / or workmen must read & strictly follow the safety instructions as written in material safety data sheet (MSDS) & proper Safe operating procedure (SOP).
- p)** All the electrical tools to be used by the Contractor shall be ISI mark with proper insulation & must be inspected by a competent person.
- q)** Special care must be taken while connecting or disconnecting electrical hand tools in plug socket of electrical points. The Contractor must not use tools having damage plug and defective extension cords. Standardized Earthing connection on equipment shall be ensured by the contractor, while using electrical energy for his equipment, because Earthing connection protects the user from electric shocks. It is essential to install suitable earthing connection to the body of electrical hand tools/Appliances/Welding sets etc. and Electrical Circuit Breakers.
- r)** The Tie rods, Wire ropes, Wire Slings, Chains, etc. which are to be used for holding / lifting of any material shall be of standard capacity and must be tested regularly for its condition and life. The Contractor must have the valid test certificates for their lifting tools and tackles and produce same to JSW officer as and when required.
- s)** The Contractor must ensure that only JSW Approved type of machines are used for transporting the goods within Port Premises. HYDRA MACHINE are not permitted with in JSW premises.
- t)** All Transport vehicles including goods carriers shall have a valid Registration, Insurance & PUC (Pollution under Control) Certificate and the driver must have the valid driving license.
- u)** The transport vehicle shall be in good condition and speed of the vehicle shall be maintained below 20 Km/hr. inside Port premises. The Parking Light, Reverse horn, Brake Light, Rear & Front Lights and Horn must be in working condition all the times.
- v)** Drivers of all Dumpers / Trucks / Trailers / Goods carrier transporting any cargo within Port Premises shall cover his vehicle with tarpaulin & observe at all times all the precaution necessary, for preventing dust generation and more spillage at road site.
- w)** No person shall smoke in the Port premises.
- x)** No person shall carry matches, fuses or other appliances capable of producing ignition or explosion in diesel/oil storage.
- y)** No Contractor and his Supervisor or his workmen is to use any explosive chemicals and materials to avoid any Fire & Explosion for any work inside JSW Jaigarh Port Ltd / JSW Infrastructure Ltd.
- z)** The Contractor has to ensure that his workmen shall only use Port's electrical power for any purpose with consent of competent authorities.





JSW Jaigarh Port Limited

HSE Code of Conduct - 2021

- aa)** To ensure effective enforcement of the rules and regulations relating to safety precautions, the arrangements made by the Contractor shall be open to inspection by the Safety officer of JSW.
- bb)** The Contractor shall take all safety precautions and provide adequate supervision in order to do the job safely and without damage to equipment.
- cc)** The Mechanical / Electrical / Operation department would take necessary shutdowns wherever there are hazards of conveyors, electricity, moving machinery, hoppers, Cranes , barge loader / unloaders etc. The Contractor shall ensure that the shutdown / clearance are taken before sending workers in such locations.
- dd)** An operation at Port is being monitored by the Safety officer / Shift in charge. They are empowered to stop any work or process if found being undertaken in a hazardous manner.
- ee)** Horse play is completely prohibited at workplace. Running / man handling at the site is completely prohibited.
- ff)** The Contractor shall ensure that all unsafe condition and/or unsafe acts identified by his workmen shall be informed to JSW site in charge immediately.
- gg)** The Contractor shall ensure that all major, Minor accidents & near misses be reported to JSW shift in-charge / or safety officer.
- hh)** The Contractor shall ensure that no material shall be thrown from the height & shall only be lowered using proper arrangement / method.
- ii)** All workmen working within Port Premises and marine crew travel at Port premises shall wear mandatory PPEs (Safety shoes, Safety goggles, Safety helmet & High Visibility Jackets) as per JSW Group Policy.
- jj)** The Contractor shall ensure that no workman moves below a working equipment and suspended load.
- kk)** The Contractor shall not remove safety guard from dangerous moving parts of portable/fixed machinery without obtain permit.
- ll)** The Contractor shall comply with all environment protection requirements.
- mm)** Contractor shall organize for certification of competent authority and legal licensing requirement if any for tools and tackles etc. being used for the work under this contract.

8. Site clearance - In the course of carrying out the PO, the Contractor shall keep the Site reasonably free from all unnecessary obstruction, store or remove any surplus materials, clear away any wreckage, rubbish or temporary works from the Site, and remove any Contractors Equipment no longer required for execution of the PO.





JSW Jaigarh Port Limited

HSE Code of Conduct - 2021

9. After Completion of all parts of the Facilities, the Contractor/vendor/service Providers shall clear away and remove all wreckage, rubbish, debris and surplus material of any kind from the Site, and shall leave the Site and Facilities clean and safe. Final bill be processed by the EIC with their certification of the same.
10. Housekeeping should be maintained always at site throughout the work of operation or projects.
11. Documents Requirement: Contractor has to be submitted the following documents:
 - I. NO Issue Certificates while submitting the RA bills.
 - II. NO Claim Certificates while submitting Final bills
 - III. Two copies of the PO's with above mentioned certificates
 - IV. Invoice.
 - V. Material should accompany necessary original GST Invoice-Original for Recipient & Duplicate for Transporter (DFT). In case invoices, both original for recipient & Duplicate for transporter is not received along with material then the said material will not be accepted by us.
 - VI. Any reduction in Supplier's input cost due to implementation of GST shall be passed on to us.
12. Contractor shall comply with all the Central, State Laws and Rules such as but not limited to the Contract Labour (R & A) Act, 1970, Payment of Wages Act, 1936, Provident Fund Act, The Minimum Wages Act 1948, Workmen Compensation Act 1923, etc.
13. Any obligation, financial or otherwise, imposed under any statutory enactment rules and regulations there under shall be the sole responsibility of the Contractor.
14. It has been clearly agreed upon between ourselves that any person employed by you directly or otherwise shall be under your supervision and control and we are in no way connected or concerned with them.
15. You shall take exhaustive Insurance Policy (under the relevant legislations) from a reputed Insurance Company, ensuring there under all your employees (present & future) against all the possible risk (fatal or otherwise), which your employees may be subjected to during the course of the employment with you at our site.
16. Labor License or any other permission(s) from any other authority (i.e.) if applicable will be obtained by you upon executing this agreement.
17. Necessary insurance cover for the equipment's deployed by you under this contract shall be taken by you and no claim on this account shall be entertained by JSWJPL/JSWIL.
18. In case disputes are not settled through arbitration, the same shall be referred to the court. The court of jurisdiction shall be at Mumbai only.
19. **DISCIPLINARY ACTIONS:**
Liquor / alcohol carrying or consumption inside Port premises shall be strictly prohibited. If anybody violating this following action will be taken OUT OF PORT. (ZERO TOLERANCE FOR ALCOHOL / DRUGS / ANY TYPE OF INTOXICATION)

First Violation / Offence



- I. Anyone failing the test will not be allowed to go on duty for that period of time,
- II. Levy of cash Fine of Rs. 1,000/- &
- III. Issuance of a warning letter

Second Offence / Non Compliance (Noncompliance) the person shall not be allowed any more into the project/operations. Besides, the Contractor will be fined Rs 2,500/.

20. PENALTY FOR ACCIDENTS

- a) **For Non-Fatal Cases:** as Decided by the JSW Management
- b) **For Fatal Cases** - The parties will be imposed as per the following table;

Sr.	Total value of the Open Work Order Value as on Date of accident.	Amount of penalty to be imposed on the contractor. (Rs. In Lacs)	Expenses to be borne by the Contractor for medical treatment of IOD cases is respect of their Deputies/workers.
1	Rs.10 Crores & Above	8.0	100%
2	Rs.5-10 Crores	6.0	100%
3	Rs.2-5 Crore	4.0	100%
4	Rs.1-2 Crore	2.0	75% and balance by Co.
5	Less than Rs.1 Cr.	0.5	50% and balance by Co.

- c) An operation at Port is being monitored by the JSW INFRA Safety officer / Shift in charge. They are empowered to stop any work or process if found being undertaken in a hazardous manner.
- d) The Contractor must strictly observe all safety rules and regulations issued by the company from time to time and enforce such observance on the part of employees. Non observation of any such safety rules and regulations by Contractor or his employee shall render the Contractor liable irrespective of any other law and rules for the time being in force to levy following actions of work as indicated below including stoppage: The Contractor / Deputies must strictly observe all safety rules and regulations issued by the company from time to time and enforce such observance on the part of employees. Contractors / Deputies are liable following charges as indicated below due to Noncompliance of any such safety rules;

- I. First Offence/Non Compliance : Cash Fine of Rs. 500/-
- II. Second Offence/Non Compliance : Cash Fine of Rs. 1,000/-
- III. Third Offence/Non Compliance : Cash Fine of Rs. 10,000/-
- IV. After third Offence / Non Compliance:

Termination of the Deputies / workers by the Contractor / Removal of the Deputies from the location/site and across JSW Group and its associated companies.

21. **ANY ACCIDENT / INCIDENT** : Cash Fine of Rs. 25,000/- per accident.

FATAL ACCIDENT

11





JSW Jaigarh Port Limited

HSE Code of Conduct - 2021

- i. First instant Cash Fine @10% of Contract value (with a maximum limit of Rs. 10,00,000/-) per fatality.
- ii. Second instant:
- iii. Cash Fines @15% of the Contract Value (with the maximum limit of 15,00,000/-) per fatality.
- iv. Termination of present Contract
- v. Removal from the approved Vendor List across JSW and its associated companies.

12, The subject code shall be applicable to all Contractors for the following works in conjunction with the standard norms and domestic and international practices:

All types of Civil Works,
Barges movement in channel,
All types of Construction Works,
All types of Tugs / Barge Works,
All types of Painting,
All types of Sheeting & Roofing Works,
All types of Plumbing Works,
All types of Piping Works,
All types of Electrical Work,
All type of Riveting and bolting work,
All types of Welding and Gas Cutting,
All types of Structural Fabrication & Erection Works,
All types of Equipment & Machine Installation, Erection & Commissioning Works
Installation & Maintenance works of Air Conditioners Works.
All types of Material Handling Works,
All types of loading & unloading of material and equipment,
All types of Transportation for equipment & materials,
All types of Vehicle deployment and their movement,
All types of Dumping, filling and stacking,
All types of Scaffolding, Gangway Ladders,
All types of Water Proofing Works,
Any other Maintenance Works,

Note -Contractor must be read this complete and carefully & sign with seal this document prior to work, and one copy submit to the following department with acknowledgement from them;

- Users Department
- EHS Department
- HR/Admin Department
- Commercial Department

