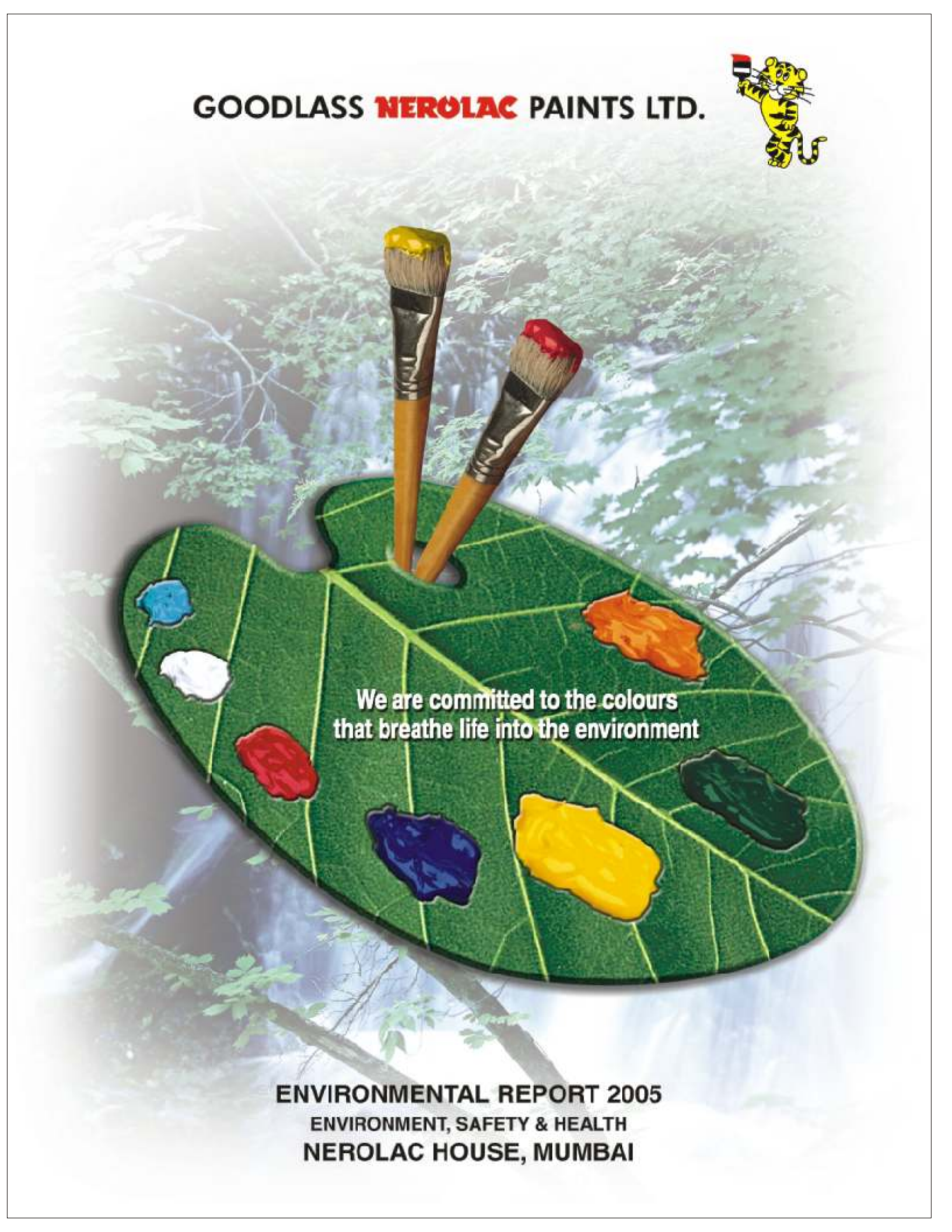
GOODLASS NEROLAC PAINTS LTD.



ENVIRONMENTAL REPORT 2005

ENVIRONMENT, SAFETY & HEALTH

NEROLAC HOUSE, MUMBAI



Contents

1 Message from the Managing Director

5 Mission Statement & Corporate OHSE Policy

6 Environment Management System

13 Environmental Efforts

19 Safety performance

Caring for our Environment	2
About Organization	3
Environmental Initiatives	11
Environmental Accounting	12
Environmental Friendly Technologies	15
Occupational Safety & Health	16
Main activities in EHS	18
Health Report	21
Other Activities	23

Period Covered
April 2004 to March 2005

Information Covered
This report contains information on the Environmental and Safety activities carried out by our plants & head office



Message from Managing Director

Dear colleagues,

I have great pleasure in presenting the second Safety, Health and Environment report for the year 2004-2005. The report for the previous year was well received which strengthens our confidence and demonstrates our commitment to live up to the highest standards.

Today, it is more important than ever to address environmental problems such as global warming, resource depletion and waste management, and to achieve a healthier balance between economic development and environmental protection.

We have been working to strengthen our environmental and safety management system and have achieved number of tangible results including ISO 14001 certification to our Lote, Jainpur and Chennai plants, OHSAS 18001 certification to our Lote and Jainpur plants.

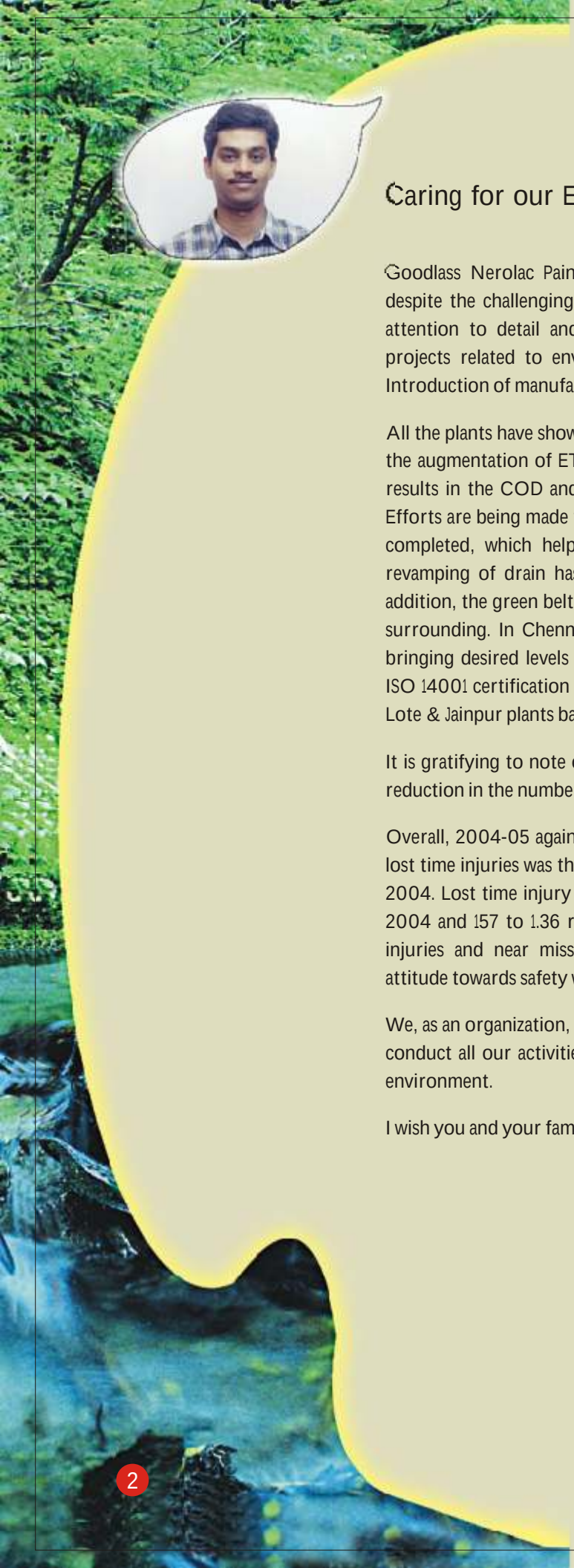
Finding renewable resources safer for production and eliminating waste are important aspects of R&D. With the commanding efforts of Technical staff to protect the environment, our Company won the award for Acrylic CED from the Ministry of Science and Technology. During the year our Company also won Gold and Silver Safety Award from Green Tech foundation to three of our plants.

To establish good communication with various stakeholders, we have brought out the second annual environment report. We believe this report will give you clearer knowledge and better understanding of our attitude towards our corporate safety and environmental protection efforts.

We greatly appreciate your continued support and understanding.

April 2005

H.M. Bharuka
Managing Director



Caring for our Environment

Goodlass Nerolac Paints Limited's environmental performance continued to be good, despite the challenging business climate. The improvements are primarily the result of attention to detail and continuous improvement in our process, completion of new projects related to environment, product technology and control of our operations. Introduction of manufacturing excellence helped focussed SHE activities.

All the plants have shown improvements in use of energy, water and waste reduction. With the augmentation of ETP plant and segregation of CED stream at Lote brought dramatic results in the COD and BOD levels of treated water much below than prescribed limits. Efforts are being made to make it a zero discharge plant. Rainwater Harvesting project was completed, which helped conserving water during monsoon season. In Jainpur plant revamping of drain has helped canalising the entire effluent and treating it at ETP. In addition, the green belt development project and huge plot with green grass beautifies the surrounding. In Chennai too combining of two ETPs brought down the dilution levels bringing desired levels in outlet water. There were no environmental concerns at Vatva. ISO 14001 certification to Chennai plant made the employees more environment friendly. Lote & Jainpur plants bagged the OHSAS 18001 certificates and gave a boost to entire team.

It is gratifying to note our commitment to safety, which was demonstrated by significant reduction in the number of major accidents and zero fire during the year.

Overall, 2004-05 again was a satisfactorily safe manufacturing year. The total number of lost time injuries was the lowest in last three years that came down from 26 in 2001 to 3 in 2004. Lost time injury rate and severity rate were the lowest from 11.25 in 2001 to 1.13 in 2004 and 157 to 1.36 respectively. However, there is a need to drastically reduce minor injuries and near miss accidents. Total involvement, ownership concept and positive attitude towards safety will bring in the desired results.

We, as an organization, are expanding. Therefore, there is a need to rededicate ourselves to conduct all our activities so that we eliminate all accidents, prevent fires and protect the environment.

I wish you and your family a safe, healthy and happy year.

P. D. Chaudhari
VP- Supply Chain



About the organisation

Goodlass Nerolac Paints Limited (GNPL) is a subsidiary of Kansai Paints Limited, Japan - one of the world leaders in Paint manufacturing. Goodlass Nerolac Paints Limited was established in the year 1920 and is one of the leading paint manufacturers in India. The company has technical tie-ups with reputed foreign collaborators such as Oshima Kogyo, E.I. du Pont, Nihon Parkerising and Ameron in the field of high-performance and sophisticated surface coatings. The company presently produces cumulatively over 74,647 mt of paints. GNPL has a network of about 11,000 dealers, 66 sales depots and 9 regional distribution centres for covering the entire geographical boundary of India. Goodlass Nerolac Paints Limited has five manufacturing facilities located at:

- Lote (Maharashtra)
- Jainpur (Uttar Pradesh)
- Vatva (Gujarat)
- Perungudi (Tamil Nadu)
- Bawal (Haryana)

The product range of the group with joint ventures encompasses complete range of automotive coating systems, industrial finishes for appliances, furniture and other applications, architectural coatings for homes and offices, body seal, under-seal, powder coatings and pre-treatment chemicals.

The corporate office at Mumbai handles product development, supply chain planning, marketing, expansion projects, central purchase and finance control.

Corporate Office:

Goodlass Nerolac Paints Limited
Nerolac House,
Ganpatrao Kadam Marg,
Lower Parel,
Mumbai - 400 013
Tel No. 2493 4001
Fax: 2497 3704

Collaborative Companies & Technical Tie Ups:

1. Kansai Paints Limited, Japan
2. Ameron Inc., USA
3. E.I. du Pont de Nemours and Company Inc., USA
4. Nihon Parkerizing, Japan
5. Oshima Kogyo Company Limited, Japan
6. EFTEC Shroff (India) Limited

Associate Companies:

Polycoat Powders Limited, Lote Parshuram

- Nipa Chemicals Limited, Chennai
- Chemguard Coating Limited, Chennai
-

Manufacturing Locations:

GNPL has five manufacturing locations.

Lote in Maharashtra



Jainpur in Uttar Pradesh



Perungudi in Tamilnadu



Vatva in Gujarat



Bawal in Haryana



Corporate Office:



Goodlass Nerolac Paints Limited
Nerolac House,
Ganpatrao Kadam Marg,
Lower Parel, Mumbai- 400013,
Tel Nos.: 022-24934001
Fax: 022- 24973704
Contact e-mail for enquiries about this report:
satishdeshmukh@nerolac.com



Mission Statement and Corporate OHS Policy

Corporate Vision

To leverage global technology, for serving our customers with superior coating systems built on innovative and superior products and world class solutions, to strengthen our leadership in industrial coatings and proper for leadership in architectural coatings, all to the delight of our stakeholders.

Mission Statement

Supply Chain mission stands committed to creating a world-class organization. This shall be achieved through "Excellence in Supply Chain" by adapting world-class practices and systems during the next three years. We shall improve our operational efficiencies through productivity enhancement by 50% and strive to achieve zero breakdowns, zero defects and zero accident.

We shall give highest priority for environment protection. We shall follow all statutory requirements and prevent any situation that can lead to adverse impact on company assets, surrounding area and community around. We shall ensure safe operation of the plant facilities with no compromise on personnel safety and safety standards.

We shall strive to eliminate all wastes and losses through optimal use of resources and refining processes.

We shall develop a highly skilled and motivated team through appropriate training and create a conducive environment to take up the business challenges posed.

Recognition for our efforts shall be sought through certifications and awards from national and internationally recognized forums and bodies.

All our plants shall be run in efficient manner with best planning methods in place to meet on time delivery, quality and services that exceeds the expectations of our customers, associates and business partners.

Policy on Occupational Health, Safety and Environment

Corporate Policy

It is the policy of Goodlass Nerolac Paints Limited (GNPL) to conduct its activities in such a way as to take the foremost account of the Occupational Health and Safety (OH&S) of its employees and of all the persons working in its plants and to give due regard to the conservation of Environment.

Action Guidelines

1. All accidents and harm to occupational health and environment should be prevented.
2. The employee at every level is responsible for the observance of the measures designed to prevent accidents and avoidable environmental pollution.
3. All employees must ensure that they work with due regard for their own safety and that of others and minimize the environmental pollution.
4. The attitude to safety shall be a factor in determining their career advancement.
5. GNPL uses its best endeavours to ensure that contractors working on its behalf maintain satisfactory occupational health, safety and environmental standards.
6. Every effort shall be made to keep the workplace clean and tidy, as it is an essential requirement for a safe and healthy workplace.
7. To give practical advice on handling & use of GNPL products
8. Commitment to OHS legislation and continual improvement.

Environmental Management System:

Continued efforts for the protection of Environment:

As part of efforts to continue to improve our environmental performance, we are promoting environmental protection and safety management programmes within individual plants.

Internal Rules on Environment & Safety:

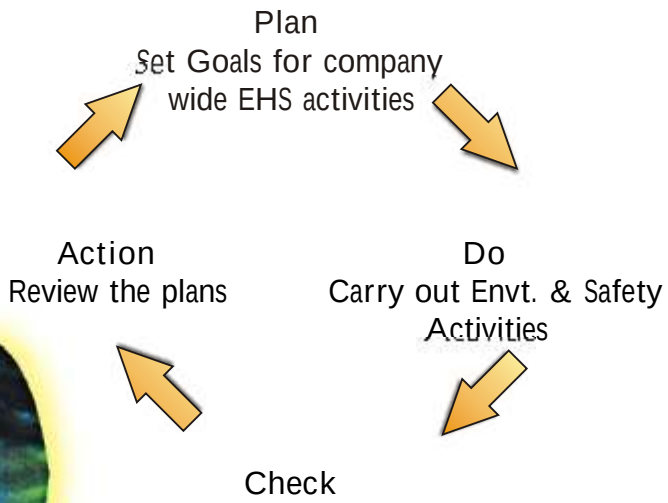


We at GNPL set up the internal Rules as per the Corporate Policy on Occupational Health, Safety and Environment. As per the requirement of ISO 14001, the Plants have Environment Management System, EMS rules & procedures. All the plants have safety rules, regulations and safety committees.

Management System for Environment and Safety:

GNPL has set up an organisation structure to promote activities on environmental protection, safety and health. The Head - Corporate EHS located at head office manages EHS activities. All the plants have EHS organisation to take care of day-to-day EHS operations. EHS activities include implementation of safety policy, environmental initiatives, work permit system, accident investigation and reporting, maintaining employee health records and authentic safety statistics, internal auditing, compliance with the law, ETP management and promoting safety education & training.

Flow of Environment and Safety Action:



All the plants at GNPL are carrying out annual plans and management programmes on EHS in line with the environmental and EHS initiatives developed within and guidelines from HO. The progress of the effort is monitored through EHS review meetings and internal audit system. At the end of the year these are subjected to comprehensive review. We have been working to improve environmental performance through PDCA programme as shown in the figure.

Internal /External Environmental and Safety Audit:

For constant improvement in activities for environment and safety, we carry out internal audits at the plants selecting areas for improvements and creating new measures. The audit team comprises members from different departments of EHS. Audits are carried out with check lists. Follow up actions are discussed in the internal review meetings. Safety committee's recommendations are discussed and followed up



Mr. T. Johodo & T. Nakaya from Kansai Paints, Japan along with Mr. S.Yamashita at Jainpur & Lote.

The safety audits by external party are also conducted in all plants in addition to the audits on ISO 14001, OHSAS 18001. Team of EHS officials from Kansai Paints Limited, Japan conducted the safety audits at Lote, Jainpur and Bawal plants from November 1 to 6, 2004. Recommendations suggested by them have been implemented



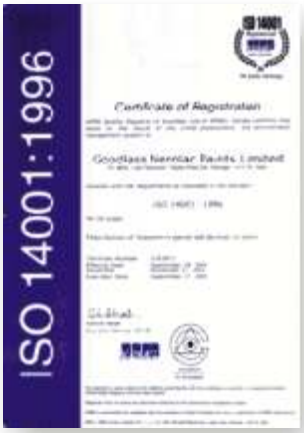
Kansai team visiting Lote plant involved in the discussion with Lote team. They have carried out the audits based on the Kansai audit checklist. Discussion on static electricity has given lot of inputs to both the plant personnel.



One of the auditors, Mr. S. Ranganathan, Director from KPMG is seen in action at the rigorous final certification audit on ISO 14001 at Chennai plant on September 30, 2004. The final audit was conducted for two days along with Mr. Vaidyanathan after initial pre-assessment and adequacy audits.

Audit Summary

Site	Type of audit	Frequency
Lote	Static Electricity, Earthing to tanks, Earthing pits	Internal audit every month
	Lightning Arrestor, Solvent Delivery Solvent line looping, Alarm system, Smoke detection system, Cross functional, Walk through inspection OHSAS 18001, ISO 14001	Internal audit every month
Jainpur	Static electricity, ISO 14001 OHSAS 18001	Internal audit every month
Chennai	Static electricity, earthing pits, Smok detection, Alarm system, ISO 14001	Internal audit every month
Vatva	Static electricity, earthing pits Smoke detection, Fire Alarm	Internal audit every month



ISO 14001 Certification:

As outlined below, we have acquired ISO 14001 certification for our manufacturing base at Chennai plant which has relatively small environmental impact. We are working to continually improve environmental protection activities through environment

Plant	ISO 14001	OHSAS 18001
Lote	√	√
Jainpur	√	√
Chennai	√	–

Benefits of ISO 14001 certification:

Environment Management System (EMS) helps the organization to achieve sound environmental performance. EMS presents a structured way of environmental management where responsibilities, procedures and processes of management are clearly defined. It is a system used by organization to monitor the environmental impacts of its activities including product manufacture and services and compliance with statutory requirements.

Environment Communication:

We have our environmental information available to the public and other stakeholders. The hoardings on hazardous material handled are displayed for public view in front of all the plants.

ABCI Award to Environmental Report 2004



GNPL bagged the Association Business Communication of India (ABCI) award for Environmental Report 2004 published last year. There were 32 broad based categories in the communications.

Commendation certificate was received from ABCI.

In-House Care Bulletins

Our in-house care bulletins carries articles about environmental protection, safety & health.

Care Bulletins published during the year

Safety Helmet-May 04
No Tobacco Day-May 04
World Environment Day-June 04
Naturopathy-July 04
Towering Infernos-August 04
How safe is your mobile set-Sept. 04
A Safe Diwali-November 04
World Aids Day-December 04
Fire prevention in Factories-Jan 05

Environmental & Safety Education

We organise lectures inviting speakers from companies known for their innovative EHS measures. We also offer educational programmes to all our employees to increase their awareness on EHS, importance of environment protection, energy saving, waste reduction, waste water management. Following table shows main educational programmes offered by our manufacturing bases.

Topics Covered	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar
Fire Prevention & Fire Fighting	√	√			√		√	√	√		√	√
First Aid	√			√					√			
ISO 14001 Awareness		√	√			√						
ISO 14001 Internal Auditor's Training	√	√				√						
OHSAS 18001 Awareness		√	√	√		√	√	√				
OHSAS 18001 Internal auditor's training			√				√					
HAZOP			√				√					√
Safety Awareness to Contract Employees			√				√			√		
ETP Operation					√						√	
Legal Requirements							√			√		
SHE pillar in Manufacturing Excellence							√			√	√	
MSDS to SHE pillar team							√			√		
Hazard Identification & Risk Assessment	√			√								
No Smoking Day		√										
Pollution Prevention			√	√								
Accident Preventiopn	√						√					
Emergency Preparedness & Individual Roles		√									√	

Events:

Environment Events

World Environment Day

Goodlass Nerolac Paints Limited celebrated World Environment Day in all its plants by planting trees, arranging lectures & taking environment pledge.



Employees at Lote plantings saplings.

World Environment Day at Lote

Celebration started with the inauguration by Mr. K. V. Nayak, GM-Works. In his speech, he said that World Environment day is a call for conscience, and a call for action. On this day, we should recognize our role in preserving our fragile planet and the ecosystem, resources and natural process that bind us all together. Sustainable development is possible only by preserving the environment. He also explained the theme for World Environment Day 2004 as "Industrial waste - A major concern! A Time to Act." He also reminded all employees regarding our objective of utilising natural resources in efficient manner and commitment to prevent waste generation He emphasized on need to protect the environment for our future generation.



Employees at Chennai plant taking-Envt. Pledge.

World Envt. Day at Chennai plant

- Environmental Policy was read at the beginning of each shift.
- Posters were displayed on the shop floor.
- Cloth banners in English and Hindi with this year's theme displayed at both gate.
- Tree Plantation was organized in factory.
- Training program was arranged on "Environmental Management System".

Environmental Initiatives

We formulated the environmental initiatives in the fiscal year 2004 with the aim of protecting the environment causing minimal impact to the environment from medium and long-term viewpoint.

Purpose	Goals	Progress
Reduction of waste	Reduce the quantity of final disposal than earlier year	The final landfill disposal quantity in fiscal 2004 was 31% lesser than 2003.
Reduction of the emissions, pollutants	Reduce atmospheric emissions by fiscal 2003	We discourage the use of banned substances in our formulation. All Sox, Nox, SPM levels were within limits like earlier year.
Management of chemical substances	Ensure management of regulated substances	We are working forward to reduce the environmental burden by replacing conventional materials with more environmental friendly ones, recovering and recycling used solvents.
Development of products lighter having low envt. - impact	Reduce envt. impact by introducing simple light container and packaging material	We are making simple, lighter packaging more environment friendly.
Wider use of Environmental accounting	Use envt. accounting to make envt. protection measures more efficient and effective	Environment Accounting started.
Establishment of green belt, purchases	Purchase environment friendly raw materials, office supplies, consumables, increase in green belt areas	We have replaced plastic tea cups at Head Office, green belt areas have been added in all plants.



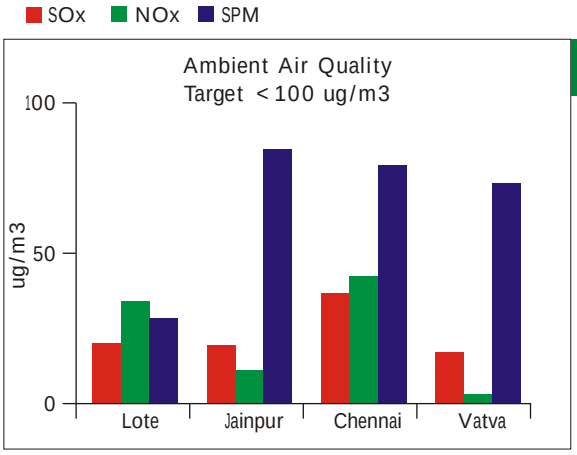
Environmental Accounting

Starting from the fiscal year 2003, we have implemented environmental accounting to calculate our investment and expenditure in our environmental protection efforts and to identify effectiveness of these efforts in numerical terms, we added environmental performance to the factors to be considered in making decisions on capital investments.

Category		Invest-ment	Operating	Total Rs. in Lacs	Remarks
	Pollution Prevention	3.25	9.85	13.25	Operating cost of ETP
		Nil	0.15	0.15	Chemicals cost of Liquid effluent treatment
In-house activities	Global environmental Preservation	263.05	0	263.05	Rainwater Harvesting, Green belt, Garden, ETP, Incinerator, RO, Water Treatment, Dust Collection, VOC control
	Waste disposal and recycling	Nil	5.25	5.25	Hazardous Waste handling, scrap disposal activities
Administration costs		Nil	4.75	4.75	1. Analysis activity, Maintenance of EMS,
			4.32	4.32	2. Water cess, Consents
		Nil	2.20	2.20	3. Cost for maintenance of Garden
		Nil	1.82	1.82	4. Cost for Monitoring & Analysis of Ambient, Water, Stacks & Work place
Total				294.79	

2004 - 2005	Category	Description	Economic Effects in lacs
Cost Reduction	Reduction	Water conservation activities	1.07
		Waste tins generation in QC, paper cups	10.34
		Reduction in ETP chemical	2.62
		Reduction in sludge, dirty resin, LDO in thermopac	2.12
	Recycle	Recycle of solvent	0.65
	Reuse	Recycle of waste paint, retained sample etc	0.36
		Recycle of empty barrel/carboy/tins etc	13.21
		Reuse of dirty solvent, reuse of alkyd	10.59
		Reuse of plastic bag	2.20
	Total		43.16

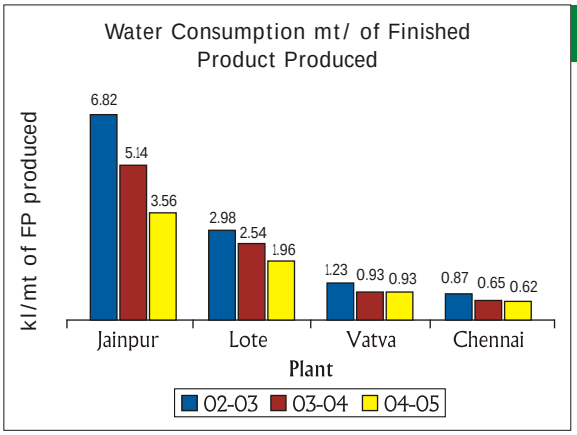
Environmental Efforts in our business activities:



Air

Ambient Air Quality

Using dispersion model criterion, continuous monitoring of ambient air quality is carried out at different locations in individual plants. The said graph shows the quality of ambient air in all work locations.

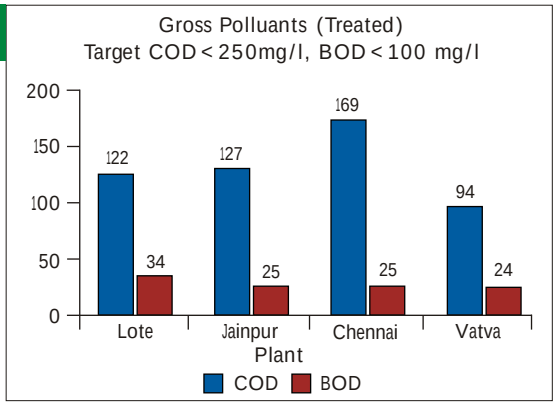


Water

Water is a precious resource and drinking water is essential to sustain life. GNPL lays emphasis on water resources used in production and other processes and conserve this resource by reducing both water use and any residual impact from water discharge. Some of the water conservation measures adopted were putting orifices on taps, monitoring the cleaning activities etc. About 125 m3 of treated effluent water is reused for non-critical processes on daily basis. During non-monsoon seasons most of the treated water is used for gardening, green belt development, cleaning etc.

Treated Water

Plant wise COD & BOD values, on an average for treated wastewater have been expressed in the graph. All plants meet the specified parameters.



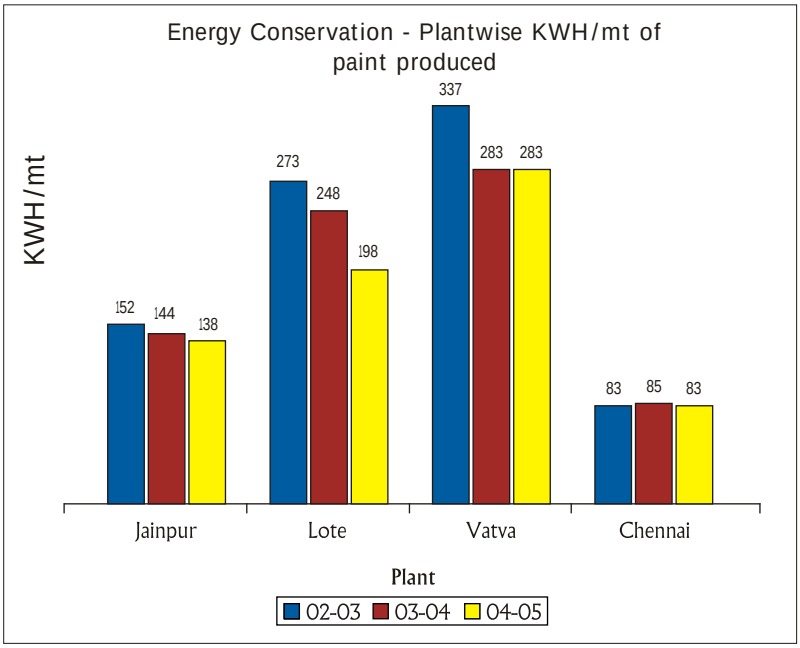
Rainwater Harvesting

We have successfully commissioned the Rainwater Harvesting project at Lote on July 5, 2004. The roof water of container godown (both sides) has been channelled into storage tanks. The collected water is then passed through sand filter and collected in existing underground water storage tank for industrial & domestic use.



Rainwater harvesting is the method of using rainwater for domestic and agricultural use. It is widely used throughout the world. It is a method, which has been used since ancient times, and increasingly being accepted as practical method for providing water for domestic use. The total project has been completed, commissioned and we have successfully collected and transferred 75 m3 of rainwater too underground storage tank. The quality parameters are checked and found to be better than MIDC water.

Energy Conservation:



Our energy use from all sources including purchased electricity per metric ton of production is shown in the graph.

Electricity consumption measures adopted in the year have resulted overall power savings in all the plants.

Waste Reduction:

Efforts are continuously on to reduce the waste by reuse and recycle activities in all the plants. Waste reduction in case of tins and drums has been significantly about 80% at Lote, 54% at Jainpur and 31 % at Chennai than last year. Similarly, in waste oil, reduction has been 47% at Lote and 27% at Jainpur. There is also a reduction in waste in all other items like, empty plastic bags, cotton waste, broken pallets, filter cartridge etc. All the initiatives have resulted in savings in factory level losses.

Development of Environment Friendly Technologies:

We believe that environmental considerations should extend to entire life cycle of our products, from R & D, manufacturing, distribution, sales and marketing and consumption to final stage of disposal. We remain focused on incorporating environmental considerations into the process of new product development, as well as on introducing more environment friendly products.

Automotive and Industrial Coatings

Environment-Friendly products

- Lead free mirror backing coatings
- Lead free coatings for earthmovers.



Metal Pre-treatment

Low Temperature Phosphating Chemicals

The conventional method of phosphating for metal pre-treatment requires elevated temperatures (50 55 °C) to initiate the chemical reaction. We have developed a low temperature process for metal pre-treatment. The process works efficiently at 30° C giving a major advantage of energy conservation

Chrome free Pre-treatment for Aluminium:

New formulations have been developed for pre-treatment of aluminium replacing the environmentally hazardous chromium

Department of Scientific & Industrial Research (DSIR) National Award 2004 For R & D Efforts in Developing Environment - Friendly Product:

GNPL received Ministry of Science and Technology's DISR national award for 2004 in recognition of R & D efforts in absorption & upgradation of imported technology. The award was given for a product called Acrylic Cathodic Electro Deposition (ACED) for coating motorcycle frames for providing good Corrosion & UV resistance. It replaced two coats to one coat operation. The lab scale technology was received from Kansai Paints, Japan.

Benefits to Environment:

1. Reduction of 95% in solvent emissions
2. No fire hazard as it is waterborne
3. Zero sludge generation.
4. Product is free of lead.

Benefits to the Nation:

1. Making India pioneer in up gradation and successful commercialisation of technology.
2. Conservation of thermal & electrical energy.
3. Saving of foreign exchange due to idignisation.
4. Earnings of foreign exchange due to export.



Mr. H. M. Bharuka (MD) receiving the award through the hands of Mr. Kapil Sibal, Minister Of Science and Technology.

Occupational Safety & Health:

Safety is our highest priority

Goodlass Nerolac Paints Limited is fully aware of the importance of ensuring safety and preventing work related accidents. All the plants initiate various safety measures in line with corporate policy on Safety, Health and Environment aimed towards zero accidents, zero emissions. Efforts are continuously on to prevent accidents and be prepared to handle any emergency.

In line with our safety policy, our aim is that no one should have any harm while at work. Feeling responsible and accountable for own actions is the key to go towards safety accomplishment. Our focused efforts in EHS in the current fiscal achieved zero fires and reduced lost time injuries to three. We also believe in health and safety education, which goes beyond work and helps people to live safer life.

All the plants EHS personnel conduct regular safety inspections, earthing audits, housekeeping audits in order to ensure safety of the plant and personnel. Mock fire drill is the continued activity, which keeps plant personnel alert in case of any emergency. As a regular activity, there is a quarterly review check that helps monitor EHS performance, interaction and exchange of ideas within the units.

As one of the responsible care activity, we have started warehousing safety audits with the checklist followed by compliance to recommendations.

Greentech Safety Award 2003-2004



Mr. S.H. Deshmukh, EHS receiving the award.

Goodlass Nerolac Paints Limited was the proud winner of Greentech Safety Award for 2003-2004 in Paint Sector. Jainpur plant won the Gold Award and Lote plant won the Silver Award. The award presentation ceremony was held on June 21, 2004 at Hotel Cidade De Goa, Goa. Former Minister of State for Civil Aviation & Surface Transport, Mr. Shripad Naik presented the awards to the winners.. Other dignitaries who were present were the officials from Ministry of Environment & Forests, Ministry of Petroleum & Natural Gas, CEOs, VPs and senior officials from public sector and private companies.

OHSAS 18001 Certification to Lote & Jainpur Plants:

Lote & Jainpur plants were the proud winners of OHSAS 18001 certification. Hazard identification & risk assessment is main feature of OHSAS 18001.



Occupational Health & Safety Management Systems (OHSAS 18001):

Occupational Health and Safety are one of the most important aspects of an organisation's smooth and effective functioning. Good Health and Safety performance ensures an accident free industrial environment.

Occupational Health and Safety (OH&S) can broadly be defined as a multi- and comprehensive approach that considers individual person's physical, mental and social well-being in an industrial undertaking or organization. The definition of OH&S is quite wide and creates obligations not only for employers and workers but also for designers, manufacturers and importers of plant, equipment and materials. It means safe design, choice of safe equipment and testing, safe work environment, safe work organization, adapting work to workers (ergonomics) and safe transportation.

The great advantage of the standard is that it requires a company to identify all hazards, on an ongoing basis, of all its routine, non-routine activities, activities of sub-contractors and facilities at the workplace, assess the risks associated with the above and implement the necessary risk control measures for each of the identified risks. With the completion of Hazard Identification and Risk Analysis, some of the OH and S objectives established by the company have been: trend analysis of employees health records, nonuse of plastic hoses, containers, ergonomic study for manual operation etc.

Benefits of occupational health and safety management system could be numerous. To name only a few: reduced accidents, incidents and illnesses at workplace; reduced costs, absenteeism, health claims; liability insurance claims; lesser fines and penalties; better compliance with legal and legislative requirements; improvement in productivity, employee morale, business performance and company image etc.



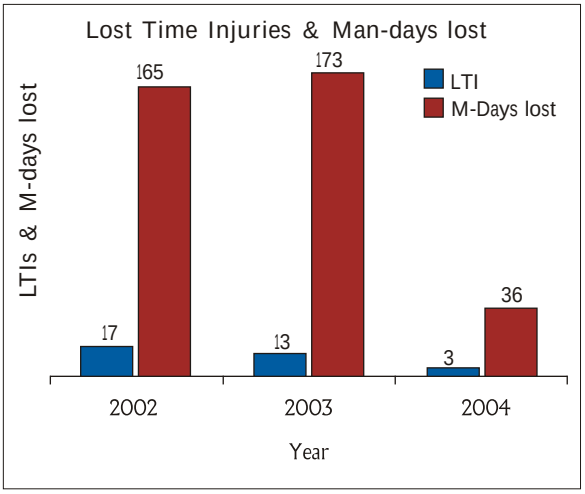
Main Activities in EHS in 2004-2005

- Combining the policy of Corporate SHE and OHSAS 18001 - June 1
- Hazard Analysis & Risk Assessment-April 26
- OHSAS 18001 Kick-Off meeting-May 21, June 7
- No Smoking Day-May 31
- World Environment Day-June 5
- Greentech Seminar at Goa GNPL presentation-June 21
- Integration of ISO 14001 & OHSAS 18001 documents-July 7
- In-house Safety and Health, Environment inspection audits-April 6, Apr 24, May 22, 14, June 24, July 26, 31, 25, Aug 8,11 Sept 11, Nov 3, Jan 12, 13, 14, 21,
- Safety and Health, Environment audits by external party-July 7, 8 Sept. 22, 27, 28, Oct 6, 7, Oct 26, 27, Jan 20, 21, 31
- Kansai SHE audit-November 1-6
- Coatings Health and wealth seminar: GNPL presentation-Dec 10
- Technical Support Lab at HO internal safety audit-Jan 10
- In house off the job safety training on Responsible Care and Product Stewardship-
  - Defensive driving-July 1, 2
  - Warehouse audits-8 audits
- ISO 14001 Certification to Chennai plant-Sept. 28
- Release of CSR Policy, Aids Policy-October 01
- OHSAS 18001 Certification to Lote and Jainpur-Jan 20, Jan 31
- Care & SHE Bulletins-09 times
- Guest lectures on Health and Hygiene-2 times

Safety Performance:

- The safety statistics mentioned below indicates the progress made from FY 2002 to 2004 and focuses attention on what more we can do to facilitate improvement.

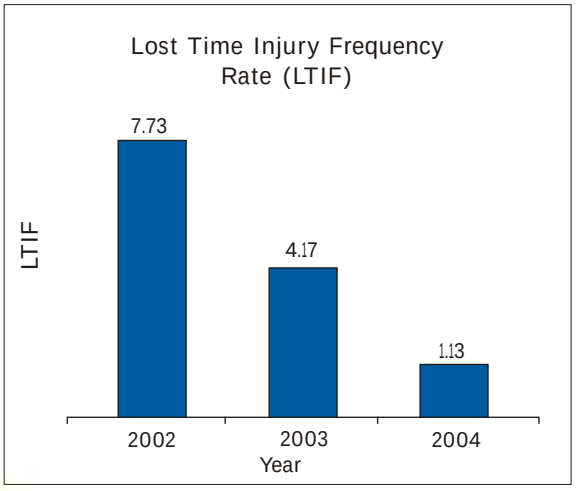
GNP Group Employees Reportable Injuries:



Reportable Lost time injuries indicate the injuries more than 48 hours absenteeism.

There is a decline in number of major injuries from 13 to 3, which is 76% lower than the last year and we could save maximum lost workdays due to major injuries.

Lost Time Injury Frequency Rate:

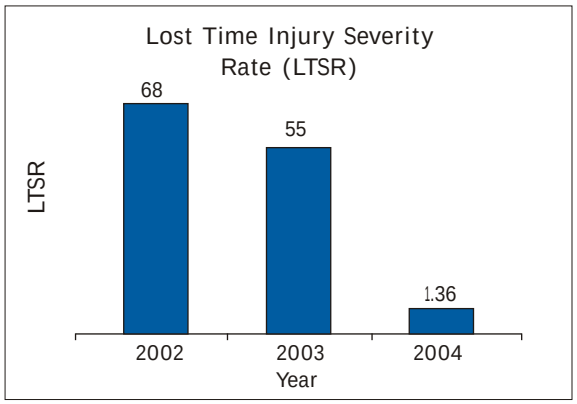


The LTIF indicates lost time injuries per million man-hours worked.

The frequency rate decline is from 4.17 to 1.13, which accounts to 72% lower over the last year.



Severity Rate:



Severity rate indicate the man-days lost per million man-hours worked.

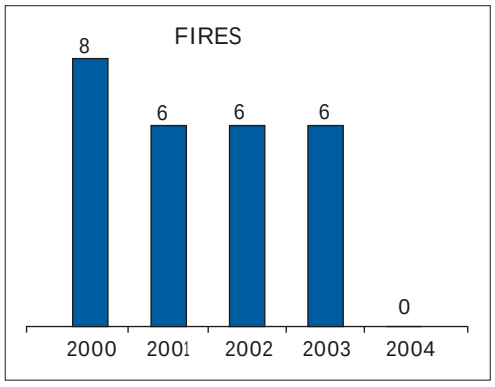
The lost time injury severity rate has been 1.36 in 2004 against 55 of 2003, 97% reduction on the figure of 2003.

Analysis of results:

There is a decline in lost time injury frequency rate and severity rate. Attention to safety and awareness in these areas has produced the result. Efforts are on to bring down lost time injury frequency rate further.

Fire incidents:

In the current year, there were no fires at any site. This is definitely a significant achievement in line with the efforts of achieving zero accidents and zero discharge.



Occupational Health and Provision of Health Care:

GNPL has supported health programmes for its employees at all sites. The objective of First Aid Medical Centre situated at all plants is first to protect all employees from health hazards which are associated with the job & environment and secondly to promote employees health.

For assessing the health & overall fitness of the workforce, all the units conduct regular periodic medical examinations in addition to pre employment medical check up conducted at the time of joining.

Periodic Medical Examination:



Employee at Chennai undergoing health check up.

Pre and periodical medical examination is not only a statutory requirement, but also the mirror of the health profile of employees working in the organization. The medical reports are maintained in the respective units. The tracking of health indicators was taken up during the year, followed by employee counselling.

First Aid Training:

A First aider is the primary link between casualty and medical centre. A well-trained first aider can make a difference in the outcome of the medical interventions being undertaken on casualty. Employees are encouraged to undergo First-Aid training and are given training by external as well as internal faculties.

Noise Level Surveys:

Physical measurement of noise is carried out in all the units once in six months in high noise areas and records are maintained. The noise level is more particularly monitored in the ball mill area and is maintained within permissible limits of 90 dB.

Health Promotion, Education and Preventive Medicare:

Sanvad cum lecture and educative programme on the topic of Naturopathy was organized, with a view, to create awareness of an alternative treatment concept.

The programme was arranged by a social cum charitable organization Vikalp on Jan 28, 2005 at Head Office (HO) It included demonstration on yogasanas, pranayamas and physical/mental exercises.



Representatives of Vikalp giving demo on Yogasana.



Employees at HO participating in energy creation.

During the lecture it was stressed that the life of individuals has become much more complex than yester years, exposed to various health hazards such as blood pressure, spondylitis, asthma, acidity, backache, arthritis, migraine, diabetes, gout and cardiac problems.

Naturopathy helps you to cope with the complexities of life and get away from these ailments and medicines as far as possible.

Other Activities



Mr. Satish Kamat & Mr Mane while in discussion

Defensive Driving, Traffic & Road Safety:

In India, there are 75,000 fatalities and 3, 50,000 injuries on road. The main reason is the negligent behaviour of the driver on road which contributes for 80% time among the other reasons like vehicle breakdown, pedestrians fault etc. Many people do not know what to do in case of an accident. The need was felt to arrange a call of authorities in this area.

A lecture cum discussion was arranged on July, 2004 to enlighten Nerolites on traffic and road safety. On the following day, the plants contractual drivers benefitted from the programme.

Mr. Kamat, Mr. Rane and Mr. Mane from Mumbai Traffic Branch conducted the programme.

During dicussion they highlighted the importance of traffic discipline, defensive driving techniques and individual role in case of accident.



Employees at HO in rapt attention

They further said that if you save even one accident on the road, the programme would suffice its purpose.

Mock-Drill



Mock Drill at Lote:

Mock drill forms the part of the emergency handling system and it is regularly conducted in all plants. Mock drill helps in keeping the equipment in running condition and checks the readiness of crew members and system.



Demonstration at Chennai plant in progress.

National Safety Day:

National Safety Day was celebrated on March 4 by flag hoisting followed by safety oath, slogan competitions, safety quiz, safety group discussion and various safety and fire prevention lectures and demonstrations. One of such programmes on how to use fire extinguishers is seen.

Readiness at Vatva:

Readiness to handle any emergency demand continuous training to employees. Fire can be extinguished at the beginning, if responders are trained properly. Mock drill and demonstration of how to use fire extinguishers are conducted regularly in all the plants. One of the demos conducted at Vatva plant is seen in the picture.



Demonstration at Vatva plant in progress.



Demonstration of how to extinguish fire with CO_2 at Jainpur plant in progress.

FUTURE PLANS TOWARDS THE ENVIRONMENT/HEALTH/SAFETY

To undertake preventive and proactive measures in EHS:

- To reduce quantities of hazardous waste than previous year and streamline the disposal methods.
- To work towards zero accident and zero emission.
- To conserve water by 10%.
- To reduce energy use by 10 %.
- To achieve complete prevention of lost time accidents.
- To support Chennai unit to obtain OHSAS 18001.
- To initiate process of British Safety Council certification.

To prevent environment /safety/ health problems in handling:

- Provide Ware House manual and training at all depot locations.
- To improve product label on containers.

System to enhance awareness and cooperation for environment and safety issues:

- Emphasis on safety education and training.
- Emphasis on environment accounting.





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