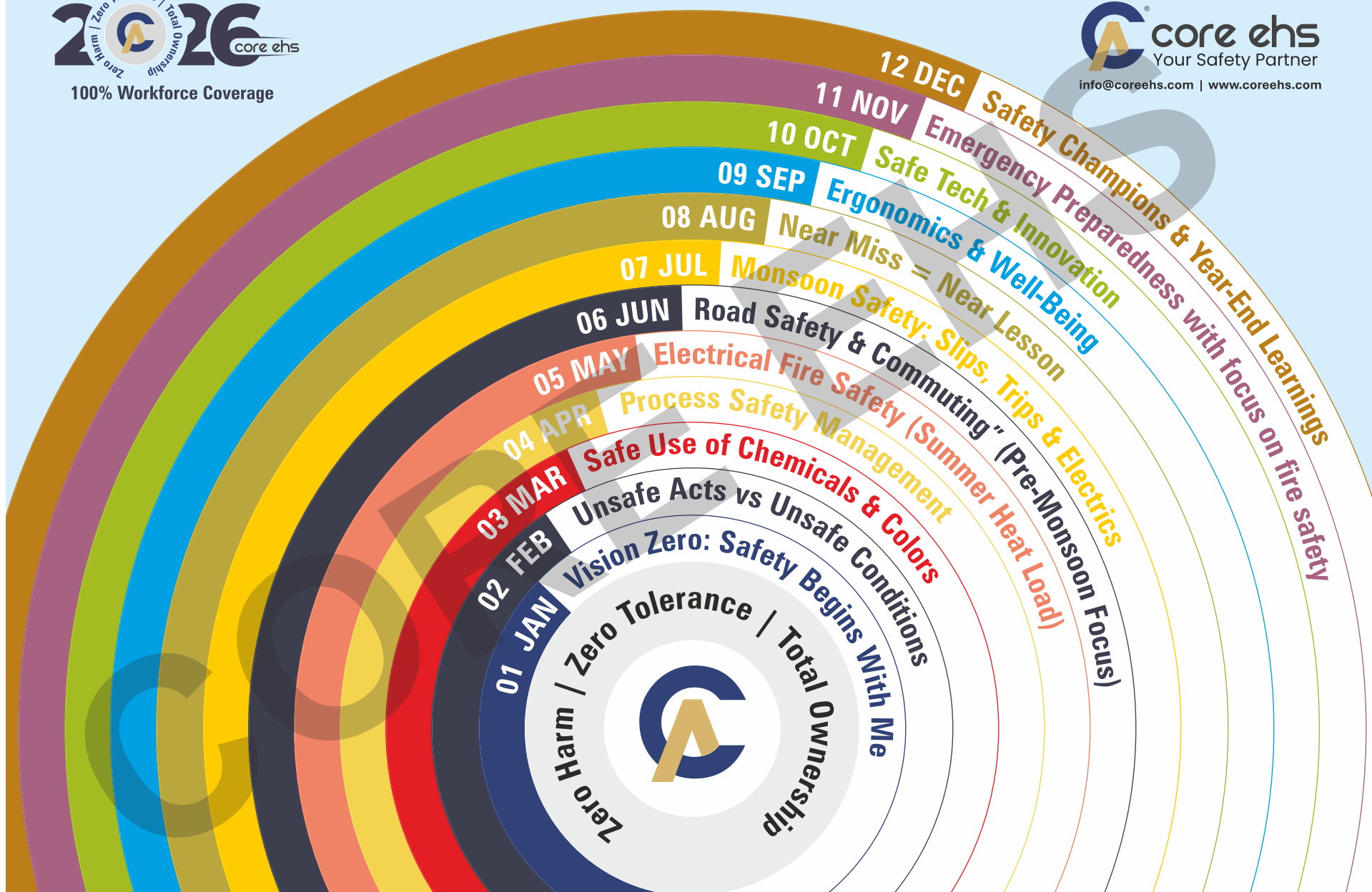# CORE PILLARS OF SAFETY CULTURE TRANSFORMATION

The following key elements form the foundation for achieving Safety Culture Transformation in any industry. These initiatives promote proactive governance, employee engagement, risk management, and continual improvement to achieve a Zero Harm Workplace.

Integrated Safety Transformation Framework

- Permit to Work & LOTOTO System
- Integrated Organization Structure for Governance (IOS)
- Digitalization in Safety
- Safety Maturity Survey (SMS)
- Process Safety Management (PSM)
- Behavioural Intervention Programme (BIP)
- Road & Rail Safety Management (RRSM)
- Incident Reporting & Investigation System (IRIS)
- Capability & Competency Development
- Contractor Safety Management (CSM)
- Upgradation of Safety Framework
- High Hazardous Risk Process Containment (HHPC)

Integrated Organization Structure for Governance (IOS): Develop a structured governance model defining clear safety roles, responsibilities, and accountability across all organizational levels to ensure effective oversight and ownership of safety performance.

Safety Maturity Survey (SMS): Conduct annual safety maturity assessments across all departments to evaluate the current state of safety culture, measure progress, and identify focus areas for improvement.

Behavioural Intervention Programme (BIP): Implement a behavior-based observation and coaching program to identify, correct, and reinforce safe behaviors across all levels of the organization.

Incident Reporting and Investigation System (IRIS): Strengthen the mechanisms for reporting, tracking, and analyzing near-miss events and incidents to ensure timely corrective and preventive actions and learning.

Contractor Safety Management (CSM): Establish a robust contractor safety framework covering prequalification, induction, training, monitoring, and performance evaluation to ensure compliance with all safety standards.

High Hazardous Risk Process Containment (HHPC): Identify, assess, and control risks associated with high-hazard operations through engineered safeguards, containment measures, and regular audits.

Upgradation of Safety Management System (USMS): Review, align, and continuously upgrade the organization's safety management systems to meet corporate, statutory, and global best practice standards.

Capability & Competency Development (C&C): Develop workforce capability at all levels through structured training programs, skill certifications, and leadership development initiatives.

Road & Rail Safety Management (RRSM): Implement robust road and rail safety measures including route risk assessments, driver competency programs, and logistics safety management systems.

Process Safety Management (PSM): Institutionalize a systematic approach to identify, assess, and control process-related risks through PSM elements such as risk assessment, management of change, audits, and periodic reviews.

Digitalization in Safety (DIS): Leverage technology through Safety Software, IoT systems, E-Learning modules, AR/VR simulations, Digital Twins, and Drone Monitoring to enhance monitoring, training, and risk prediction capabilities.

Permit to Work and LOTOTO System: Ensure strict implementation of the Permit to Work and Lock Out Tag Out Try Out (LOTOTO) systems for all maintenance and high-risk operational activities to eliminate inadvertent energy releases.

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100% Workforce Coverage

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12 DEC — Safety Champions & Year-End Learnings
11 NOV — Emergency Preparedness with focus on fire safety
10 OCT — Safe Tech & Innovation
09 SEP — Ergonomics & Well-Being
08 AUG — Near Miss = Near Lesson
07 JUL — Monsoon Safety: Slips, Trips & Electrics
06 JUN — Road Safety & Commuting
05 MAY — Electrical Fire Safety (Summer Heat Load)
04 APR — Process Safety Management
03 MAR — Safe Use of Chemicals & Colors (Pre-Monsoon Focus)
02 FEB — Unsafe Acts vs Unsafe Conditions
01 JAN — Vision Zero: Safety Begins With Me

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Vision Zero: Safety Begins With Me

2026

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Zero Harm begins with one choice - mine.

शून्य हानि की शुरुआत मेरे संकल्प से है।

JANUARY

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12 National Youth Day, 26 Republic Day

Conduct a Vision Zero safety pledge &
Ensure **100% employee participation**.

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Unsafe Acts v/s Unsafe Conditions

Correct your behaviour.
Safeguard the environment.
व्यवहार और व्यवस्था – दोनों हों सुरक्षित।

FEBRUARY

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04 World Cancer Day,   28 National Science Day

Close **95% of unsafe act/condition observations within 7 days of reporting.**

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Safe Use of Chemicals & Colors

Smart celebration starts with safe colors
- Play safe, stay safe.
सुरक्षित उत्सव की शुरुआत सुरक्षित रंगों से होती है
- खेलें सुरक्षित, रहें सुरक्षित।

MARCH

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04 National Safety Day 21 World Forestry Day,
22 World Water Day

Ensure **100% chemical containers**
are correctly labelled and
supported with valid MSDS.

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Process Safety Management

Safe Processes. Safe Outcomes. Zero Compromise.

सुरक्षित प्रक्रियाएँ । सुरक्षित परिणाम । शून्य समझौता।

DANGER

THIS TAG & LOCK TO BE REMOVED ONLY BY THE PERSON SHOWN ON BACK

APRIL

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07 World Health Day, 14 Fire Service Day,
22 Earth Day, 25 World Malaria Day
28 World Safety & Health at work

Achieve 100% SOP compliance by Safeguarding critical processes

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Electrical Fire Safety (Summer Heat Load)

Prevent the sparks
before they turn to flames.
चिंगारियों को बुझाओ,
इससे पहले कि वे आग बन जाएँ।

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MAY

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01 International Labour Day,
04 International Firefighters Day'
08 World Red Cross Day, 31 Anti Tobacco Day

Prevent fatal fires.
Test and certify **100% circuits**
with functional ELCB/RCCB.

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Control speed. Stay alert. Reach safe.
गति पर नियंत्रण रखें, सतर्क रहें, सुरक्षित पहुँचें।

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Road Safety & Commuting

JUNE

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05 World Environment Day,
12 World Day against Child Labor
14 World Blood Donor Day

Run **one Driving Safety &
Monsoon Safety Campaign**
across all departments.

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CAUTION

Monsoon Safety: Slips, Trips & Electrics

Stay dry, stay current-free.
बरसात में सूखे रहें,
बिजली के झटकों से बचें।

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JULY

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11 World Population Day

Resolve **all water-ingress and slip hazards within 72 hours** of identification.

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Near Miss = Near Lesson

Noticing small signs, prevent big losses.
छोटे संकेतों पर ध्यान दें,
बड़ी दुर्घटना रोकें।

AUGUST

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23	24	25	26	27	28	29
30	31	15 Independence Day,				

Close **100% corrective actions** from near-miss analysis within target time.

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Ergonomics & Well-Being

Adopt ergonomics, reduce fatigue, and boost efficiency.
अर्गोनॉमिक्स अपनाएँ, थकान घटाएँ, दक्षता बढ़ाएँ।

SEPTEMBER

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13 World First Aid, 16 World Ozone Layer Protection
21 World Peace Day

Reduce **MSD-related first-aid cases by 25%** compared to last quarter.

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Safe Tech & Innovation

Smarter tech. Zero Harm.
Safer tomorrow.
स्मार्ट तकनीक, शून्य हानि,
सुरक्षित कल।

CLICK HERE TO START

OCTOBER

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13 World Natural Disasters

Conduct **one safety drill through Virtual Reality (VR) training,** during the month.

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Be drill-ready today,
stay fire-safe tomorrow
आज की गई ड्रिल, कल आग से सुरक्षित रखेगी।

Emergency Preparedness with focus on fire safety

2026

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NOVEMBER

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22	23	24	25	26	27	28
29	30					

14 Children's Day

Achieve
100% employee participation
in evacuation & fire-drill exercises.

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Celebrate safe choices.
सुरक्षित चुनावों का सम्मान

Safety Champions & Year-End Learnings

2027

2026

Zero Harm | Zero Tolerance | Total Ownership

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DECEMBER

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01 World AIDS Day

Honor 20 Safety Champions and set 2027 Safety Goals inspired by 2026 learnings.

20 YEARS CELEBRATING

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How to Reduce LTFIR at Workplace and Achieve Zero Harm Target

As per world safety analysis and benchmarking, the following strategic actions will help industries to **reduce Lost Time Frequency Injury Rate (LTFIR)**, achieve a **Zero Harm Workplace**, and drive a **Safety Culture Transformation**. These actions are based on globally recognized safety management practices and emphasize proactive risk management, competency development, and continuous improvement in safety performance.

01 — Leadership Commitment & Safety Accountability

- **Engage leadership visibly** in safety walks, audits, and reviews. Leaders must "own" safety KPIs such as LTFIR reduction.
- **Integrate safety into performance metrics** for all managers and supervisors.
- **Deploy one Safety Officer/Supervisor 50:1 Ratio** to ensure proactive supervision.
- **Engage qualified Safety Professionals** and empower them to make decisions.

02 — Workforce Engagement & Behaviour-Based Safety

- **Report all near-miss incidents and at-risk behaviors.** Near-miss reporting is proven to reduce actual incidents by building proactive awareness.
- Introduce **Behavior-Based Safety (BBS)** programs- focus on observation, feedback, and positive reinforcement.
- Develop a **Personnel Safety Action Plan (PSAP)** that includes personal safety goals, e.g., "I will report 2 near misses per month."

03 — Competence Development & Training

- **Conduct 7–10 man-days of safety training per person per year.**
- **Training should include:**
  o Task-specific hazard control
  o Emergency response
  o Permit-to-work systems
  o Job hazard analysis (JHA)
  o Specialized training as per job role including scaffold, lifting, excavation, electrical, etc.
- Regularly **evaluate training effectiveness** via quizzes, observations, and performance tracking.

04 — Systems & Process Safety Management

- **Develop and update Standards and SOPs periodically.**
- **Ensure strict implementation and adherence.**
- **Maintain updated P&IDs** and conduct **HAZOP studies** for critical process areas.
- Implement **Scientific Maintenance Practices** predictive maintenance reduces accident risk and downtime.

05 — Engineering & Infrastructure Safety

- **Conduct structural stability assessments** - annually or after modifications.
- **Certify all lifting and pressure equipment** and ensure periodic inspection by competent person.

06 — Incident Learning & Continuous Improvement

- **Investigate all serious incidents using the "5 Why" or Root Cause Analysis (RCA).**
- Share lessons learned across all departments to prevent recurrence.
- Use leading indicators (near-miss reports, unsafe conditions identified) rather than lagging indicators (injuries).
- Analyze the Predictive Data and Trends

07 — Cultural Transformation & Recognition

- Promote a **"Stop Work Authority"** culture - any employee can stop unsafe work.
- Recognize teams and individuals for safety achievements and proactive reporting.
- Maintain continuous communication: safety dashboards, tool-box talks, safety weeks, etc.

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