

Hindustan Platinum			
	<b>Occupational Health and Safety Indicator Report</b>	Revision Date	30-Apr-2024
		Financial Year	2023/2024
		Page	1 of 6

## 1. Scope:

This document aims to present the Occupational Health and Safety performance of Hindustan Platinum in the financial year of 2023/2024 (April-23 to March-2024). The indicators presented in this report are based on the GRI 403: Occupational Health and Safety 2018.

## 2. Description of Indicators:

### 2.1. Reactive Indicators:

- **First Aid Case (FAC)** – Reported in number of cases, it measures a minor work-related injury in which the employee immediately gets back to his duties in the same shift for which he may or may not take the medical assistance from the OHC.
- **Medical Treatment Case (MTC)** - Reported in number of cases, it measures a work-related injury in which the employee resumes his duties within the next 48 hrs. from the day of the accident and is able to perform his assigned activities.
- **Restricted Work Case (RWC)** - Reported in number of cases, it measures a work-related injury in which the employee resumes his duties within the next 48 hrs. from the day of the accident but is unable to perform his assigned activities.
- **High Potential Incident (HIPO)** - Reported in number of cases, it may be a near miss, property damage or any other dangerous occurrence such as collapse/ fall of any equipment or structure, bursting/ explosion of vessel or tank, large spills which does not result in injury to person, but which poses a risk to life of people in vicinity and has potential to cause serious injury.
- **Lost Time Injury (LTI)** - Reported in number of cases, it measures events when the injured person is not able to come back to work within 48 hrs.
- **Lost Time Injury Frequency Rate (LTIFR)** - It measures the rate of lost time injuries per specific number of hours worked within a given period (1 year).  
Calculation Formula:  $LTIFR = \text{Number of LTI} \times 1,000,000 / \text{Manhours}$
- **Total Recordable Cases (TRC)** - This indicator includes the sum of events related to: Fatality + LTI + RWC + MTC
- **Total Recordable Cases Frequency Rate (TRCFR)** - It measures the rate related to Total Recordable Cases per specific number of hours worked within a given period (1 year).  
Calculation Formula:  $TRCFR = \text{Number of TRC} \times 1,000,000 / \text{Manhours}$
- **Fire indicator** – Reported in number of cases, it measures unplanned combustion events. It is related to evidence of combustion includes flames, smoke, or charring and may be divided in two groups:
  - Major Fire: Fire, which results in any one of the following, will be considered as a Major Fire incident:

Hindustan Platinum			
	<b>Occupational Health and Safety Indicator Report</b>	Revision Date	30-Apr-2024
		Financial Year	2023/2024
		Page	2 of 6

- Fire causing shutdown / outage of the plant
  - Loss / damage to property more than Rs.5 lakh
  - Fire lasting more than 15 minutes
- Minor Fire: All Fire incidents not covered under major fire incident.
- **Occupational Illness** – Reported in number of cases, It measures events related to occupational illness. Occupational Illness is any abnormal condition or disorder of an employee, other than one resulting from an occupational injury, caused by exposure to environmental factors associated with employment.
  - **Occupational Illness Frequency Rate (OIFR)** - It measures the rate of occupational illnesses within a workplace over a specific period (1 year).
  - **Severity Rate** - It measures the number of lost workdays per 1000 hours worked. This indicator is used to evaluate the impact and consequences of workplace incidents by considering the extent of time lost due to injuries or illnesses.

## 2.2. Preventive Indicators:

- **EHS Training** – Number of training sessions on Safety.
- **Training Attendance** - Number of employees attending the training sessions on Safety.
- **Training Man-hours** – Number of training hours on Safety.
- **Safety Inspections** – Number of inspections.
- **Safety Observations Round** – Number of observations round.
- **Safety Audits (internal and external)** - Number of audits.
- **Near misses** – Number of near miss reports received.
- **Mock Drills** – Number of mock drills.
- **Industrial Hygiene** – Number of industrial hygiene activities.

# Hindustan Platinum



## Occupational Health and Safety Indicators

Revision Date

30-Apr-2024

Financial Year

2023/2024

Page

3 of 6

### 3. Occupational Health and Safety Performance:

#### 3.1. Preventive Indicators – Last 5 years Performance:

Year	For Employees			For Contractors			No. of Safety observations	No. of safety observations Round	No. of Safety Audits		Near Miss Reports received	No. of Mock Drills	No. Of Industrial Hygiene Activities
	No. of Trainings	Employees attended	Training Man-hours	No. of Trainings	Contractors attended	Training Man-hours			Internal	External			
2019/2020	50	729	865	17	175	175	867	67	29	0	47	2	2
2020/2021	41	476	544	19	170	170	235	44	8	1	53	0	3
2021/2022	42	624	739	12	206	206	473	44	19	0	35	2	3
2022/2023	26	438	906	9	264	326	458	58	27	3	204	3	3
Actual 2023/2024	68	1054	1773	22	285	446	1208	22	21	0	491	5	14
Target 23/24	40	550	750	20	200	250	600	20	20	0	300	4	8

\* Green cells show indicators within target

#### 3.2. Preventive Indicators – Target for 24/25:

Year	For Employees			For Contractors			No. of Safety observations	No. of safety observations Round	No. of Safety Audits		Near Miss Reports received	No. of Mock Drills	No. Of Industrial Hygiene Activities
	No. of Trainings	Employees attended	Training Man-hours	No. of Trainings	Contractors attended	Training Man-hours			Internal	External			
Target 24/25	48	600	900	24	250	300	800	24	24	0	500	6	8

# Hindustan Platinum



## Occupational Health and Safety Indicator Report

Revision Date	30-Apr-2024
Financial Year	2023/2024
Page	4 of 6

### 3.3. Reactive Indicators – Last 5 years Performance :

Year	Employees									
	Total Man Hours	Fatality	LTI	RWC	MTC	FAC	HIPO	TRC	LTI-FR	TRC-FR
2019/2020	1,128,794	0	0	0	3	5	0	3	0.00	2.66
2020/2021	993,272	0	0	0	4	6	0	4	0.00	4.03
2021/2022	1,379,915	0	0	0	1	2	0	1	0.00	0.72
2022/2023	1,387,602	0	0	0	0	2	0	0	0.00	0.00
Actual 2023/2024	1,399,512	0	0	0	1	6	0	1	0.00	0.71
Target 23/24	-	0	0	0	0	0	0	0	0	0

Year	Contractors									
	Total Man Hours	Fatality	LTI	RWC	MTC	FAC	HIPO	TRC	LTI-FR	TRC-FR
2019/2020	1,856,294	0	0	0	0	3	0	0	0.00	0.00
2020/2021	1,195,769	0	0	0	4	5	0	4	0.00	3.35
2021/2022	1,623,759	0	0	0	0	5	0	0	0.00	0.00
2022/2023	1,569,054	0	0	0	0	0	0	0	0.00	0.00
Actual 2023/2024	1,202,634	0	0	0	0	1	0	0	0.00	0.00
Target 23/24	-	0	0	0	0	0	0	0	0	0

Year	Total = Employee + Contractors									
	Total Man Hours	Fatality	LTI	RWC	MTC	FAC	HIPO	TRC	LTI-FR	TRC-FR
2019/2020	2,985,088	0	0	0	3	8	0	3	0.00	1.00
2020/2021	2,189,041	0	0	0	8	11	0	8	0.00	3.65
2021/2022	3,003,674	0	0	0	1	7	0	1	0.00	0.33
2022/2023	2,956,656	0	0	0	0	2	0	0	0.00	0.00
Actual 2023/2024	2,602,146	0	0	0	1	7	0	1	0.00	0.38
Target 23/24	-	0	0	0	0	0	0	0	0	0

\* Green cells show indicators within target / Red cells shows indicators beyond the target

# Hindustan Platinum



## Occupational Health and Safety Indicator Report

Revision Date 30-Apr-2024

Financial Year 2023/2024

Page 5 of 6

Year	General				Health	
	Fire		Property Damage	Spills	Occupational Illness Reported	OIFR
	Minor	Major				
2019/2020	0	0	0	0	0	0
2020/2021	0	0	0	0	0	0
2021/2022	0	0	0	0	0	0
2022/2023	0	0	0	0	0	0
Actual 2023/2024	0	0	0	0	0	0
Target 23/24	0	0	0	0	0	0

\* Green cells show indicators within target

Year	Severity Rate		
	No. of Man Days Lost	Total Man hours worked	Severity Rate
2019/2020	0	2,985,088	0
2020/2021	0	2,189,041	0
2021/2022	0	3,003,674	0
2022/2023	0	2,956,656	0
Actual 2023/2024	0	2,602,146	0
Target 23/24	0	-	0

\* Green cells show indicators within target

Hindustan Platinum strive to keep a workplace free from Loss Time Incident. The last reportable incident was in 2018 and on March, 31<sup>st</sup> 2024 the company completed **2047 days without loss time incidents.**

# Hindustan Platinum



## Occupational Health and Safety Indicator Report

Revision Date	30-Apr-2024
Financial Year	2023/2024
Page	6 of 6

### 3.4. Reactive Indicators – Target for 24/25:

Year	Employees									
	Total Man Hours	Fatality	LTI	RWC	MTC	FAC	HIPO	TRC	LTI-FR	TRC-FR
Target 24/25	-	0	0	0	0	0	0	0	0	0

Year	Contractors									
	Total Man Hours	Fatality	LTI	RWC	MTC	FAC	HIPO	TRC	LTI-FR	TRC-FR
Target 24/25	-	0	0	0	0	0	0	0	0	0

Year	Total = Employee + Contractors									
	Total Man Hours	Fatality	LTI	RWC	MTC	FAC	HIPO	TRC	LTI-FR	TRC-FR
Target 24/25	-	0	0	0	0	0	0	0	0	0

Year	General				Health	
	Fire		Property Damage	Spills	Occupational Illness Reported	OIFR
	Minor	Major				
Target 24/25	0	0	0	0	0	0

Year	Severity Rate		
	No. of Man Days Lost	Total Man hours worked	Severity Rate
Target 24/25	0	-	0

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