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**Treasurer: Mr. R. MADHAVAN**  
Senior Finance Superintendent  
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## President's Message

Dear MIA Members,

It is great pleasure and privilege to me in reaching you all through this message on the Inaugural issue of our Associations Newsletter-Quarterly - 2015.

To begin with, I am delighted on seeing the given title of this journal- "**GO GREEN**" which is the prime need of today's world as well as our associations objective of maintaining Manali Industrial Belt as environment friendly.

I expect the information shared through this newsletter will have definite impact on our member industries and its employees in getting the input on knowledge building, possible solutions on their day operational constraints, seeking mutual support on their area of interest etc.

The voluntary contribution on the articles from member industries will go a long way in benefiting each other.

Wish the journal for its success.

**Mr. Gautam Roy**  
President - MIA



## Vice President's Message

Dear MIA Members,

I am very happy to see the launch of yet another initiative by MIA, that is Newsletter.

It is most appropriate that the concept of "**GO GREEN**" has been chosen as the name of the newsletter. When the entire world is facing several challenges on climate front, the responsibility of protecting the future

lies with each one of us. I am sure articles on environment and other topics of interest from member companies will bring richness to this newsletter. I extend my sincere appreciation to all the Editorial Team members who made this happen.

With Best Wishes

**V. Sekar**  
Vice President - MIA



## MIA EC meeting

The Executive Committee meeting of MIA was held on 24th Jun'15 at Hotel Savera. The meeting was chaired by Mr. V. Sekar and was well attended by members. The members discussed various points that include Election of Treasurer, New members induction into MIA, Discussion on Web site and news letter of MIA, Feed Back from Member companies, CSR Activities and Toll Issue in Manali area.



*We can not command nature except by obeying her*

## NEWSLETTER COMMITTEE

Mr. N Devendiran, CM-EHS, Piramal Enterprises Limited – Convenor, Mr. T.K. Srivatsan, Sr. Mgr (TQM & HR) – Member, Mr. R R Srinivasagam, Manager-EHS, Coromandal International Ltd. – Member,  
Printed by Mr. Senthil Kumar, on behalf of Manali Industries Association, 536, Anna Salai, Chennai-18 .

## Message from Editor

Dear Team,

I am honored to be part of the Newsletter "GO GREEN" of MIA. The goal of this Newsletter is to provide a platform to share the important events happening among member industries and sharing of best practices. This will also facilitate to motivate the employees to share their knowledge. I am sure the first issue will be liked by members as a new arrival of our family. Please feel free to bring any comments, suggestions to add value to the Newsletter. I would like to thank Mr. Gautam Roy, President, Mr. V.Sekar Vice-President, Mr.D.Senthi Kumar, Secretary, Mr. A. Narayanan, Jt. Secretary, Mr. R. Madhavan, Treasurer. My special thanks to the "GO GREEN" Editorial team T.K. Srivatsan, Mr. Seenivasagan and MIA members who contributed to the first edition of this Newsletter.

**Devendiran N**

Chief Manager-EHS

Piramal Enterprises Limited

## Mock Drill by Government Officials at SRF

The Training Session and Mock Drill on "Industrial Safety" was conducted by Mr. C. Saravanan and Mr. K. Chidambaranathan, Joint Directors of Industrial Safety and Health on 29th Apr'15 at SRF Ltd., Manali. Mr. A. Narayanan, Mr. Kalai Selvan, Mr. S. Sekar and Mr. Ashok Kumar Malhotra spoke during the inauguration highlighting the importance of safety at every walk of life.

The copies of the Safety Manual for the Chemical Industries were received by SRF Plant Heads Mr. Ashok Malhotra and Mr. S. Sekar. The safety posters were received by Mr. A. Narayanan. A mock drill exercise was conducted at Dipping Area at 12:40 hours. The scenario was "Leak in LPG line at Bullet Area".

After the mock drill was over, All Observers, Chief Incident Controller, Joint Directors of ISH Mr. C. Saravanan and Mr. K. Chidambaranathan shared the positive points and the Areas for improvements to the audience at the Assembly point.

The exercise created good awareness on LPG Safety.



## CSR initiatives by SRF at Vadakarai School

As a part of SRF Foundation's CSR plans on School Development Initiatives, the inauguration of Toilet facilities, Renovation of Library and Play ground facilities was held at Government Welfare Boys' Higher Secondary School, Vadakarai village on 1st Apr'15.

The total cost of the project at Vadakarai School was around 15 Lacs. This includes building of hygiene toilets, develop playground facilities and renovation of Library Block. The function was attended by Mr. Sundar, Village President and Head of Parent Teacher Council, Ms. Rajalakshmi, Principal of the school and key members of Parent - Teachers Council. SRF was represented by SRF CSR council members comprising Mr. A. Narayanan, Mr. T.K. Srivatsan, Mr. T. Barboza, Mr. Eugene, Mr. Dellikumar, Mr. Manikandan, Mr. Ramesh, Ms. Abinaya, Mr. Mayathevan, Mr. Francis, Mr. Sathish Kumar, Mr. Nygin, Mr. J.N. Shankar and Mr. Gunasekaran.



## CSR initiatives by SRF at Kosappur School

As a part of SRF Foundation's CSR plans of School Development Initiatives, the inauguration of Toilet facilities, Play equipments and Play ground facilities was held at Kosappur Middle School on 7th Jan'15.

The project at Kosappur Middle School has been done at a cost of 10 Lacs. This includes building of hygiene toilets, developing playground facilities and installation of Play Equipments.

The function was attended by Kosappur Councilor Ms. Kavitha Narayanan, Head Master of the school Mr. A. S. Dayalan and Additional Assistant Elementary Education Officer Mr. Rajendran and members of Parent - Teachers Council. SRF was represented by the Mr. Ashok Malhotra (Plant Head-TCF), Mr. S. Sekar (Plant Head-IYB) and SRF CSR council members comprising Mr. A. Narayanan, Mr. Kalai Selvan, Mr. T.K. Srivatsan, Mr. T. Barboza, Mr. Manikandan, Mr. Ramesh, Ms. Revathi, Ms. Abinaya, Mr. Mayathevan, Mr. Francis, Mr. J. Suresh, Mr. Dhandapani and Office Bearers of Union and Staff Association Mr. Balakrishnan and Mr. Gunasekaran respectively.



Living with your mistakes is harder than you think...wear your safety gear.

# Importance of Behaviour Based Safety at Work Place

Article by **Mr. A. Narayanan**, DGM- Safety, SRF Limited, Manali



## Three Distinct Elements of Safety

1. **Human Attributes** (Knowledge, Skills, Ability, Intelligence, Motives , etc.)
  - ....What do you know
  - ...What can I do
  - ....Doing it well vs. just doing it

Good success can be achieved by controlling human factor

2. **Work Environment:** (Equipment, Tools, Machines, Procedures, Facilities, etc.)

Indoors/Outdoors (Osha...No shade provided & not enough drinking water)

3. **Behaviour:** (What People do)

- We are attracted to negative behaviour.
- Who drove the speed limit this weekend/today?
- Who texted or talked on cell coming here today?
- We push the envelope

Desirable Behavior - Regardless of the circumstances, sticks to the principles - Evolved person

Change in behavior leads to change in attitude;

The gap between where we are now and zero harm is referred to as the behaviour gap. A BBS approach uses top down leadership and bottom up engagement to deliver a safer working environment for our people. An environment where our people are comfortable looking after each other and able to voice concerns without fear of reprisals.

## Behaviour Vs Attitude

- Attitude and behaviour are two quite different things
- Attitude is a person's inner thoughts and feelings
- Behaviour is usually an outward expression of attitude
- Attitudes drive behaviours but the two are not always related

## Unsafe Acts & Objectives of BBS

1. Unsafe Acts is a behavioral process
2. Also defined as "at risk" behavior

Objective of BBS is to minimize "at risk" behavior at workplace

## Principles of BBS

- Behavior is the cause of accidents
- Consequence motivate behavior
- What gets measured, gets done
- Feedback is essential to improvement
- Quality is built early in the process
- Conversations change organizations

Behavior-Based Safety is a process that helps employees identify and choose a safe behavior over an unsafe one.

- Safety in the workplace is a combination of three measurable components: the person, their environment, and their behavior.
- Only when these three elements are combined can workplace accidents be eliminated.

The person component consist of the employees: Physical capabilities, Experience, and Training

## The work environment represents:

Engineering Controls, Equipment, Job task, and The work culture

The final, most often overlooked component is behavior – what the person does on the job.

## Safe Act and prompt intervention

- Un alert person is "unsafe" even in safe conditions
- Safe person is safe in Unsafe condition
- Safe Act-95% + unsafe act 5% level is accepted as good safety culture
- When we see unsafe act and choose not to intervene - that is the biggest failure

Never chose to look the other way when we unsafe act- the action will be a life saver

## Safe Act Vs Unsafe Act

- If you do something risky, what is the likelihood that your colleague will warn you about?
- If you do a given task completely safe, what is the likelihood that a coworker will praise you or thank you?

## What is Behaviour?

- Behavior is anything that a person says, does, thinks or feels
- Eg: Working at heights with safety belts

## What is Antecedent ?

- Anything that occurs before or during the behavior can be an antecedent for that behavior
- Behavior: Working at heights with safety belts
- Antecedent: Painful Memory of past accident

## What is Consequence?

- Anything that occurs after a behavior
- Behaviour: Working at heights with safety belts
- Antecedent: Painful Memory of past accident
- Consequence: No more accidents

## The ABC of BBS

A: Antecedents – cause of certain behavior

B: Behavior – what you see a person do

C: Consequence – outcome of a behavior

## How to Implement BBS ?

### 7 Steps Process

1. Identify Unsafe Acts in all your operations. Make a list of safe acts for these unsafe acts.
2. Audit Unsafe Acts & Conditions. Report
3. Measure no. of safe / unsafe acts. Know your scores
4. Set Improvement Goals. Identify actions to achieve the goals. Implement Actions
5. Monitor actions implementation & trends of Unsafe Acts & conditions
6. Continually improve performance
7. Recognize performers & celebrate achievement

## Results of BBS

- Increased efficiency
- Increased productivity
- Increased morale
- Increase profitability

## Conclusion:

It is better to slay a Dragon than to teach people ways to live peacefully with Dragon.



*Safety is a state of mind –  
Accidents are an absence of mind*

*Many dishes make many Diseases*



# Carbon Footprint – Carbon Offset

Article by **Mr. A. Rajakumar, DM - Safety, Tamilnadu Petroproducts Limited**



A **Carbon Footprint** is “the total set of greenhouse gases (GHG) emissions caused by an organization, event, product or person”.

For simplicity of reporting, it is often expressed in terms of the amount of carbon dioxide, or its equivalent of other GHGs, emitted and usually expressed in equivalent tons of carbon dioxide (CO<sub>2</sub>).

Carbon footprint is a measure of the impact of our activities on the environment, and in particular on climate change. It relates to the amount of greenhouse gases we are producing in our day-to-day lives through burning fossil fuels for electricity, heating, transportation etc.

A **Carbon Offset** is the reduction in emissions of greenhouse gases made in order to compensate for or to offset an emission made elsewhere.

A small change in everyday actions can help to reduce an individual's contribution to greenhouse gas emissions in the atmosphere and also save money.

There are many more ways to live a lower carbon life style and every one of them has a real impact on tackling climate change.

Individual efforts may seem like drops in the ocean. However, the impacts from the positive changes from these efforts in lifestyles and consumption patterns by millions of people will make significant contributions towards a more climate friendly mother Earth.

## A Few Low Carbon lifestyles

- **Reduction of printing by just one ream of paper (500 sheets / month).**  
Benefit – Reduction of annual CO<sub>2</sub> emissions by 87kg CO<sub>2</sub>.
- **Print on both sides (50 sheets / month).**  
Benefit – Reduction of annual CO<sub>2</sub> emissions by 8.7kg CO<sub>2</sub>.
- **Sending e-statements (30 sheets / month) instead of paper.**  
Benefit – Reduction of annual CO<sub>2</sub> emissions by 5.22kg CO<sub>2</sub>.
- **Replacing Incandescent bulb 100 W with CFL bulb 20 W.**  
Benefit – Reduction of annual CO<sub>2</sub> emissions by 84 kg per annum and annual cost saving by Rs. 409.
- **Use Table lamp while studying by replacing of Incandescent room light 100 W with LED table lamp 5 W.**  
Benefit – Reduction of annual CO<sub>2</sub> emissions by 57 kg on every change and annual cost saving by Rs. 277.

- **Conservation of water (100 litres / household / day) through various measures.**  
Benefit – Reduction of annual CO<sub>2</sub> emissions by 24 – 63 kg CO<sub>2</sub>.
- **Go out and play for a couple of hours every day instead of watching TV/ computer [Estimated daily use 2 hrs].**  
Benefit – Reduction of annual CO<sub>2</sub> emissions by 62 to 93 kg per person and annual cost saving by Rs. 301 to 453.
- **Turn off lights and fans when not in use [Daily consumption in use – 1hr].**  
Benefit – Reduction of annual CO<sub>2</sub> emissions by 28 kg per household and annual cost saving by Rs. 134/annum.
- **Ensure proper temperature controls in washing machines (Wash temp – 25°C).**  
Benefit – Reduction of annual CO<sub>2</sub> emissions by 98 kg per washing machine and annual cost saving by Rs. 478/annum.
- **Switch off appliances TV, Set top box and DVD player at the plug, not with a remote [Estimated daily time on standby – 18 hrs and standby wattage – 19.7W].**  
Benefit – Reduction of annual CO<sub>2</sub> emissions by 106 kg per household and annual cost saving by Rs. 518/annum.
- **Harvesting 1000 ltr of rain water / household over 40 days of rainfall.**  
Benefit – Reduction of annual CO<sub>2</sub> emissions by 26.8 – 70 kg CO<sub>2</sub> / annum.
- **Planting Trees.**  
One tree can sequester anywhere between 3.7 to 10 kg of carbon dioxide every year.
- **Carpool to work - Every small car that goes off the road.**  
Benefit – Reduction of annual CO<sub>2</sub> emissions by 1321 kg and cost saving by Rs. 29352/annum.
- **Put on your walking shoes for short trips (1 km/day).**  
Benefit – Reduction of annual CO<sub>2</sub> emissions by 11 to 48 kg per vehicle (Motorcycle / cars) and cost saving by Rs. 242 to 1071//annum.
- **Regularly inflate vehicle tyres.**  
Benefit – Reduction of annual CO<sub>2</sub> emissions by 150 kg per vehicle and cost saving by Rs.3344//annum.
- **Switch off ignition at traffic red lights [Daily idling time reduction – 0.167 hrs].**  
Benefit – Reduction of annual CO<sub>2</sub> emissions by 48 to 64 kg per vehicle (Motorcycle / cars) and cost saving by Rs. 1071 to 1417//annum.

## World Environment Day at SRF

World Environment Day was celebrated at SRF Manali Complex on 5th Jun'15 with lot of commitment. As a part of WED celebration, various events like Environmental Awareness for Contractors and Employees, Awareness walk and mass tree plantations were organized. The current year theme for WED : “Seven Billion Dreams, One Planet, Consume with Care”. The program commenced with the reading of Environment pledge by Mr. Ramesh, President of SRF Staff Assn.) Mr. A. Narayanan welcomed the team members and shared various Environment initiatives at SRF during 2014-15, with a special mention on the reduction of hazardous waste and Green Belt development. Mr. J. N. Shankar (Gen. Sec. SRFEU) and Mr. Ramesh (President, SRF Staff Assn.) spoke about the need for development of Green belt and abolition of Polythene/Plastic bags to protect the environment. Prizes were distributed for Contractors for their commitment towards Hazardous waste reduction. The Senior Management Team members Mr. R. Ramalingam, Mr. Sarathy Iyengar and Mr. Ashok Malhotra addressed the gathering on the urgent need of Environment protection. Around 150 trees were planted by the participants near the Twine Plant Area .



## World Environment Day at Piramal

World Environment Day was celebrated at Piramal on 5th Jun'15 with good involvement As a part of WED celebration, various events like Environmental Awareness for Contractors and Employees, Awareness walk and mass tree plantations were organized.



*When it seems there is never enough time to do things the right way, remember there is always enough time for an investigation*