

EHS

Issue no : 2, 2015

Environment, Health & Safety Magazine

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WELCOME TO SUDARSHAN EHS MAGAZINE, ISSUE NO 2



The Indian Chemical Industries have recognized the need for 'sustainable development' which gave birth to the framework for 'corporate sustainability' as it is practiced today.

Friends, world is an interconnected system – where decisions we make have far reaching repercussions, across geographies and across timelines. Meeting the need for power generation in one country may result in acid rain in another. The need for more and more crops to feed a growing world population is requiring greater use of pesticides, water and eating into forested lands. In a world whose population is already bursting at the seams, sustainable development is not a chimera but a potent reality that has to be accounted for. Population growth, unbridled resource exploitation, climate change, pollution and other factors have brought the world to a development pathway that is not sustainable. With seemingly insatiable appetites for consumption, we are now definitively living beyond our means. If we fail to alter the status quo, things are only going to worsen. Consumption and production patterns have to evolve and lead this transformation. Therefore, businesses have to decisively engage themselves with sustainable

development – it lays at the heart of the current resource use-production-consumption-disposal nexus. Without active participation, neither the questions, nor the answers can be found. Given the size, influence and impact of business, it is quite clear that we have a significant role to play in meeting sustainable development goals. The triple-bottom line concept, with the themes of 'people, planet and profit' was a milestone that led to clearer articulation of the ecological and social impacts of business and how they need to reinvent their business models to ensure that they remain profitable and contribute to sustainable development. This evolution is perhaps best illustrated by the chemical industry's sustainability journey.

Exposed to human-health and safety risks, many companies have started embracing 'Responsible Care'. Sudarshan too have joined the bandwagon and committed to align with RC. We as an industry has committed to the safe management of chemicals in their entire life cycle.

Over the decades, this agenda has evolved – from prevention to product stewardship and now innovation to find answers to pressing challenges. Availability of sustainable raw materials is likely to be the next key lever in the journey. While we have remained at the forefront of the business sustainability agenda, it also implies that the industry's legacy makes stakeholders very conscious of the sustainability aspects associated with our products.

Though society places immense value on the utility of chemical products in day-to-day life, it has also become sensitive to the disturbing knowledge that chemical Accidents, industrial or otherwise, and the unknown affects of several chemicals, have led to intensifying public scrutiny. This underscores the need for the industry to maintain the tempo of its sustainability efforts. Sudarshan has always shown its intent to address the expectations and the burden of responsibility placed on it.

THE WAY FORWARD

Towing the line of sustainability Sudarshan has taken initiatives to improve its efficiencies in handling of corrosive chemicals thus reducing or rather eliminating incidents of hazards due to leakages by installing special storage systems designed exclusively to meet the desired safety levels. Human machine interface has been made negligible by introducing automation especially for bulk handling of hazardous chemicals. Chemicals like Lead, HCL, Caustic and BENZ are good examples of raising the standards of operation within.(Photo)



Human machine interface has been made negligible by introducing automation especially for bulk handling of hazardous chemicals.

DRIVING THE CHANGE

The line Managers have taken it upon themselves the responsibility to bring about sensitivity towards Safety and Health. Special rounds and dialogues with shop floor team members have been the hallmark of this drive. This stem from the fact, that we all believe asking right questions triggers every mind and leads to a healthy debate. This process has resulted in improving shop-floor discipline and culture moving towards righteous path. Some of the steps that have been initiated are:

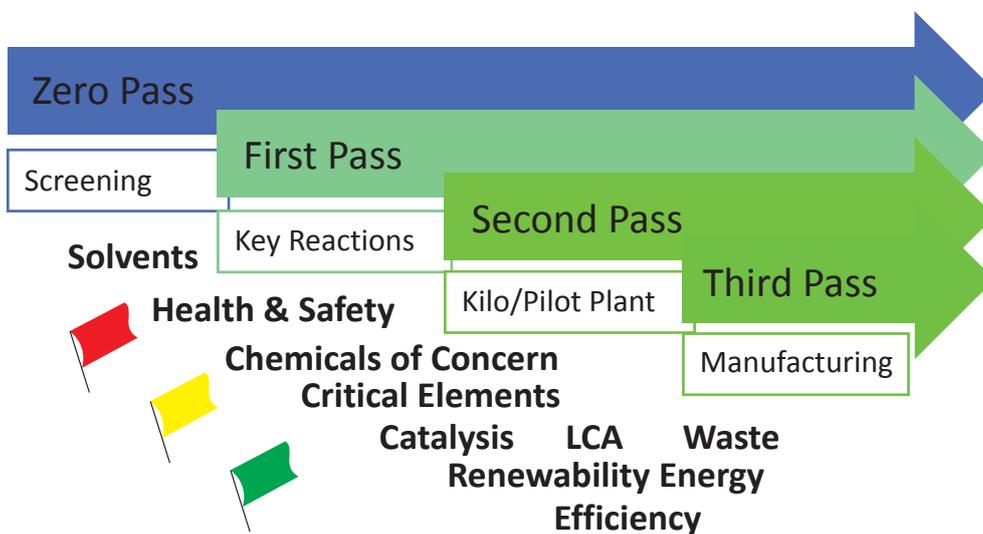
- Gap analysis where we stand today
- Competency building through Training and awareness
- Audits – From experts, focussed on specific areas, Practices, Process Safety, high hazard areas, surprise audits,
- Weekly meetings with HODs and Tool box talks
- Equipment specific checks
- Visual displays.
- Contractors and Transporters training with visual aids
- Weekly Safety blasts
- Detail investigation and rectification of deviations
- Dissemination of incident related information
- MOC implementation

HELP SEE THE FUTURE

Our R&D has been playing a very responsible role towards designing products and processes that reduce or eliminate the generation of hazardous substances.



The upgraded Pilot facility is an effort to speed the adoption of this revolutionary and diverse discipline and have led to significant environmental benefits, innovation and a strengthened economy. An example is improvement - reduction of number of steps and thereby controlling waste generation and reduction in use of unwanted additives/solvents and usage of greener solvent (DMF vs toluene/xylene). Reactions are based on stoichiometry to eliminate use of excess chemicals in the process. In many of our HPP products we were successful in using water as the medium in place of solvents for crystal growth of pigments. Isopropanol replaced by water. In Alfa Blue development Isobutyl alcohol is replaced by water. In few products one step eliminated where huge amount of sulfuric acid is used.



WASTE OUT OF WEALTH



Waste management has always been a serious concern in most Industries. Creating a smartly tailored process design can ensure 100% conversion of waste into a desired mix without leaving scope for secondary pollution. Yields have been a challenging factor which has an impact not only on environment but also profitably of any Organization. We have been successful to design processes which have produced yields of 99% plus on an average. An example is Methanol distillation column: we have commissioned new methanol distillation column of 20 TPD capacities. It has resulted in improving solvent recovery in plant. COD level of effluent outlet has reduced drastically & utility consumption has reduced by 10%.



TRAINING ESSENTIALS

Sudarshan considers parting knowledge is the best way of moving the safety ladder. Training sessions are mix of classroom training along with on the job demonstration or simulated exercise. Scheduling the programme at the right time is very imperative for creating right attitude in participation. For e.g when a major shutdown is planned, a training program specifically focused on this subject makes people participate with great interest. Subject, content and details if evolved along with participants bring special commitments from everyone on the job during shutdown activities. The recent shutdowns at both our sites without recording any incidents are the reward of this strategy.



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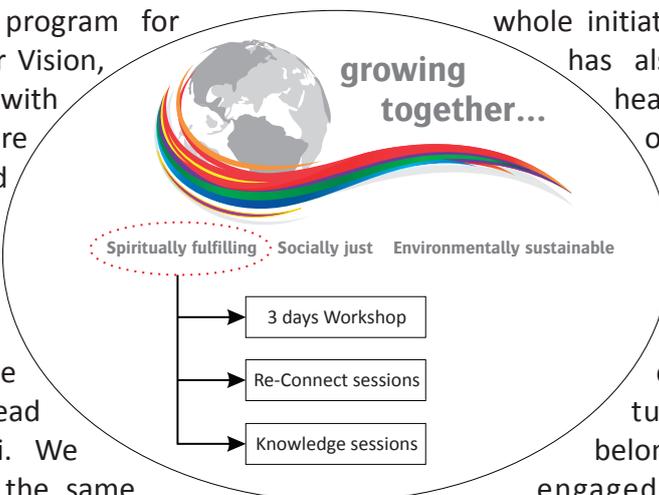
WELLNESS THROUGH SPIRITUALITY

Spiritually Fulfilling Life@ Sudarshan initiative was started keeping in mind the importance of having a happy & focused workforce for achieving overall excellence. Also there is a basic human nature to find its spiritual side and enhance it for a better quality of life. Both personal and professional requirements gave birth to this initiative forming a foundation to the journey of being centred.

It is also linked to our overall motto of "Growing Together", where we feel that every endeavor we undertake should be 'Spiritually fulfilling, Socially just and Environmentally sustainable'

For this initiative we have tied up with the corporate arm of 'The Art of Living' organisation, called 'APEX- Achieving Personal Excellence' and designed a customised program for Sudarshan in line with our Vision, Mission & Values. We start with the 3 days workshop, where employees are introduced to the deeper understanding of self and trained in 'Sudarshan Kriya', the powerful breathing technique designed by Art of Living head Shri Shri. Ravi Shankarji. We continue the practice of the same through Re-Connect sessions every week at all locations and we also have Knowledge sessions once every month to explore our thirst for spiritual

knowledge and get some answers from more experienced gurus about handling our day to day issues better with a deeper understanding. This whole initiative of change from within has also been supported by a healthier diet plan within the organisation. Employees have experienced change in their personal life as well as professional life, making them more focused, centred and happy, which in turn creates a feeling of belongingness, resulting in more engaged employees and drives excellence in performance, benefitting the organisation in a larger way.



For this initiative Sudarshan was awarded Organisation with Innovative HR Practices award by World HRD congress in Mumbai on 15th Feb 2015

CSR

Sudha – Sudarshan's Holistic aspirations was envisaged as a movement to involve the company and the community in which it operates to create better living standards and the environment. As a part of Corporate Sustainability, Sudha has engaged in various social projects, embracing the people that live in the vicinity of its manufacturing and other facilities.

Sudarshan's grand vision is “Growing together” with all its stakeholders in a manner that is spiritually fulfilling, Socially just and Environmentally sustainable. To achieve this grand vision, Sudha contributes to this endeavor by ensuring that all its initiatives are driven with this perspective in mind.

Sudha's vision is 'Aspiring wholesome sustainable growth for women and children of communities around Sudarshan's plants' and Mission is 'Reach out to communities by engaging in projects in Livelihood, Health, Education & Community Development.' Based on these the various projects that Sudha is working on are Livelihood project where Paper Bag project is our Flagship project. We have Vocational enhancing Skill projects like Stitching and Paper craft. Health being a very important aspect we are working on the health of village ladies and also Education is another important area where we have various projects going on in nearby villages of Roha and slum areas of Pune. There are a lot of initiatives around the

Environment, also in line with the Swatch Bharat Abhiyan where we are working with farmers for Organic Farming, Vermi composting, Waste management, cleanliness drives, Nirmalya collection and having plastic free society. We also have various event for Community Bonding.

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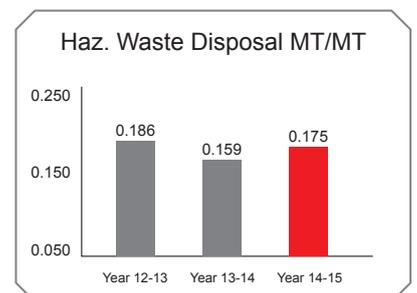
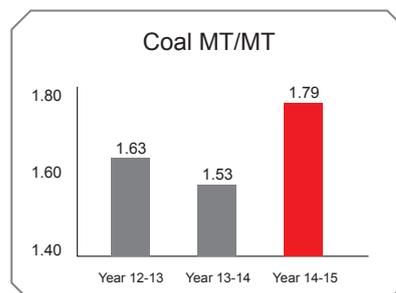
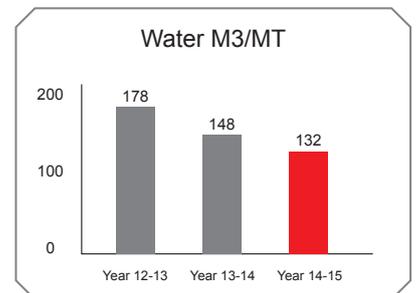
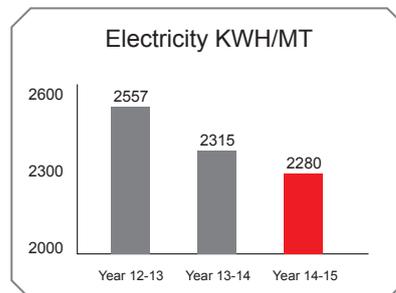
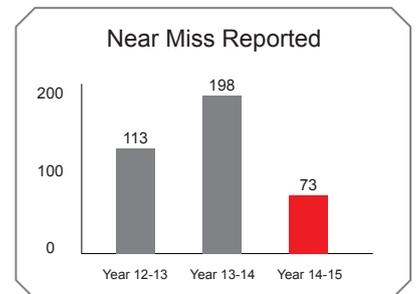
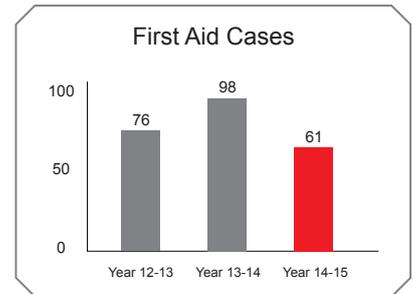
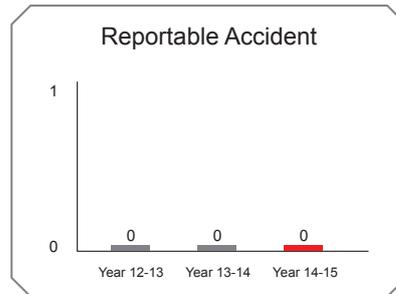
For the project on Paper Bag making Sudha, Sudarshan was awarded the "Global CSR Excellence & Leadership Award for Women Empowerment" by the World CSR Congress on 18th February 2014.

Also Sudarshan's CS Thought Leader, Mrs. Rachna Rathi, bagged another award for Women Leadership in the World Women Leadership Congress on 14th February 2014.



Through all these initiatives Sudha has touched the lives of thousands of people around Sudarshan's offices at various locations.

PERFORMANCE AT GLANCE



...the challenges faced with respect to Environment, Health and Safety are making us more excited to unlearn and amend our approaches continuously.

EVENT



The 44th National Safety Day/Week was celebrated at all sites on 4th March, 2015. The week long campaign was inaugurated by Mr. Ashish Vij (COO) at Roha by hoisting the Safety flag. In his inaugural address he expressed that, all Safe Operating Procedures; elimination of unsafe Actions & unsafe Conditions, near-miss reporting and ensuring use of requisite Personal Protective equipments shall definitely prevent accidents in the Workplaces. It is the responsibility of every individual to establish safe & healthy working environment in the shop floor by maintaining good housekeeping and following all safety rules.

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All employees rededicated themselves for the cause of safety, health & environment by taking Safety Pledge. The Safety Pledge was administered by Union president at Roha and Mahad. EHS Head and General Manager Works, also addressed the gathering. Contractor personnel also participated in the program.

Various safety programs & competitions were conducted during the Safety Week Celebration like, Safety Slogan, Poem, Posters, Suggestions, On-line safety quiz, Spot the hazard, Mock drill and Safety training program, were in employees participated with great enthusiasm. The winners were felicitated & participants were recognized.





Sudarshan EHS Magazine
Issue no: 2, 2015

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