



MECHANICAL ENGINEERS & INDUSTRIAL SERVICE PROVIDERS



ISO 9001 & 45001 CERTIFIED COMPANY



GOBINS INDIA ENGINEERING PVT. LIMITED



R.O. : Gobins Bhavan, Bhrundavan Colony, Behramal, Industrial Estate, Jharsuguda, Odisha-768203

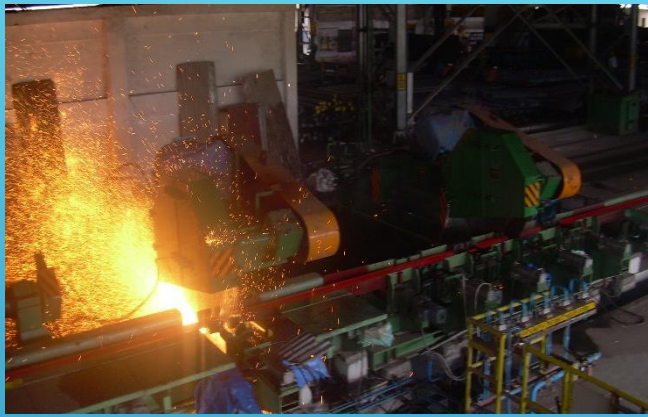
H.O. : TMC - XI/161/128, P J Towers, Govt. Engineering College. THRISSUR - 680 009, Kerala, India

Mob: +91 9449825120, 8848199706, 9449835000 web: www.gobinsindia.com, e-mail: gje@gobinsindia.com



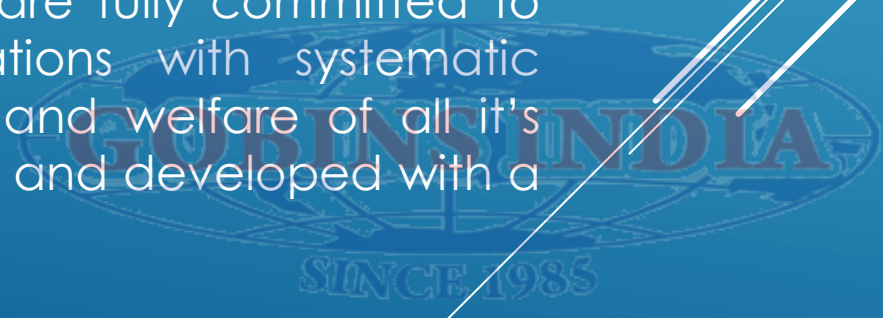
IBR APPROVED

ISO 9001 & 45001 CERTIFIED COMPANY



FIELD OF OPERATIONS

- Our field of operations includes Erection, Alignment and Commissioning of Rotary Equipments including Refurbishing, Fabrication, erection, related Piping, Running plant operation & Maintenance along with Time Bounded Shutdown jobs, related with Steel, Power & Cement Plants.
- Gobins India Group of concerns are fully committed to ensure quality in all it's operations with systematic management of Safety, Health and welfare of all it's employees and will be maintained and developed with a Clean Environment.





VISION & COMMITMENTS

- With the best realisation of facts; The basic and important strength human resources must be valued highly and utilised in a most efficient and systematic manner, ensuring maximum possible welfares to all team members.
- Team Gobins India is committed to maintain social credibility, respecting the development history of human race and to maintain all statutory norms, requirements of the law of land.
- Team Gobins India is committed to continues learns together; from the basic educations, Knowledge, technological developments and latest practices learned from the practical experiences.





HEALTH, SAFETY & ENVIRONMENT

POLICY, PLAN & PROGRAM

The POLICY	The PLAN	The PROGRAM
Document expressing management's commitment to health and safety in the workplace	The strategy for developing the company's health and safety program	The details and content of company's health, safety & environment system



ISO CERTIFICATION

- Team Gobins India is certified with ISO 9001:2015 for Quality Management Systems and ISO 45001:2018 for Occupational Health and Safety Management Systems.
- Team Gobins India focuses on delivering quality work within a safe and secure working environment.
- All processes are aligned with ISO 9001:2015 and ISO 45001:2018 standards, ensuring systematic quality and safety management across operations.
- Regular audits and evaluations are conducted to identify areas for improvement and ensure ongoing compliance with international best practices.
- Continuous training programs are implemented to ensure all employees understand and follow ISO requirements for quality and occupational health & safety.



GOBINS INDIA's - POLICIES

GOBINS/HSE/IND/02

GOBINSINDIA
SINCE 1985
ENGINEERS & CONTRACTORS

HEALTH, SAFETY & ENVIRONMENT POLICY

M/s Gobins India Engineering Pvt. Limited is functioning in the Industrial construction field, Specialized in Erection, Commissioning, Piping, Fabrications, Running Plant Maintenance and Industrial Services for Steel, Cement and Power Plants of various customers.

The Management & Team members of Gobins India Group of Concerns are fully committed to the principles of Health, Safety and Environmental Performance which encompass the Framework of Operations and accommodate the Requirements of Management, Staff and the Society, while applying integrated Management Systems for the Environment, occupational Health and Safety leading to continual Performance Improvement.

We will achieve it through:

- Top Management Commitment to prevent Injury and Occupational Diseases and continual Improvement in Environment, Occupational Health and Safety Performance.
- Strict Compliance with local, state and national standards, in addition to all laws and legislation related to the scope of work to ensure, avoiding, reducing and controlling the Elements that affect occupational Health, Safety and Environment with the aim of preventing Damage.
- Setting positive Objectives and availing a suitable Work Environment, while reviewing these Objectives to enhance HSE performance.
- Review the Policy periodically, and as required to ensure that it remains Suitable with GIE's Scope of Work.
- Optimum utilization of Resources & Equipment and Application of latest Technologies to cope with the sustainable Development, leading to Improvement of Work Performance and loss Prevention.
- Giving special Attention to periodical Staff Training & induction training to develop their personal Skills in carrying out their Tasks and increasing HSE Awareness.
- All Accidents, Incidents and near misses will be investigated & in time corrective actions to be taken, in order to prevent recurrence.

(This policy is published and fully explained to all employees working under the control of GIE)

RINUS GOPINATH
CHAIRMAN & MANAGING DIRECTOR

Date: 17.04.2023

Rev: 2

GOBINS/HSE/IND/03

GOBINSINDIA
SINCE 1985
ENGINEERS & CONTRACTORS

QUALITY POLICY

The Management & Team members of Gobins India Engineering Pvt. Limited and its Group of Concerns are committed to protect and secure customer satisfaction by providing **Quality Services**.

We are aware that, Quality, Competitiveness, in time responds & delivery of services are the major pillars, on which customer satisfaction based.

We aim to achieve it through; involving every team members of our organization in establishing a most effective **Quality System** for maintaining and developing the Service Quality with continuous monitoring for its improvement to achieve most better performance in all related operations.

For maintaining the effective Quality Policy; Gobins India Group of concerns are fully committed to ensure the **Safety, Health and welfare** of all our employees and will be maintained and developed with a **Clean Environment** in the organization.

RINUS GOPINATH
CHAIRMAN & MANAGING DIRECTOR

Date: 17.04.2023

Rev: 2

GOBINS/HSE/IND/04

GOBINSINDIA
SINCE 1985
ENGINEERS & CONTRACTORS

Induction & Training Policy

The Management of Gobins India Engineering Pvt. Limited and its Group of Concerns are committed to maintain and develop its performance, to provide excellent Services to the customers by increasing skills and HSE awareness of our team members with induction & periodical trainings.

We aim to achieve it through;

- Induction & Training to all the employees well before engaging to their jobs.
- Periodical Training to the team members to develop their personnel skills in carrying out their tasks and to increase the HSE awareness.
- Through periodical trainings, all our team members will always be updated with the latest technology & system developments in our society, which helps our team to deliver most excellent services to our customers.

RINUS GOPINATH
CHAIRMAN & MANAGING DIRECTOR

Date: 17.04.2023

Rev: 2

GOBINS/HSE/IND/05

GOBINSINDIA
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ENGINEERS & CONTRACTORS

Smoking, Drug & Alcohol Policy

The Management of M/s Gobins India Engineering Pvt. Limited and its Group of Concerns are always committed to maintain the safety, health and security of its employees in most cultural manner.

The management strongly believes and committed to maintain the social credibility of the team members as much important and inevitable for providing excellent Services to our customers maintaining safety and security to men, machineries, properties and good work culture.

All the employees should follow the Smoking, Drug & Alcohol rules of our organization, as explained below;

- Consumption / usage of any type of drugs while on duty, with or without the guidance of a registered medical practitioner, should be informed to the concerned section head / supervisor.
- Smoking of any tobacco product is strictly prohibited at work site and is allowed only at designated Smoking zones.
- Any persons caught in possession of or under the influence of drugs or alcohol will be removed from site immediately and subsequent penal actions shall be taken.
- All team members are advised; not to be in influence of alcohol and drugs in & around to the site & residential surroundings too, which may destroy the social credibility of the total team and also may lead to disciplinary actions.

RINUS GOPINATH
CHAIRMAN & MANAGING DIRECTOR

Date: 17.04.2023

Rev: 2

GOBINS/HSE/IND/06

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Cardinal Rules

Our cardinal rules sets down with the expectations and consideration that; we have employees, customer employees, visitors, subcontractors and other agency employees, while working at our sites. Cardinal rules should be remembered by all our employees and adhered to it always.

- Do not override or interfere with any safety provision nor allow anyone else to override or interfere with them.
- Personal Protective Equipment (PPE) rules applicable to a given task must be adhered to at all times.
- Isolation and lock-out procedures must always be followed.
- No person may work if under the influence of alcohol or drugs.
- All injuries and incidents must be reported.

RINUS GOPINATH
CHAIRMAN & MANAGING DIRECTOR

Date: 17.04.2023

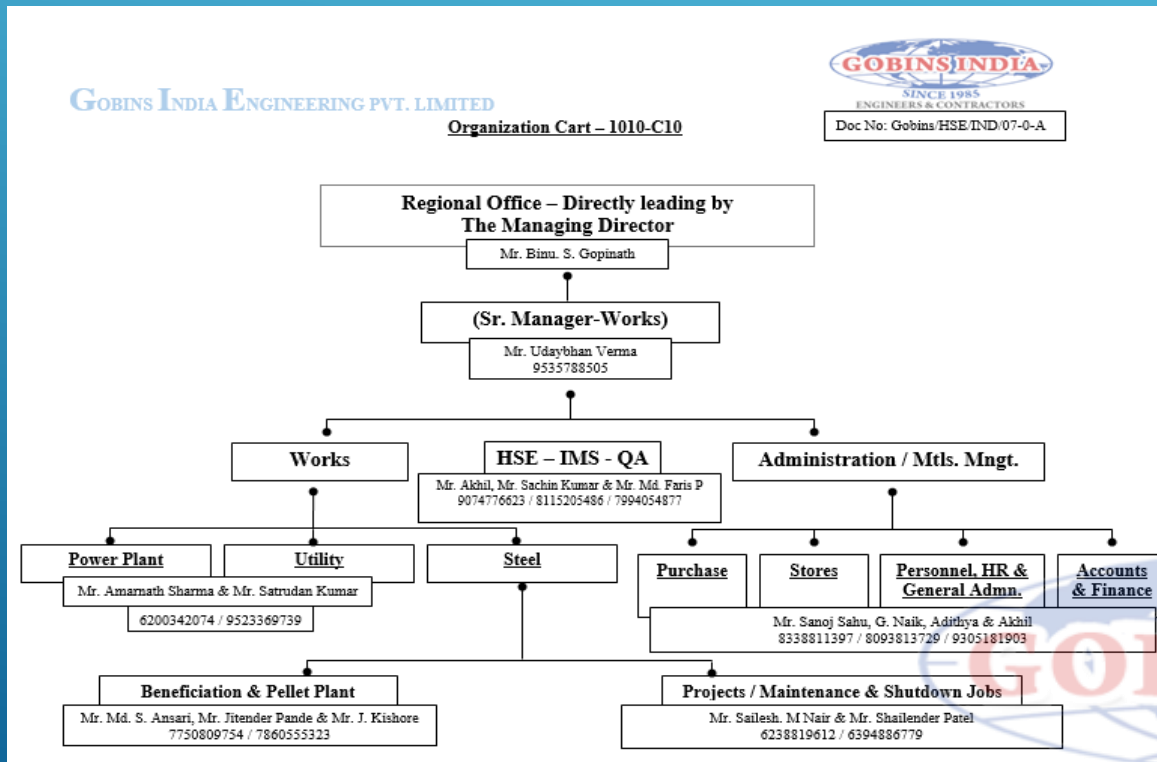
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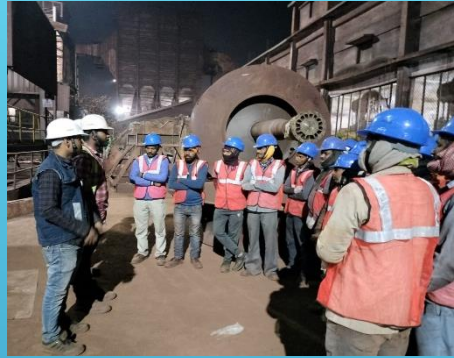


GOBINS INDIA
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OHSE-MANAGEMENT PLAN

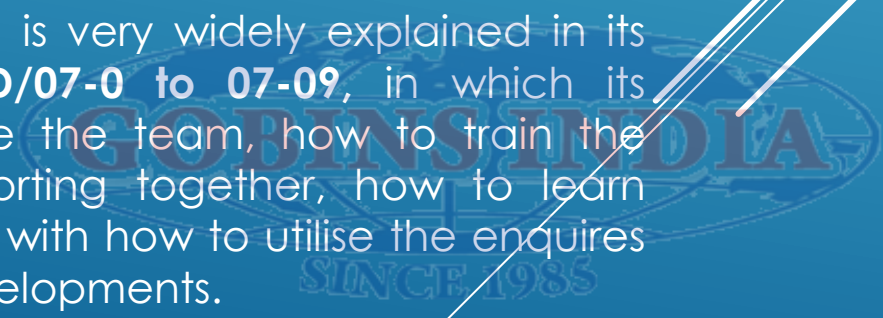
ORGANISATION CHART (SITE CODE : 1010 – C10)





WHEN THERE IS A WILL....THERE IS A WAY.....

- To show the prosperous way and guide through a progressive path, It's highly necessary to be strong & determinate mindset for the leaders to guide the team to achieve the dreams and target, for practical achievements in a most innovative and efficient manner.
- Hence as the initial step to operate the mission according to the policies of Gobins India, well before commencing the operations, it has got designed the master plan of our OH&S Management programme.
- The management plan of Gobins India is very widely explained in its **HSEM System Doc No: Gobins/HSE/IND/07-0 to 07-09**, in which its elaborately explained; how to motivate the team, how to train the team, how to ensure To and Fro reporting together, how to learn together from the true experience along with how to utilise the enquires and incidents reporting for the future developments.



INDUCTION & TRAININGS



- Present social conditions and different working situations requires, continues and proper trainings in addition to the earned academic / technical qualifications & experience.
- Team Gobins India, is moving through a path by conducting periodical and continues training, realising the instability of workforce/ employees.
- Hence; In addition to the initial enrolling time induction & training, Gobins planned & executing periodical / repeated / random trainings, including job wise induction program.
- Team Gobins India is committed to ensure all the plan & program with close co-operation in-line according to the guidance, advices & suites to the requirements of respective client.



Emergency response requirements to be well aware to all the team members



Where ever the teams works, the emergency assembly point must be explained in the TBT and confirming is must that, “it is well communicated & Understood by all the team members”



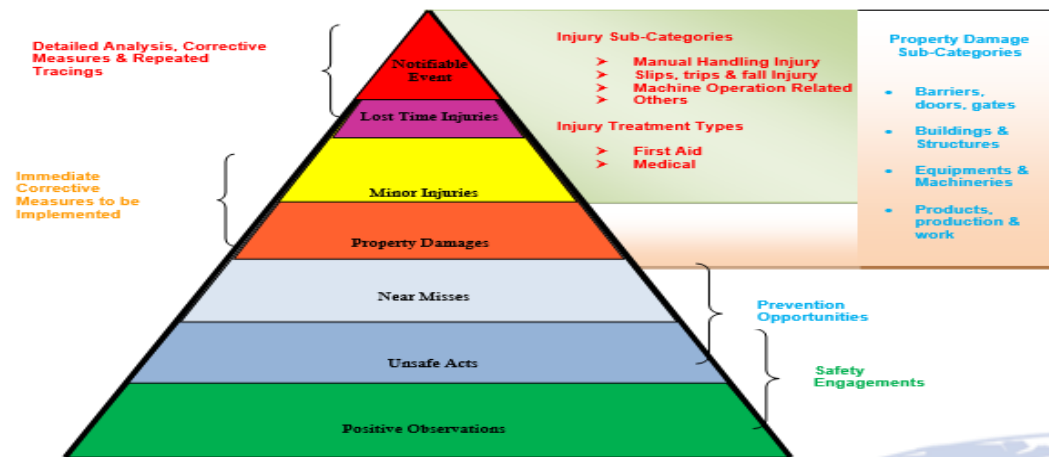
- Emergency Contacts Details along with our respective client's contacts to be made available with all team members always.
- Emergency Response Plan to be explained in Daily TBT, along with the special conditions & hazards of the respective site.
- All Employees are always being carried a valid Training Passport with basic HSE awareness & emergency contact details.



INCIDENT & ACCIDENT MANAGEMENT SYSTEM

Immediate Response, Reporting to the higher officials, Classification of the event, Investigation & Prevention method as explained & trained as per accident, incident management system are being followed.

Incident Classification / Categorisation



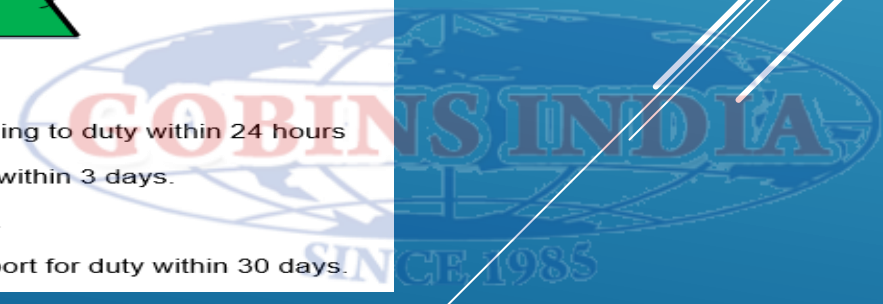
Tips to determine the incident severity:

First Aid: Effected Person must be reported for re-joining to duty within 24 hours

Medical – Slight: Effected person must be re-reported within 3 days.

Medical – Serious: must be re-reported within 15 days.

Medical – Highly Serious: if the person is unable to report for duty within 30 days.



MOTIVATION – SAFETY DAY CELEBRATIONS

- First working day of every month celebrates as safety day and programmes includes safety pledge and mass TBT of all respective sites are being conducted.
- Chances shall be provided for workers, who can present Safety awareness classes in the TBT and Mass TBT.
- Safety Quiz programmes are being conducted and promotive certificates & gifts are being distributed.
- Safety Posters / slogans / Signals are being displayed in all the work sites and required areas.





PERFORMANCE RECOGNITION & REWARDS

- Performance awards are being distributed monthly once, after completing the performance analysis through the respective fore-person / supervisors / safety engineers.
- In the event of distributing the trophy / gifts and certificates, best possible efforts are being done to ensure the participation of Client's safety officials / concerned user department officials.
- Providing more safety boards, slogans & signals around the working premises and explaining this to the workers.

Performance Analysis of Employees, Incl. Sub Contracts

Regional & Site Code: 10101-10 Date of Preparation: 01/04/2023

Department / Section / Job Code: 10101-101-101-101 Period: 01/03/2023 - 31/03/2023

Sl. No.	Name	Designation	Performance Analysis (Out of 100 Marks)										Remarks
			Attendance & Punctuality (10 Marks)	Quality & Quantity (10 Marks)	Safety & Health (10 Marks)	Team Work & Cooperation (10 Marks)	Initiative & Creativity (10 Marks)	Communication (10 Marks)	Problem Solving (10 Marks)	Adaptability (10 Marks)	Leadership (10 Marks)	Overall (10 Marks)	
1	Chandrabhan Kumar	Welder	10	10	10	10	10	10	10	10	10	10	
2	Chandrabhan Kumar	Welder	10	10	10	10	10	10	10	10	10	10	
3	Chandrabhan Kumar	Welder	10	10	10	10	10	10	10	10	10	10	
4	Chandrabhan Kumar	Welder	10	10	10	10	10	10	10	10	10	10	
5	Chandrabhan Kumar	Welder	10	10	10	10	10	10	10	10	10	10	
6	Chandrabhan Kumar	Welder	10	10	10	10	10	10	10	10	10	10	
7	Chandrabhan Kumar	Welder	10	10	10	10	10	10	10	10	10	10	
8	Chandrabhan Kumar	Welder	10	10	10	10	10	10	10	10	10	10	
9	Chandrabhan Kumar	Welder	10	10	10	10	10	10	10	10	10	10	
10	Chandrabhan Kumar	Welder	10	10	10	10	10	10	10	10	10	10	

Prepared By: [Signature] Checked By: [Signature] Approved By: [Signature]

Note: For Award: 100 & 100 marks to be deducted from 40 Marks, & for Lesser: 100 Marks to be deducted from 40 Marks

Performance Analysis of Employees, Incl. Sub Contracts

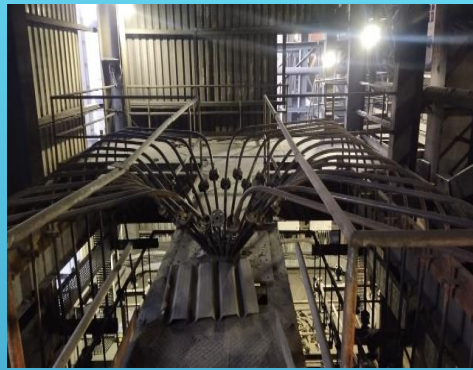
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1	Chandrabhan Kumar	Welder	10	10	10	10	10	10	10	10	10	10	
2	Chandrabhan Kumar	Welder	10	10	10	10	10	10	10	10	10	10	
3	Chandrabhan Kumar	Welder	10	10	10	10	10	10	10	10	10	10	
4	Chandrabhan Kumar	Welder	10	10	10	10	10	10	10	10	10	10	
5	Chandrabhan Kumar	Welder	10	10	10	10	10	10	10	10	10	10	
6	Chandrabhan Kumar	Welder	10	10	10	10	10	10	10	10	10	10	
7	Chandrabhan Kumar	Welder	10	10	10	10	10	10	10	10	10	10	
8	Chandrabhan Kumar	Welder	10	10	10	10	10	10	10	10	10	10	
9	Chandrabhan Kumar	Welder	10	10	10	10	10	10	10	10	10	10	
10	Chandrabhan Kumar	Welder	10	10	10	10	10	10	10	10	10	10	

Prepared By: [Signature] Checked By: [Signature] Approved By: [Signature]

Note: For Award: 100 & 100 marks to be deducted from 40 Marks, & for Lesser: 100 Marks to be deducted from 40 Marks



Minutes of Meeting

Registered / Site Code: 0000100 - NCI, JAWAHAR, INDIA Date: 08.08.2023

Meeting Description: HSE Systems & programmes - Safety Meeting

Agenda

1. HSE - System Review with Director verification
2. Safety meeting for the week and agenda
3. HSE - Incident investigation and safety meeting - Safety Meeting reports verification
4. Safety meeting for the week and agenda
5. Evaluation of safety audit results - performance analysis reports
6. Evaluation of control activity for the year 2022-23

Chairman / Presided By: Name: Shri. S. G. Gopesh Designation: Chairman & Managing Director - Customer India

Participants / Members Absent

No.	Name	Employee Code	Designation	Signature	Whether Safety Verification / Safety Committee Member / Yes / No	Whether Safety Committee Member / Yes / No
1.	Shri. S. G. Gopesh	00000000000000000000	Chairman & Managing Director	[Signature]	Yes	Yes
2.	Shri. S. G. Gopesh	00000000000000000000	Chairman & Managing Director	[Signature]	Yes	Yes
3.	Shri. S. G. Gopesh	00000000000000000000	Chairman & Managing Director	[Signature]	Yes	Yes
4.	Shri. S. G. Gopesh	00000000000000000000	Chairman & Managing Director	[Signature]	Yes	Yes
5.	Shri. S. G. Gopesh	00000000000000000000	Chairman & Managing Director	[Signature]	Yes	Yes

Discussions & Decisions

1. The meeting was held on 08.08.2023 at 10:00 AM.
2. The meeting was held on 08.08.2023 at 10:00 AM.
3. The meeting was held on 08.08.2023 at 10:00 AM.
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5. The meeting was held on 08.08.2023 at 10:00 AM.
6. The meeting was held on 08.08.2023 at 10:00 AM.

Findings & Important Suggestions for Improvement / Recommendations to be implemented / Done within specified period.

None. All safety audit results are satisfactory and no action is required. The safety audit results are satisfactory and no action is required.

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3.	Shri. S. G. Gopesh	00000000000000000000	Chairman & Managing Director	[Signature]	Yes	Yes
4.	Shri. S. G. Gopesh	00000000000000000000	Chairman & Managing Director	[Signature]	Yes	Yes

Discussions & Decisions

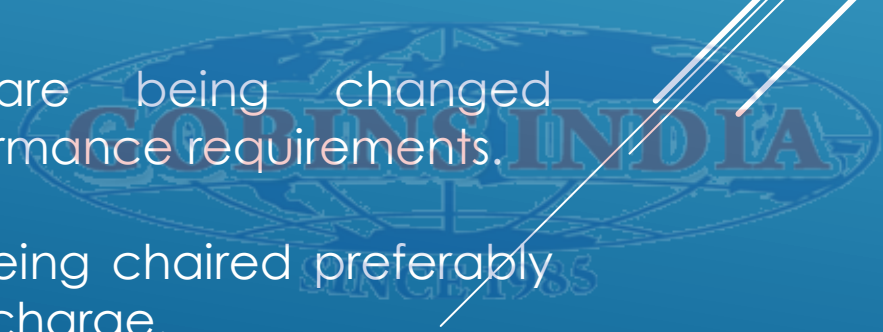
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EVALUATION & COMMITTEE MEETINGS

- Safety committee meeting are being conducted at least once in a month to evaluate the over all performances including the progress / results / implementation of previous decisions. Detailed Discussions of the developments are being held and decisions are being taken & recorded.
- Corrective actions required if any to be conveyed to all team members and priority decisions shall be recorded and implemented accordingly.
- Safety Committee members are being changed periodically according to the performance requirements.
- Safety Committee Meetings are being chaired preferably by the MD or By the Over All site In-charge.



FACILITIES & IT's FITNESS

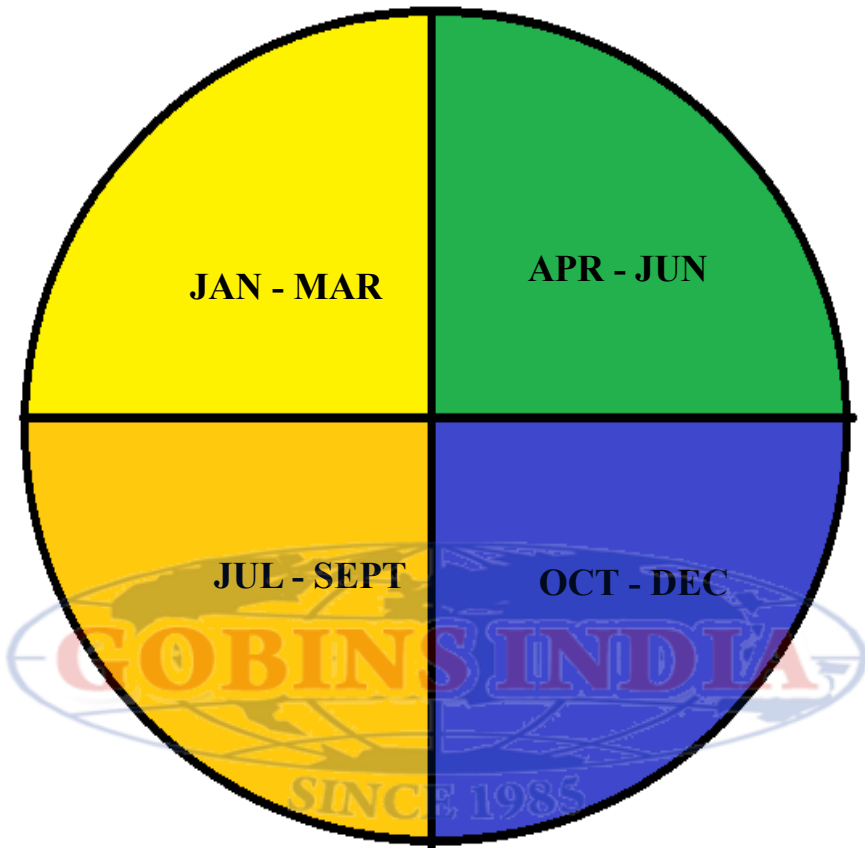
- For better performance and effective results; there should be appropriate & suitable infrastructure, tools & tackles ,fit to use and apt to the respective job requirements.
- All the tools and tackles are tested as per latest Engineering Practices and certified by competent authority
- Inspection tags are provided on every electrical Equipments with a periodical inspections & validity renewal system .
- Colour coding for tools are being provided for easily analysing the fitness.
- Quarterly based colour changing methods are being practiced to ensure the periodical examination & fitness.



COLOUR CODING



- All Lifting tools & Portable power tools are being inspected and colour coded periodically, by marking with specific colour as mentioned for each quadrant.



INSPECTIONS, OBSERVATIONS & RECTIFICATIONS



GOLDEN		Golden India Engineering Pvt. Limited		Doc. No. :	Golden/IND/001
MVA/RW-RPM Site - Technical Supervisor (SHE/TS)		Golden - India		Doc. Issue Date :	10.08.2015
CHECK LIST FOR WEEKLY SITE INSPECTION		Pages :		1 of 2	
To : Location: At Site - 1 to visit per					
No.	Observations	Corrective Action	Priority / Risk Level		
1.	Little fire extinguisher provided while working at height	Facilities with water and make them for site higher	High Risk		
2.	One worker wasn't wearing helmet properly while working at height	Facilities with helmet and make them for site properly	High Risk		
3.	Two workers weren't wearing dust mask in dusty area	Facilities with dust mask and make them for site	High Risk		
Name :		For :	Date :	on 10/08/15	
Signature :		For :	Date :	on 10/08/15	

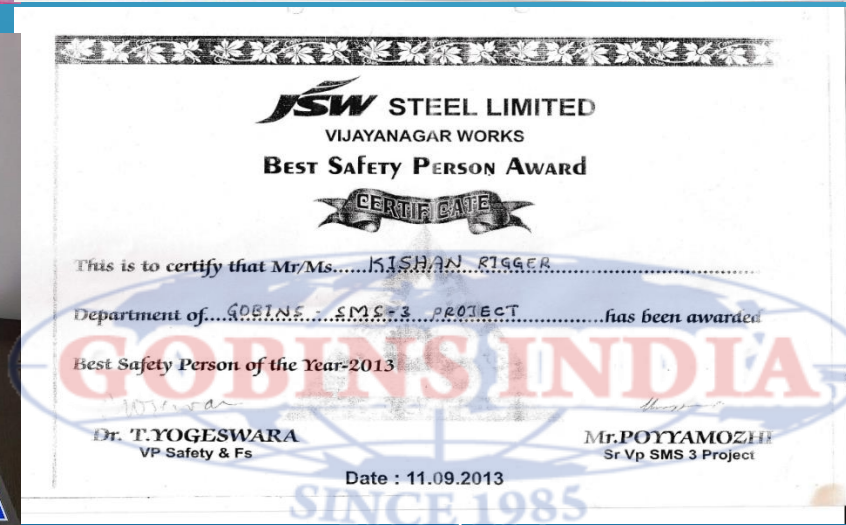
- Rapid site observation / inspection programme has been done by the safety engineers, safety committee members. Finding of safety misbehaviour, lapse & weaknesses are being noted & follow ups & remedies to rectify are being ensured, in addition to the weekly Safety inspection / audit programme.
- Before commencing jobs, relevant risk assessment is always done and communicated to the respective employees and the way to prevent incident / accident has been explained to the employees.
- Breath analyser test is done on doubtful conditions by the supervisor or respective officials without affecting to the self-respect of employees.

GOLDEN		Golden India Engineering Pvt. Limited		Doc. No. :	Golden/IND/001
MVA/RW-RPM Site - Technical Supervisor (SHE/TS)		Golden - India		Doc. Issue Date :	10.08.2015
CHECK LIST FOR WEEKLY SITE INSPECTION		Pages :		1 of 2	
To : Location: At Site - 1 to visit per					
No.	Observations	Corrective Action	Priority / Risk Level		
1.	One fire extinguisher provided while working at height	Facilities with water and make them for site higher	High Risk		
2.	One worker wasn't wearing helmet properly while working at height	Facilities with helmet and make them for site properly	High Risk		
3.	Two workers weren't wearing dust mask in dusty area	Facilities with dust mask and make them for site	High Risk		
Name :		For :	Date :	on 10/08/15	
Signature :		For :	Date :	on 10/08/15	

GOLDEN		Golden India Engineering Pvt. Limited		Doc. No. :	Golden/IND/001
MVA/RW-RPM Site - Technical Supervisor (SHE/TS)		Golden - India		Doc. Issue Date :	10.08.2015
RISK ASSESSMENT SHEET		Pages :		1 of 1	
No.	Task	Hazards identified	Consequence	Control Measures	
1.	Welding work	1. Hot Spots 2. Disturbance 3. Hot Spots 4. Hot Spots	1. Hot Spots 2. Disturbance 3. Hot Spots 4. Hot Spots	1. Hot Spots 2. Disturbance 3. Hot Spots 4. Hot Spots	
2.	Welding work	1. Hot Spots 2. Disturbance 3. Hot Spots 4. Hot Spots	1. Hot Spots 2. Disturbance 3. Hot Spots 4. Hot Spots	1. Hot Spots 2. Disturbance 3. Hot Spots 4. Hot Spots	
3.	Welding work	1. Hot Spots 2. Disturbance 3. Hot Spots 4. Hot Spots	1. Hot Spots 2. Disturbance 3. Hot Spots 4. Hot Spots	1. Hot Spots 2. Disturbance 3. Hot Spots 4. Hot Spots	
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Signature :		For :	Date :	on 10/08/15	



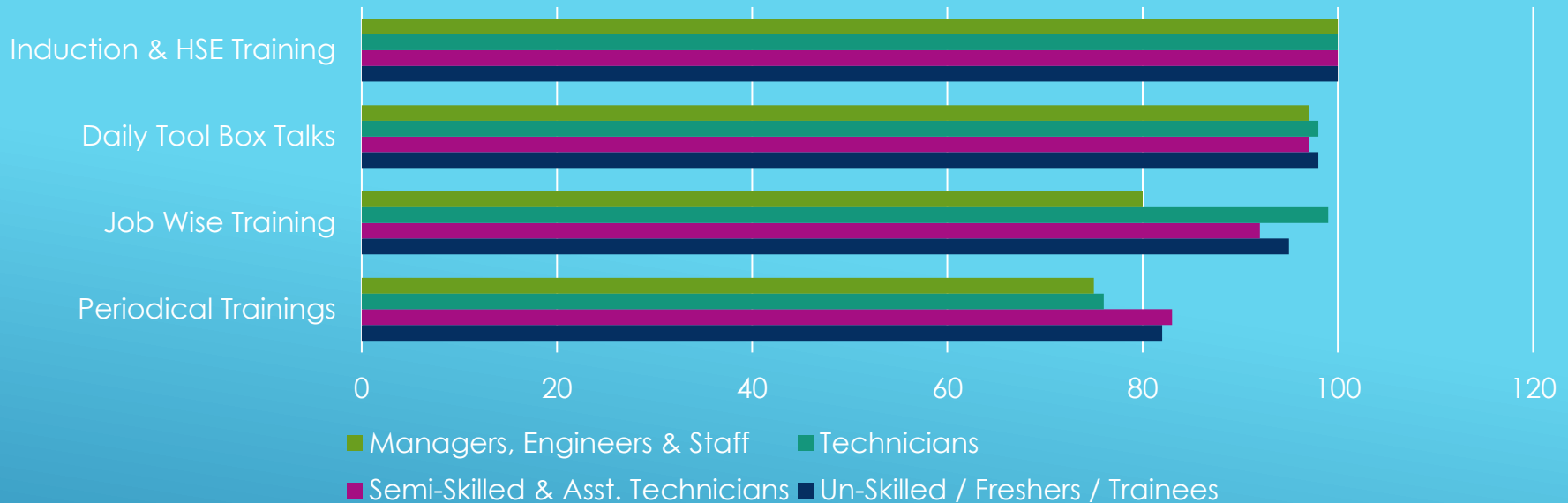
AWARDS



TRAINING DATA



Details in percentages



No of Employees (at Present)

- Managers, Engineers & Staff
- Technicians
- Semi-Skilled & Asst. Technicians
- Un-Skilled / Freshers / Trainees

- 8
- 26
- 46
- 4



• **TOTAL NO. OF EMPLOYEES**

- **84**



Be Safe & Let Be Safe



THANKS.....

Team Gobins India

