



Health and safety



Occupational health and safety is deeply integrated into our day-to-day practices. We are committed to building a strong safety culture and deploy robust preventive measures to proactively mitigate risks and create a safe and healthy workplace for all our employees. Ensuring zero fatalities is our goal. We continuously improve the safety management system by carrying out regular safety audits.

Key highlights

ZERO
Fatalities

0.31 LTIFR
Lost Time Injury
Fatality Rate

95,26,828
Safe manhours

Fostering a culture of safety among employees

At SGC, building a Safety Culture is an ongoing process. At all our plants, we give utmost importance to Safe Working by upholding the Safety Policy. An effective safety communication process exists from top to bottom and bottom to top, along with the communication of safety improvement views, targets and achievements.

 Safety Trainings at Dachepalli Plant, Andhra Pradesh



Safety Magazine

Bhadrata Sagar Magazine, our safety magazine, is published in regional languages and helps to communicate our safety position effectively within the organisation.

Safety Management System

We encourage regular interaction during Safety Committee meetings and counselling on Personal Protective Equipment (PPE). We select Safety Committee members from cross-functional teams. In addition Safety Audits are also conducted by external agencies. Management representatives and Top Management review Statutory Inspection Recommendations, and compliance is taken up through the Register of Applicable Legal Requirements. Safety performance indicators for each plant are reviewed through Dashboard Information every month, through the Safety Conclave. Employees play a crucial role in reporting unsafe conditions and near-miss situations for proactive rectification, promoting a culture of accountability. Special Emphasis Programmes like internal/external case studies are taken up and lessons learnt from these are shared with teams.

International Safety Standards

We have voluntarily implemented ISO 45001 for Occupational Health and Safety as part of our Integrated Management System, covering all units, including the latest addition, Andhra Cements Ltd, Dachepalli.



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HIRA

Internal Auditor Training ensures effective compliance, while Hazard Identification and Risk Assessments (HIRA) guide the development of Safe Operating Procedures (SOPs). Internal Audits and Proactive Reviews drive Corrective and Preventive Actions (CAPA), with external audit observations reviewed for priority actions. We thoroughly investigate near-miss incidents, accidents, and dangerous occurrences and share the lessons learnt across units.

Employee Health management

Factory Medical Officers are appointed across four units, ensuring that medical support is always at hand. In addition, fire tenders and enhanced fire protection systems have been deployed at Bayyavaram and Jeerabad, further enhancing our safety measures. Leading and Lagging Indicators are segregated and shared during Safety Conclave every month, to help achieve our target of Zero Fatality.



📍 Ambulance Van at Dachehalli Plant, Andhra Pradesh

CASE STUDY



Integrated work permit system at Dachehalli Plant

The Dachehalli Plant took a major step towards improving workplace safety and efficiency by implementing an integrated work permit system, guided by corporate safety advisor Shri. T.E.C. Vidyasagar and aligned with IS 17893:2023 standards. The previous system often led to multiple permits being issued during simultaneous tasks at critical locations such as cyclones, kilns, and silos. To address this, the team expanded the number of permits from four to twelve, incorporating detailed checklists that allowed a single permit to cover multiple activities. This reduced deviations, strengthened compliance, and streamlined the overall permit process.

Training sessions for employees and contractors ensured smooth adoption of the new system. The digitised and consolidated framework reduced paperwork, cutting printing costs and limiting physical movement of permits across work areas. As a result, the Dachehalli Plant significantly lowered permit deviations, improved workflow efficiency, and enhanced safety performance.





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Safety training

Sagar Cements Limited provides comprehensive safety training to all employees, including new hires, existing staff and contract workers. Training programmes include mandatory induction sessions, toolbox talks and specialised internal and external safety training.

Safety Parks have been established at our plants to enhance practical learning, offering hands-on safety demonstrations. Every month, employees participate in online training on Occupational Health and Safety (OHS) topics, focusing on cement plant operations, power generation, internal transportation, and defensive driving. The Bayyavaram unit introduced defensive driving training as part of the Road Safety Month initiatives.

We also conduct work-at-height safety training, scaffold erection and inspection, behaviour-based safety programmes and 5S workplace organisation initiatives. At Andhra Cements Dachepalli, safety teams performed a rescue-from-height demonstration, to showcase emergency preparedness. An Occupational Health Specialist also led a training programme on occupational health in cement industry.

Internal and external OHS training programmes are planned accordingly, with individual progress tracked and recorded. This year, SGC conducted certified first-aid training programmes at the Bayyavaram unit, equipping employees with life-saving skills.



Gudipadu, Andhra Pradesh



Maintaining Employee Health and Safety across Plants

Behaviour Based Safety (BBS)

At SGC, ensuring employee safety remains a top priority, leading to the launch of a structured Occupational Health and Safety Training Programme aimed at fostering a safety-first culture across all departments. We recognised the importance of reducing workplace risks, enhancing regulatory compliance, and boosting productivity through sustained employee engagement in safety education and skill development. The initiative began with a company-wide survey to assess specific training needs, followed by the development of a comprehensive annual training calendar. Specialist external trainers were engaged to deliver sessions on critical topics such as fire safety and lock-out/tag-out (LOTO) procedures.

Training activities are a regular part of our operations, including weekly gate meetings for updates, toolbox talks on hazard identification, and classroom and hands-on sessions on safe machinery operations, fire safety, and emergency response. Employees involved in cement bag packing and truck operations received tailored guidance on manual handling, road safety, vehicle maintenance, and emergency protocols.

The impact has been substantial. Employee awareness of safety protocols improved significantly, leading to a reduction in workplace accidents and higher compliance with safety standards.



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Safety awards and recognitions



Industry Award 2024 – American Society of Safety Professionals (ASSP), India Chapter

SGC received the Industry Award 2024 at the 12th Professional Development Conference (PDC) of the ASSP India Chapter held at IIT Chennai in June 2024. This award was conferred for innovative safety measures in Alternative Fuel and Raw Materials (AFR) management in the Cement Industry Category, recognising our efforts in enhancing workplace safety through sustainable and advanced safety practices.

Industrial Safety Leadership Award 2024 – Confederation of Indian Industry (CII), Andhra Pradesh

The Bayyavaram Unit was honoured with the ‘Silver’ award in the Industrial Safety Leadership Award (Category-2) in March 2025 for its outstanding safety initiatives during the year 2024. This recognition from CII Andhra Pradesh highlights our proactive approach to risk management, employee safety training and implementing best safety practices in industrial operations.

National Safety Awards 2024 – Certificate of Appreciation

The Gudipadu Unit received a Certificate of Appreciation in the National Safety Awards 2024. It underscores our commitment to maintaining a safe and hazard-free work environment, ensuring compliance with national safety standards and continuously improving our safety culture.

CASE STUDY



Driver Management System to strengthen safety culture

To strengthen the safety culture and operational discipline, we have introduced a comprehensive Driver Management System. It aims to improve the safety of personnel, vehicles and infrastructure, ensure compliance with plant policies and legal requirements.

The system involves multiple layers of checks and clear operational instructions. At the main gate, all vehicles undergo document verification, alcohol testing and PPE checks. Fire extinguishers and first-aid kits are inspected before

entry. Drivers are briefed on rules for adhering to speed limits, avoiding mobile phone use and wearing safety gear while handling tanker doors. Violations, including wrong route entry or sleeping on-site, result in penalties. Regular road and fire safety training sessions are held. Health check-ups and resting areas are also offered to drivers.



Gudipadu, Andhra Pradesh