

## 44 Tata Companies Learn Best Practices on Safety and Health at the 2020 Conclave

A two-day conclave on 'Best Practices on Safety and Health' saw a record gathering of 110 participants from 44 Tata companies, on February 5-6, 2020, at President, IHCL SeleQtions, Mumbai. The annual event focuses on learning from best practices in safety and health from high-performing companies within and outside the Tata fold.

The subtle theme running through the conclave sessions were around eliminating risks through critical risk awareness; thinking and use of technology and innovations, to make workplaces safe.

The address by S Padmanabhan, Executive Chairman, Tata Business Excellence Group (TBExG) on the 'Safety Journey at Tata', marked the beginning of the event. Mr Padmanabhan threw light on governance structure, the Safety Steering Committee, as well as the safety policies, standards and management systems available to Tata companies. He also spoke about how various companies are working with each other to share best practices and learn from each other on safety.

Next was a talk on 'Defenceless Moments – a different perspective on serious injuries' by Larry Wilson, Chief Visionary Officer, SafetStart. He talked about the defenceless moments in seemingly mundane tasks and the lesser number of injuries while performing high-risk tasks. His talk also brought out that more often than not, it is the 'Self' which is the key cause of injuries and how individuals can self-trigger on the state as a part of the Critical Error Reduction Techniques (CERT).



From L-R: Charu Thapar, Regional Director - Head of Strategy & Platform, Jones Lang LaSalle; Dr. Arun Kale, Corporate Head – SHE & Sustainability, Tata Motors; Edgard Kochuijt, Group Engineering Manager, Tata Global Beverages; and Larry Wilson, Chief Visionary Officer, SafetStart

Aravind Appi Raj, DGM - Corporate Safety Council, Mahindra Group, discussed the company's journey towards safety excellence. He elaborated on the Mahindra Safety Way – the safety model followed by the company, and also gave examples of interventions introduced on forklift safety and the digital experience centre.

Dr Arun Kale, Corporate Head – SHE & Sustainability, Tata Motors, threw light on Proactive Safety Indicators and Critical 7 risks in the non-plant areas, and the importance of medical rescue in terms of speed and competence to handle emergencies which may prevent a fatality.

Sabyasachi Ghosh, Head Sustainability & EHS, Asian Paints, shared the 'Journey of Being Safe at Asian Paints', in which he elaborated on how the company has promoted a safety culture through safety conversations, deployment of BBS and use of advanced technology.

Edgard Kochuijt, Group Engineering Manager at Tata Global Beverages, talked about the company's journey towards 'Zero Harm'. Giving examples, he spoke of how the company has learnt from safety incidents, which has helped in preventing similar occurrences. He also mentioned

that 'Felt Leadership' programmes have been run within the company to enable leaders to develop traits for change in behaviour and to assess risk in everyday activities.

Dr Aniruddha Agnihotri, Head - Environmental Sustainability, Health & Safety, TCS, took a session on 'Office Safety 4.0' processes at the company, which included leveraging technology for workplace safety, office ergonomics, emotional wellbeing, and more. The first day came to an end with C R Durairaj, Corporate Head - Safety, Titan, who spoke on the hazard mitigation approach followed by Titan across businesses, especially the manufacturing facilities, material handling processes, etc. He also dwelled upon the scope of Project Suraksha for retail safety at Titan.

The second day began with topics related to high risks faced by aviation as well as retail industries. Sunil Bhaskaran, MD, Air Asia India, talked on the topic of 'Safety in High-Risk Industries', in which he elaborated on the importance given to safety in design in the aviation industry. He stressed on repetitive training and capability building mechanisms which build muscle memory and the empowerment of the crew, and specifically the pilots, in ensuring the safety of passengers. Manjunath K, Director of Ethics & Compliance, Flipkart, spoke on 'Elimination of High Risks for Flipkart', which included several leading industry practices in warehousing, such as the use of COBOTS, racking systems, fire tunnel, etc. He explained how these practices eliminate ergonomic hazards in addition to improving operational efficiencies.

Charu Thapar, Regional Director - Head of Strategy & Platform, Jones Lang LaSalle, spoke on 'Safety First - The Only Truth for Good HSE Leader', in which she emphasised on the critical role of leaders in creating a safety vision for an organisation. Rajat Kumar, HSE Leader, Cummins India, gave insights on 'Safety Excellence Tools & New Technology Interventions', during which he threw light on HSE performance enablers like Live it, Lead it (LILI); Find it, Fix it (FIFI), as well as interventions like COMET to make incident investigations more effective.

Subsequently, Dip Narayan Koner, Head - Safety Competency & Capability Development, Tata Steel, elaborated on the Digital Interventions at the company like EHS wearable devices, connected workforce, model plant shutdown, etc. It was followed by a talk on 'Contractor Safety Management' by Raaja Debnath, Principal, DuPont Sustainable Solutions India, wherein he talked of the human elements of contractor safety.

In the final session of the conclave, Scott McKinnon, Head of Health and Safety Compliance, Tata Steel Europe, spoke on how the company goes about 'Emergency Preparedness', and described his experiences and learnings from past incidents.

The session came to a close with a vote of thanks.

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