

## **Birla Carbon India Private Limited**

### **Patalganga Unit**

Birla Carbon Patalganga unit has evolved in terms of its HSE system and best practices implementation, over the last 12 years since its inception in 2010. Initial years were more towards adhering to compliances and legal obligations which form the basis of any HSE systems. We did it quite meticulously and showed our commitments towards the subject, making our foundations strong enough to build the future of our HSE aspirations.

Next phase was to try, explore, innovate, and strictly implement the various engineering controls wherever possible. Different guards, safety devices, barrier health management, interlockings, measuring devices etc. made our processes more robust in terms of HSE.

One of our organization's remarkable initiatives over the years is a 'BiiG Ideas' program, conducted at global level by Global Innovation Team. Innovative ideas and suggestions are systematically bloomed into reality and employees receive appreciation and rewards by Global Innovation Team. This initiative ensures that an employee develops a curious, scientific, and innovation-oriented temper which indirectly helps addressing the problem statements in HSE with out of the box controls.

We haven't only installed the engineering controls but also made it full proof with different SOP's, checklists, preventive maintenance system, management of D.C.S system, kaizens, and various reviewing mechanisms.

After continual improvements and sustaining the system with persistent efforts over the years, we are now in a phase of Behavioral Based Safety program. It is driven with various aspects like 'Commitment Based Safety program', 'Do what is right not what is easy', 'Make the right choices' etc.

'Speed, Seamlessness, Passion, Integrity, and Commitment' are our organizations defined and diligently practiced values we cherish. Every newly joined employee is made thoroughly aware of these values and their importance in one's career span with the company. Various measures are taken at an organizational level throughout the year to endorse the importance of these values e.g., Celebration of entire one week as a Values Week at global level. Such instruments ensure that these values and related behaviors are nurtured and assimilated in every individual. Now, implementation of Behavioral Based Safety is a 'Job Made Simple' with a strong character of employees shaped by these organizational values. With various trainings, awareness sessions, and B.B.S. programs, the culture is developed which ensure highest level of alertness for HSE and voluntary participation in HSE systems. We celebrate National Safety Week, Road safety week, Environment Day and Global Safety Week which is arranged with different activities and behavioral based competitions by our Global Safety Team. We also ensure that not only our employees are trained in this vital subject but the young minds in the surrounding community are pursued in the schools for different training courses by our faculties.

We are certified for ISO 45001 and ISO 14001 management systems which govern our HSE function with strong emphasis on 'Global Safety Standards' being implemented at all 17 Units of Birla Carbon across the globe. Every standard is a thorough guidance document with standard's framework, programs, defined roles and responsibility at every level, checklists, self-assessment system, external expert's assessment mechanism, global best practices related to every standard, defined training programs, frequent skills, and competency assessment programs etc.

Overall, these systems and programs make us strive to do better, to share our strength with each other as our product does and keep us competitive at global level.