

## Project Environmental I Health and Safety Requirements

1	<p><b>General</b></p> <p>This document and corresponding documents such as EHS Plan, SOP, check lists, Work permits, and Safe Work instructions are applicable to MLDL Staff, PMC, Contractors and their subcontractors including vendors down the line at all levels below while they are engaged for any task related to MLDL Projects. Wherever PMC is assigned, it is the duty of PMC to ensure the adherence to EHS Requirements and applicable penalty clauses will be applied to PMC for any failures.</p> <p>Follow latest EHS Plan (Revised and updated by MLDL), Ensure that EHS Requirements and other EHS documents are shared with subcontractors and vendors down the line who are directly or indirectly related to MLDL Projects for strict compliance of MLDL EHS standards while they are engaged for any task related to MLDL Projects.</p> <p>EHS Induction for all involved in Project, Raise query on EHS matter if any.</p> <p>Prepare and submit EHS Plan in line with MLDL EHS Plan to EHS Department in HO. To be revised on as and when the MLDL Plan is revised.</p> <p>Child workers (below 18 years of age) shall be not be deployed directly/indirectly. Contractor shall take steps to ascertain age of workers in case of doubts. Pre-Medical exam prior entering the site is mandatory for all workmen (Refer total fall protection plan)</p> <p>Women workers shall be discouraged considering the risk involved in construction. In case it is not avoidable, Contractor shall ensure separate accommodation, lavatory and crèche (for kids).</p> <p>All individuals engaged in the project should have authorised Identification document issued by Government authorities.</p> <p>All workers shall be issued Identity Card by the Contractor. In addition to basic information about worker, ID shall indicate the blood group, date of birth, father/husband name and complete address. Workers will not be permitted entry in the work area without ID Card. Refer MLDL EHS Plan for Standard ID Card Template.</p> <p>Applicable check list shall be used as per the monthly programme and shall be submitted to MLDL EHS Department.</p> <p>Before commencing the work, contractor has to obtain the permit to Work at least one day before.</p> <p>Safety committee shall be formed and conducted as Refer SOP for participation and consultation. Its mandatory for all the committee member to attend meeting and safety committee shall be reconstituted every after two years</p> <p>Work wise Method Statement &amp; Risk Assessment shall be prepared by the Contractor for review and approval by MLDL. Work shall not commence without Method Statement &amp; Risk Assessment</p> <p>Appropriate Health and Safety Signage in Hindi &amp; in the language understood by the majority of workers shall be displayed conspicuously in orderly manner.</p> <p>Engage workers through mass awareness programmes – celebration of Safety Day/Week, World AIDS Day and organizing skit, health camp etc. Refer Project EHS Plan for details</p> <p>Safety Engineering adopted/adapted by Contractor shall conform to applicable IS Codes and/or accepted best practices.</p> <p>Accident victims shall be duly compensated by Contractor as per law of land and evidence shall be submitted to MLDL.</p> <p>Mobile Phone in all form shall be prohibited while on work. However, mobile phone can be used in common areas designated for the purpose.</p> <p>All statute requirement identified in Project EHS plan of MLDL shall be adhered.</p>
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2	All practicable measures shall be taken to avoid Spillage, High Noise & high dust in work area, also other parameters of regulation shall be followed (Refer Project EHS plan & Legal register)
	Debris chute shall be provided in every tower of HDPE material & throwing of materials /debris from tower is strictly prohibited.
3	Training and Awareness
	Induction Room to accommodate 50 workers at a time. MUST be fitted with fans, tube lights, safety posters, dummy (Mannequin) and audio-visual aids. USE of INDUCTION FILM of MLDL is a MUST.
	Safety Parks – may also be part of Induction room
	All workers must be inducted before commencement of work. Induction Sticker shall be placed on helmet and shall be indicated in the ID Card. (Refer total fall protection plan)
	Contractor shall submit Training Calendar for specialized training of workers (of different trade), supervisors, staffs and line managers.
	Workers Should be trained on usage of safety Harness and risk involved while working at height. Refer SOP & Total Fall Protection Plan.
	SMARRT card shall be used for conducting the daily training for all work fronts by work supervisors before start of the work. The Group not to exceed more than 20 numbers. 100% workforce to be covered on a daily basis.
	Personal Protective Equipment
	Basic Personal Protective Equipment (helmet, shoes/wellington boots) is compulsory for all in the construction zone.
	Special PPE (Safety Goggle, Nose Mask, Ear Plug, Hand Gloves & Shoulder Pad etc.) shall be used by workers as per the hazard/risk associated with their work.
4	Standard PPE qualifying the defined test shall only be used. The same shall be sourced from approved vendors only. Refer EHS Plan and PPE Matrix for PPE.
	No Single Lanyard Harness permitted, double lanyard safety harness with scaffold grade double action snap hooks and energy absorber to be used. The lanyard length shall not exceed more than 1.8 meter and lower height Self Retractable Lanyard Can be used. (Refer SOP for personal protective equipment).
	Staffing
	Deploy adequate number of competent EHS Personnel. Number of EHS Personnel shall depend upon number of workers deployed at any point of time.
	Up to 50 workers- 1 Safety Officer and one Safety Steward for every additional 50 workers. NB- in the night shift appropriate no. of safety steward/supervisor/officer shall be deployed by the Contractor considering the no. of workers engaged in the night.
	Competency of EHS Personnel shall conform to the following (as a minimum):
	Safety Steward/Safety Supervisor – 10 <sup>th</sup> pass with 3 years of experience as safety steward/safety supervisor in construction
	Safety Officer – Graduate (Science/Engineering) + Diploma (ADIS) in EHS with 5 years of experience as safety officer in construction, good communication skill (Hindi & English)
	Appointment of EHS In-charge of Contractor shall be approved by EHS Department of MLDL by reviewing the credentials.
	A supervisor/ Charge hand who has minimum five years and good knowledge of the work shall be provided for every 20 workers.
	Contractor EHS Team shall work in close coordination with MLDL EHS In-charge, who shall provide direction and lead from the front. In conflicting situations views of MLDL In-charge shall prevail.
	All appointments shall be made with the approval of Site Project head and Site EHS Manager.

- 5 Documents and reporting
  - Contractor shall manage EHS in conformance with MLDL processes detailed in EHSMS Manual, SOP, Process Manual & Technical Manual.
  - Contractor shall execute work with due respect and recognition of MLDL EHS Policy and Mahindra Code of Conduct.
  - All EHS reporting formats by Contractor shall be in accordance with MLDL process and formats.
  - Comply with all applicable Legal/ statutory Requirements and submit compliance status before 7<sup>th</sup> of every month.
  - Mahindra Litespace Developers Ltd team has the full right to contact contractor associates / workers, their subcontractors, vendors and workers through electronic medium like Mobile / E-mail for the promotions related to Occupational Health and Safety.
- 6 Labour Camps (Not applicable if labours are Local and Coming from their own/ rented homes on daily basis,) Refer SOP for Labour Camp. SOP 25 Standard for onsite workers housing quarters
  - Labour camp shall be erected on a non-water logging land. There MUST be sufficient gap (8-10 feet) between the rows of rooms. Rooms shall be ventilated and well-lit in the night. Asbestos sheet shall not be used in any form.
  - Camp amenities (toilet, urinal, wash room, bath room, canteen & drinking water) shall conform to requirements stipulated under BOCW Act/Rule. The amenities shall be maintained in hygienic condition.
  - Waste water generated from labour camp shall be collected and treated before discharging.
  - Maintain area lighting and sanitation in camp area. Appoint a Camp Boss as caretaker. Install adequate type and quantity of Fire Extinguisher.
  - Resort to regular pest control including snake repellent & fogging
  - Provide and manage Crèche for kids.
  - Provide common cooking area. Cooking inside the room is prohibited.
  - SOP no 25 supersedes all relevant applicable norms.
  - Proper arrangement shall be made for regular disposal of waste generated inside camp & dedicated housekeeping team shall be kept for maintaining health & hygiene in labour camp.
- 7 Welfare
  - The extracts of the statute regulations shall be displayed prominently at a conspicuous location for the benefit of operatives.
  - No workmen shall be allowed to work more than 9 hours in a day and 48 hours in a week.
  - Sanitation facilities shall be provided to workmen i.e. 1 for 20 till 100 and afterward 1 for every 50 workers. The same shall be provided at site (i.e. 1 toilet minimum on every 4 floors)
  - Washing facility shall be provided in hutment
  - Canteen facility shall be provided inside site if the workmen number exceed 100 no.
  - Rest room shall be provided for workmen if the number exceeds 100.
  - Separate sanitation and bathing facility shall be provided for women worker at site with sign board mentioning the same in local language (or in the language easily understood by the labours).(Refer procedure for occupational health & Hygiene)
  - Drinking water facility shall be provided at least 5 liter /workmen and the drinking water tank shall be kept away minimum 6m from toilets and washing facilities
  - Drinking water test shall be done every after 3 months in accordance to IS 10500 :2012.
  - The welfare facilities such as toilets, rest rooms and wash rooms shall be continued till completion of project or till any alternate arrangements are made by the developer.
- 8 Emergency Plan
  - Develop and deploy "Emergency Preparedness & Response Plan – EPRP". Constitute a Joint Emergency Response Team with Project Head (MLDL) as the Leader. (Refer procedure for Emergency response plan)

Necessary resources towards prevention, response and mitigation of emergency shall be deployed by the Contractor. Example – Public Address System, Emergency Siren, Assembly Points, Stretchers, Ambulances etc.

EPRP shall be tested regularly through Mock Drill and/or Table top Test.

Tie up with government & non-government organization for assistance during emergency.

Regular briefing to all on emergency process and display of contact numbers in prominent location.

#### 9 Assurance Plan

Steel scaffold and work platform with approach, toe board and protecting rails as stipulated under applicable IS Codes. Refer MLDL EHS Plan and SOP for scaffolds.

100% planking shall be done for external scaffold with proper arrangement of access ladder. Scaffold shall be well supported in a ratio of 3:1 (Refer Project EHS plan & SOP for scaffolding and working platform).

Underneath the shuttering level Horizontal safety net shall be installed to arrest any falling object and on the ground floor meter. Scaffold erected outside the building shall be covered with Vertical safety net (i.e. Green net /Argo net).

Aluminum Ladder as per specification of relevant IS Codes. In special cases, safe wooden ladder is permitted only with approval of EHS In-charge of MLDL.

Construction equipment & vehicle shall be fitted with safety devices designed and approved by the manufacturer and maintained in sound working condition as per the provision of BOCW Act/Rules. Signal man shall be deployed to help operator.

Pre-employment medical fitness test and competency certification of all operators shall be done as per the provision of BOCW Act/Rules.

Pre-employment medical fitness test of all workers engaged in hazardous operations such as height work, work in confined spaces, work over/under water etc. shall be done.

Any test/vaccination/medical attention mandated by the local/state/central government shall be complied by the contractor at their cost.

Vertigo Test is Mandatory for the work at height above 1.8 meter.

Height Pass shall be issued for working at height after due fitness certification by the competent doctor as per the relevant process.

Temporary connection/Captive generation, distribution and use of electricity shall conform to the requirements of Indian Electricity Act & Rule. Only standard equipment, accessories and tools shall be used. Certified electrician shall be deployed.

Edge protection of excavation and provision of safe access and egress as per provision of IS Codes.

Excavated earth shall be kept minimum 2 meters away from edge and vehicle movement around excavation is strictly prohibited.

Sloping of 45 degree or benching shall be done to prevent collapse of excavation.

Hard Barricading of excavation, dangerous work/equipment, opening on ground or floor, edges of stairs/floor and others as advised by the EHS In-charge. (Shall be capable withstand an impact of 100 Kg from all directions).

Soft Barricading using cautioning tape etc. allowed only for temporary and in non-hazardous situation.

Vertical & Horizontal Safety Net for area protection as per applicable IS Codes and/or accepted best practices.

Maintain Housekeeping to avoid slip, trip & fall hazards in all areas occupied by the Contractor. All materials to be stacked with proper signage as per type and size in designated area as per logistic plan. 5S concept of housekeeping to be followed.

Material Handling and storage as per code recommendation and/or accepted best practices.

Scrap segregation and storage in exclusively marked area.

Area lighting as per the need to facilitate movement of man and materials. Refer EHS Plan for details.



Collect and treat Waste water generated in the Batching Plant (washing of drum mixture and transit mixer). Use the treated water for dust suppression and/or curing.

Provide and enforce use of Full Body Harness for height work (>1.8 m). Make provision for anchoring lifeline. Individual Rope grabber vertical life line required for any work on RSP with suitable anchorage. Bosun's chair/ Spiderman kit or any rope suspended working not allowed.

For height work beyond G+4, install Emergency Rescue System. Train workers & supervisor in rescue operation. Refer SOP for Total Fall Protection.

Fuel (petrol, diesel) store shall be protected against unauthorized entry and fire. Catch Bins shall be used to trap accidental spills.

Use of alcohol & smoking shall be prohibited in construction zone.

Apply speed restriction to all types of vehicle/equipment in the construction zone.

All Safety precautionary arrangements / welfare measures/ urinals installed as per MLDL EHS Plan during the construction stage shall continue up until the completion of project or permanent control measures are in place or no more requirement of same is identified by MLDL Project management team.

#### 10 Medical Care Centre

Provide and maintain Medical Care Centre as per EHS Plan. Maintain record of treatment.

MCC shall be manned by the competent Male Nurse during the work hours. First Aid Boxes shall be provided and maintained.

Qualified Medical Officer shall be made available free of cost to workers for health check-up and consultation. Doctor shall be available minimum twice a week at least.

Tie up with Hospital for Ambulance and medical aid in the emergency. If the Ambulance provider is away by a traveling time of more than 10 minutes (Considering the traveling distance and general traffic), Ambulance should be stationed in project with driver during the active working hours.

Regular training on health, hygiene, first aid and CPR to all.

Resort to regular pest control including snake repellent & fogging in work areas.

Adequate provision for potable water. Regular testing of water quality. At least once in every quarter.

AIDS awareness – HIV testing & counselling.

Preventive Health Screening of operators and height workers.

Regular counselling by qualified councilors and practice on employee wellbeing.

#### 11 Mechanical & Electrical equipment

ELCB/RCCB of 63A & 30Ma & enclosure /shed shall be provided to every distribution board. IP65 Distribution board shall be provided.

Rubber mat and earthing for every distribution board & firefighting equipment shall be deployed near DB

Access for firefighting equipment & Electrical distribution board shall be kept free from any obstruction

Contractor to submit SLD (Single Line Diagram for Electrical distribution of site).

Earthing pit shall be marked properly and testing of same shall be done every quarterly to check its resistance. (shall be between 0 to 8 ohm).

All electrical portable tools shall be tested weekly subsequently inspection tagging shall be done & record of same shall be maintained. Winch driven hoist not allowed. Refer EHS Plan for hoist.

Electricians deployed at site shall have valid license.

All the lifting tools & tackles shall be inspected by third party (Refer project EHS plan).

Passenger hoist, suspended scaffold shall be inspected half yearly and builder hoist & tower crane shall be inspected yearly or after every alteration or modification

Colour coding shall be followed

Operator provided for Mechanical equipment shall be competent enough and competency document shall be submitted to MLDL EHS department.

Rigger shall be provided for tower crane, operation will not be allowed without rigger

Damage tools & tackles shall not be allowed.

## 12 Aluminum Shuttering

Cantilevered access bracket with extended vertical support till next floor height and Working platform with 6 railings covering the entire perimeter of building during the shuttering.

Provision of access ladders (Light weight).

1.5-meter vertical Guard rails with double railing where work progresses (Leading edge fall protection at shuttering level at 1.5-meter, two layer of railing covering entire shuttering span with green net).

1.5-meter vertical Guard rails with double railing must be in place during work progresses (Larger openings/voids/ MEP shafts where a fall from height is possible).

Lid for material shifting penetration in Aluminium, painted in Yellow colour and imprinted in black as "Hole below do not remove" for two floors for all the penetrations. Lid provided shall fix in the penetration.

Perforated, scaffold boards with proper seating on cantilevered brackets for working platform covering the entire cantilevered brackets without any gaps.

Provision of proper footing, bracing for formwork, falsework and temporary supports.

## 13 Accident Investigation

Preliminary report shall be shared with Corporate EHS team within 4 hours of incidence occurrence and detailed accident investigation report shall be shared within 24 hours

All the functional head and MLDL project manager shall be part of Accident investigation team .

Corrective action & preventive action implementation shall be the responsibility of Project Head & Safety manager of respective site.

Risk Matrix for activity hold.

## 13 Risk Matrix

Probability	5	5	10	15	20	25	<u>Probability</u>		<u>Severity</u>					
							1 = Very unlikely		1 = First aid injury or illness					
	4	4	8	12	16	20	2 = Unlikely		2 = Minor injury or illness					
	3	3	6	9	12	15	3 = Likely		3 = Injury or illness >48 Hrs					
	2	2	4	6	8	10	4 = Very likely		4 = Major injury or illness					
	1	1	2	3	4	5	5 = Almost certain		5 = Fatality, disabling injury, etc.					
							1	2	3	4	5			
Severity								Acceptable		Review		Not acceptable		
Risk	=	Probability					X	Severity						

Rating	Probability	Rating	Severity	Risk Index
1	Very Unlikely	1	First aid injury or illness	1
2	Unlikely	2	Minor Injury or illness	4

3	Likely	3	Lost time injury or illness	9
4	Very Likely	4	Major injury or illness	16
5	Almost Certain	5	Fatality, disabling injury	25

Risk level from 1-3 is acceptable risk and work can be allowed.

Risk level for 4: work can be allowed but the deviation needs to be rectified within 24 hours.

Risk level from 5-25, work needs to be stopped with immediate effect till rectification and confirmation from MLDL Safety personnel /Execution staff.

#### 14. EHS PENALTY MATRIX

SN.	Definitions	Amount of Penalty
1	Failure to provide ID Card to workers	Rs. 1000/- per person
2	Failure to provide requisite amenities in the Labour Camp including crèche	Rs. 50,000/- per amenity
3	Failure to provide well equipped Induction Room	Rs. 50,000/- on first instance and multiplies by two for non-rectification within stipulated time.
4	Smoking in the construction zone and/or working under influence of alcohol/prohibited drugs.	Rs. 2000/- per violation
5	Burning of waste or smoldering of combustible materials on site without written permission.	Rs. 5000/-
6	Failure to wear Personal Protective Equipment (PPE) or its improper use.	Rs. 1000/- per individual if PPE supplied but not worn by personal; Rs. 1,000/- per individual if PPE not provided by the contractor
7	Working without EHS Induction.	Rs. 5000/- per personal and working day to be dismissed
8	Not attending EHS Meetings or any other EHS Programme/Function	Rs. 1,000/- per individual
9	Failure to submit EHS Documents (EHS Plan, Work Method Statement, Emergency Plan) with in stipulated time	Rs. 10,000/- each instance
10	Failure to submit report on incident, accidents and near misses with in the stipulated time	Rs. 10,000/- each instance
11	Failure to comply with infringement notice	Rs. 10,000/- each instance

12	Misuse/damage to property/equipment/infrastructure	Rs. 10,000/-; in addition, contractor to pay for the cost of items damaged
13	Unsafe work (act/condition) not covered otherwise	Rs. 5,000/-; & immediate rectification
14	Poor Housekeeping and stacking of materials	Rs. 10,000/- & cessation of work till satisfactory rectification.
15	Obstruction of passageways, entrances, doorways, stairs, access to Fire Fighting Equipment etc.	Rs. 2,000/- & immediate rectification
16	Use of equipment without Inspection tag or its unauthorized use and alterations	Rs. 2,000/-& immediate rectification
17	Use of damaged or uncertified lifting tackles	Rs. 10,000/- & confiscation of such items
18	Unsafe lifting method	Rs. 10,000/- & cessation of work till satisfactory rectification
19	Failure to provide for and use unsafe working platforms, means of access to the work place, where work is required to be carried out beyond a person's normal reach	Rs. 10,000/-& cessation of work till satisfactory rectification
20	Permitting/Forcing personal to work unsafe manner	Rs. 20,000/- each instance to supervisor/work in-charge
21	Failure to provide EHS signage	Rs. 5,000/-
22	Not providing collective fall protection	Rs. 10,000/- & cessation of work till satisfactory rectification
23	Allowing fall of materials from height or throwing materials from height or not barricading dangerous zone on ground and not providing flagman to warn the possibility of falling materials.	Rs. 20,000/-
24	Violation of Work Method Statement or Violation of Permit to Work or Violation of Work Instructions	Rs. 10,000/-
25	Absence of well-equipped Medical Care Centre or non-availability of First Aiders or no tie up with hospitals for emergency health care	Rs. 25,000/-
26	Lack of pre-& periodical post-employment health screening.	Rs. 10,000/-
27	Failure to implement Height Pass for height work (Refer SOP on Total fall protection.	Rs. 5,000/-
28	Non-compliance to Permit to work procedure. Refer SOP for permit to work.	Rs. 10,000/-



29	Unauthorized use of any safety appliances/equipment	Rs. 10,000/-
30	Adopting unsafe tapping/connections/termination of electrical lines or use of defective electrical fittings, cables and electrical tools or allowing cables / equipment to be submerged in water or not providing Earth Leakage Circuit Breaker/not maintaining Earthing	Rs. 10,000/- & cessation of work till satisfactory rectification
31	Failure to comply with an order (written or otherwise) issued by the MLDL Project Manager or representative, or EHS In-charge in regard to EHS matter	Rs. 20,000/-
32	Threatening EHS personnel, misbehaving, fighting or intentionally causing harm to any person	Rs. 50,000/- and Personal to be banned from the site and a report will be made to the police
33	Failure to deploy competent EHS Personnel in adequate number as per the EHS Plan	Rs. 20,000/- per incidence
34	Lost Time Injury as a result of negligence as established by Accident Investigation Report	Rs. 25,000/- per incidence
35	Fatality	Rs. 10,00,000/-
36	Failure to constitute and run Safety Committee or non- representation of workers in the committee	Rs. 25,000/-
37	Failure to constitute Emergency Response Team	Rs. 25,000/-
38	Use of Mobile Phone in any form while on work	Rs. 500/- per person per incidence
39	Noncompliance of statute/ legal requirements.	Rs 500,000/- + Fine imposed by authorities & Stoppage of work till rectification
40	Failure to provide supervisor on every 20 labours.	Rs. 10,000/-
41	Failure to provide Medical facilities	Rs 25,000/-

**Note:** -The penalty mentioned are for the first incident and the fine amount will be doubled for every repetition or non-rectification with in the time stipulated. For eg. If the fine is yy for first time it will be 2 X yy for the repetition and further 2 X 2 X yy, keeps doubling for every repetition.  
The penalty will be deducted from the RA bill and will be used for safety promotional activities and corrections.

### Legal and statutory requirements

#### 15. Mandatory Statutory and regulatory obligation of PMC/vendors/ Contractors engaged in MLDL Projects

1.	Every Vendor and their sub vendors who likely to cross the threshold no. required to obtain the Labour license should complete the required formalities and obtain CLRA license from respective authority.
2.	Copy of licenses like CLRA or BOCW should be submitted to the Principal Employer (MLDL) within a reasonable time from date of appointment as Every Vendor and their sub-vendors and employees.
3.	Every Vendor and their sub vendors who are likely to deploy migratory labours shall obtain migratory labour license from the competent authority.
4.	To whomever CLRA is applicable should be obtained before commencement of contract certificate from the Principal Employer (MLDL).
5.	Should ensure that the No. contract labour working on site are lesser or equal to the no. mentioned in License. In case higher requirement is there due to additional work, then Every Vendor and their sub vendors should obtain the revised license from the competent authority.
6.	Should not carry out any work other than the nature of work, which is specified in license obtained.
7.	Should deploy only the contract labour who has valid identity proof like Aadhar card, Election card, PAN card etc.
8.	Should get police verification done for each his contract labour deployed at MLDL project.
9.	Every Vendor and their sub vendors should maintain the following registers.
10.	Illegal migrant labours are not allowed in MLDL Projects and contactor shall give an undertaking that no illegal migrant labours are engaged.
11.	<div><div>a) Wage register</div><div>b) Attendance register</div><div>c) Leave register</div><div>d) Accident register,</div><div>e) Overtime Register,</div><div>f) Loss &amp; Damage register</div><div>g) Bonus register</div><div>h) Fine Register,</div><div>i) Advance Register</div><div>j) Maternity register</div><div>k) Equal Remuneration Register</div><div>l) Inspection book</div></div>
12.	Should pay following statutory dues on given time and make available necessary supporting to MLDL on demand or at the time of an audit.
13.	<div><div>Sr. No.</div><div>Nature of Payment</div><div>Due date of payment</div></div> <div><div>1</div><div>Provident fund Contribution</div><div>15th day of the next month</div></div> <div><div>2</div><div>ESIC</div><div>15TH day of the next month</div></div> <div><div>3</div><div>Profession Tax</div><div>Due dates vary from state to state.</div></div> <div><div>4</div><div>Labour Welfare Fund</div><div>Due dates vary from state to state.</div></div>
14.	Will be responsible to pay overtime at double the ordinary rate of wages to the workmen working overtime (more than 9 hours a day or more than 48 hours in a week).

15.	Should prepare and provide monthly wages slip to all his contract labour.
16.	Should prepare and provide service certificate to left contract labour.
17.	Every Vendor and their sub vendors should provide Crèche facility where more 50 workers are deputed.
18.	Where Every Vendor and their sub vendors are registered under BOCW, Nomination form of each contract labour should submit to BOCW Welfare Board.
19.	Wages or Bonus should be paid to the contract employees other than in cash mode (Against bank account in individuals name).
20.	Every Vendor and their sub vendors having contract labour less than 1000 should pay the wage to his labour on or before the 7th day of the next month through savings bank account and the applicable remuneration according to applicable rules and regulation shall be transferred to their respective account. In case of contract labour strength is more than 1000 then he can pay the salary up to 10th Day of the next month.

**The intention is to provide 100% compliance to statute and legal requirements and thus the above-mentioned points are not limited to it. Any sort Statute/ legal violation will be taken seriously and a penalty of 1 Lakh + Applicable fine imposed on MLDL by authority + Any other cost such as court/ legal/ consultation charges will be debited from RA bill.**