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मानक

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“Step Out From the Old to the New”

IS 15793 (2007): Managing environment, Occupational health and safety legal compliance - Requirements of good practices [CHD 8: Occupational Safety, Health and Chemical Hazards]



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Satyanarayan Gangaram Pitroda

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“ज्ञान एक ऐसा खजाना है जो कभी चुराया नहीं जा सकता है”

Bhartrhari—Nitiśatakam

“Knowledge is such a treasure which cannot be stolen”

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भारतीय मानक

पर्यावरण, व्यावसायिक स्वास्थ्य एवं सुरक्षा विधि के
अनुपालन का प्रबंधन — उत्तम रीतियों की अपेक्षाएँ

Indian Standard

MANAGING ENVIRONMENT, OCCUPATIONAL
HEALTH AND SAFETY LEGAL COMPLIANCE —
REQUIREMENTS OF GOOD PRACTICES

ICS 13.020.10; 13.100

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BUREAU OF INDIAN STANDARDS
MANAK BHAVAN, 9 BHADUR SHAH ZAFAR MARG
NEW DELHI 110002

FOREWORD

This Indian Standard was adopted by the Bureau of Indian Standards, after the draft finalized by the Occupational Health and Safety and Chemical Hazards Sectional Committee had been approved by the Chemical Division Council.

A Committee under the Chairmanship of Member (Industry), Planning Commission, recommended to put in place a mechanism for third party inspection to allow enterprises an option to get their legal compliance verified by an external organization. Accordingly this standard has been formulated with the aim to develop a system for auditing an organization by an external organization to verify the good practices established for managing compliance for all applicable legislations related to environment, occupational health and safety. This standard will help the regulators and those organizations who have some difficulties in implementing full fledged international/national management system standards (like IS/ISO 14001, IS 18001, etc) for certification. The standard would:

- a) provide an option to the industry for demonstrating compliance with the regulatory requirements related to environment, occupational health and safety by following good practices as prescribed in this standard through verification by an external organization;
- b) serve as a tool for enhancing the effectiveness of the legal compliance; and
- c) promote a system approach.

This standard is not intended to integrate IS/ISO 14001 : 2004 'Environment Management System — Requirements with guidance for use (*first revision*)' and IS 18001 : 2007 'Occupational Health and Safety (OHS) Management System — Specification with guidance for use' in totality. This is a subset of IS/ISO 14001 and IS 18001 with focus on legal compliance. At the same time this standard is neither a compilation of all the regulatory requirements related to environment, occupational health and safety nor meant to replace the regulatory requirements. This standard in fact would minimize the pressure on the regulatory agencies.

The standard is applicable to all kinds of organizations irrespective of its complexity as well as hazards associated with it and is voluntary in nature like all other management systems. A system of this kind enables an organization to demonstrate its performance and conformity to the legal requirements. Certifying organization should provide information listing all the legislations as identified by the organization and covered in the certification process.

The composition of the Committee responsible for formulation of this standard is given at Annex E.

Indian Standard

MANAGING ENVIRONMENT, OCCUPATIONAL HEALTH AND SAFETY LEGAL COMPLIANCE — REQUIREMENTS OF GOOD PRACTICES

1 SCOPE

This standard specifies requirements for good practices that an organization needs to implement to demonstrate compliance with the legal requirements related to environment, occupational health and safety.

It does not itself state specific criteria related to environment, occupational health and safety performance. This standard is applicable to any organization that wishes to:

- a) assure itself of compliance with the applicable legal requirements related to environment, occupational health and safety;
- b) demonstrate such compliance with others;
- c) seek certification/registration by an external organization; and
- d) make a self-determination and self-declaration of conformance with this standard.

2 REFERENCES

The standards listed below contain provisions which through reference in this text, constitute provisions of this standard. At the time of publication, the editions indicated were valid. All standards are subject to revision, and parties to agreements based on this standard are encouraged to investigate the possibility of applying the most recent editions of the standards indicated below:

<i>IS No.</i>	<i>Title</i>
IS/ISO 14001 : 2004	Environmental management system — Requirements with guidance for use (<i>first revision</i>)
IS/ISO/IEC 17000 : 2004	Conformity assessment — Vocabulary and general principles
18001 : 2000	Occupational health and safety (OHS) management systems — Specification with guidance for use

3 TERMINOLOGY

For the purpose of this standard, the definitions given in IS/ISO 14001, IS/ISO/IEC 17000 and IS 18001 and the following shall apply.

3.1 Legal Compliance — Conformity with the legal requirements.

3.2 Legal Requirements — Applicable provisions of all statutes (Acts, laws, rules, regulations, ordinances), Codes, or orders of any governmental authority or quasi-governmental authority of any of the same, including, but not limited to, states, departments, commissions, boards, bureaus, agencies, municipalities, and other instruments.

4 REQUIREMENTS

4.1 General Requirements

The organization shall implement and maintain good practices in accordance with the requirements of this standard to ensure that it is complying with the legal requirements. The organization shall list out its all activities and their effect on safety, health and environment.

NOTE — A typical scheme indicating the relationship between scope and activities of an organization is given in Annex A for guidance.

4.2 Legal Requirements

4.2.1 The organization shall establish, implement and maintain a procedure to identify and have access to the applicable legal requirements related to environment, occupational health and safety. The organization shall maintain a register of applicable legal requirements which shall be kept updated.

NOTES

1 A list of the major Indian legal requirements related to environment, occupational health and safety is given in Annex B for guidance.

2 A typical format for maintaining the legal register is shown in Annex C for guidance.

4.3 Roles, Responsibilities and Authorities

The organization shall define, document and communicate the roles, responsibilities and authorities for personnel involved in managing activities related to environment, occupational health and safety legal compliances. The organization shall also define interrelationships for all levels of functionaries and interested parties including subcontractors and visitors for effective management of compliance with legal requirements related to environment, occupational health and safety.

The organization's top management shall appoint from amongst its member a specific Nodal Officer(s), who, irrespective of other responsibilities, shall have defined roles, responsibilities and authority for:

- a) ensuring that various requirements are established, implemented and maintained in accordance with this standard; and
- b) reporting on compliance with legal requirements to top management for review and as a basis for improvement.

The ultimate responsibility for compliance with the legal requirements related to environment, occupational health and safety shall rest with the top management, or as specified in the applicable statute.

4.4 Communication

4.4.1 Internal Communication

The organization shall ensure that appropriate communication processes are established within the organization so that effective communication takes place for the various activities pertaining to management of compliance with legal requirements related to environment, occupational health and safety.

4.4.2 External Communication

The organization shall ensure that appropriate communication processes are established for communicating the relevant information pertaining to compliance with legal requirements related to environment, occupational health and safety to the concerned regulatory authority. The organization shall establish, implement and maintain a procedure(s) for receiving, documenting and responding to communication from external parties pertaining to the legal requirements related to environment, occupational health and safety.

4.5 Resource Management

4.5.1 Provision of Resources

The organization shall determine and provide the resources needed to implement and maintain the good practices for effective management of compliance with legal requirements related to environment, occupational health and safety.

4.5.2 Human Resources

4.5.2.1 General

Personnel performing work affecting compliance with legal requirements related to environment, occupational health and safety, shall be competent on the basis of appropriate education, training, skills and/or experience.

4.5.2.2 Competence, awareness and training

The organization shall:

- a) determine the necessary competence for personnel performing work for it or on its behalf affecting compliance with legal requirements related to environment, occupational health and safety,
- b) provide training or take other actions to satisfy these needs,
- c) evaluate the effectiveness of the actions taken,
- d) ensure that any person(s) performing tasks for it or on its behalf are aware of,
 - 1) the significant hazards, risks and impacts, actual or potential, of their work activities;
 - 2) the importance of conformance with the requirements of this Indian Standard;
 - 3) their roles and responsibilities in achieving conformance with the requirements of this Indian Standard; and
 - 4) the potential consequences of departure from specified procedures.
- e) maintain the associated records.

4.5.3 Infrastructure

The organization shall determine, provide and maintain the infrastructure needed to achieve compliance with legal requirements related to environment, occupational health and safety.

4.5.4 Work Environment

The organization shall determine and maintain the work environment needed to achieve compliance with legal requirements related to environment, occupational health and safety.

4.6 Document and Control of Documents

4.6.1 Documentation

Documentation shall include:

- a) Description of the scope of activity covered by legal requirements related to environment, occupational health and safety; and
- b) Documents, including records, required by this Indian Standard.

NOTES

1 Many organizations prefer to have a documented policy on Safety, Health and Environment (SHE).

2 Records that may be included among others as needed under the good practices for compliance with the legal requirements related to environment, occupational health and safety are given in Annex D.

4.6.2 Control of Documents

All the documents required by this standard shall be:

- a) approved for adequacy prior to issues;
- b) periodically reviewed, revised as and when necessary and reapproved for adequacy by authorized personnel and the changes made shall be identifiable; and
- c) legible, dated (with dates of revision, where applicable) and readily identifiable.

NOTE — Control at (c) above applies to both documents and records while (a) and (b) only apply to documents.

- b) have been properly implemented and maintained.

The organizations audit programme, including any schedule, shall be based on the importance of the activity concerned and the results of previous audits. In order to be comprehensive, the audit procedures shall cover the audit scope, frequency and methodologies, as well as the responsibilities and requirements of conducting audit and reporting results. Selection of auditors and conduct of audits shall ensure objectivity and the impartiality of the audit process. The organization shall maintain the associated records.

NOTE — Normal frequency of internal audit is once in six months. Further, organizations define the competency of the personnel for audit.

4.7 Operational Control

The organization shall define and maintain appropriate controls for its activities relevant to legal requirements in order to ensure compliance with the legal requirements.

4.8 Monitoring and Measurement

4.8.1 The organization shall monitor, measure and regularly evaluate compliance with applicable legal requirements as given in 4.2. The organization shall keep records of the results of the periodic evaluations.

NOTES

1 The operations of an organization may have a variety of characteristics. For example, characteristics related to monitoring and measurement of wastewater discharge may include biological and chemical oxygen demand, temperature and acidity. Monitoring the environment at workplace may include noise level, vibration, illumination, chemical contaminants, toxic vapours, high temperature, etc.

2 The organization needs to consider those characteristics which determine how it is managing its good practices for compliance with legal requirements related to environment, occupational health and safety.

3 Data collected from monitoring and measurement may be analysed to identify patterns and obtain information. Knowledge gained from this information may be used to implement corrective and preventive action.

4.8.2 The organization shall ensure that calibrated or verified monitoring and measurement equipment are used.

NOTE — When necessary to ensure valid results, measuring equipment should be calibrated or verified at specified intervals, or prior to use, against measurement standards traceable to international or national measurement standards. If no such standards exist, the basis used for calibration should be recorded.

4.9 Internal Audit

The organization shall carry out periodic internal audits at scheduled intervals in order to determine whether or not the good practices:

- a) conform to planned arrangements including the requirements of this Indian Standard and relevant legal requirements, and

4.10 Non-conformity, Correction, Corrective Action and Preventive Action

The organization shall take immediate action to correct the observed non-conformance and then take further action to eliminate causes for any non-conformity and potential causes in order to prevent occurrence and recurrence respectively. Any corrective and preventive action taken to eliminate the causes of actual and potential non-conformances shall be appropriate to the magnitude of problems encountered. Records of action taken and improvements effected shall be maintained. The organization shall report non-compliance with any legal requirement to the concerned regulatory authority as required under the applicable legal requirements.

4.11 Management Review

Top management shall review the organization's practices for compliance with the legal requirements related to environment, occupational health and safety, at planned intervals, to ensure their continuing suitability, adequacy and effectiveness. Reviews shall include assessing opportunities for improvement and the need for changes to good practices. Records of the management reviews shall be retained. Input to management reviews shall include:

- a) results of internal audits,
- b) evaluations of compliance with legal requirements applicable to the organization,
- c) communication(s) from external interested parties, including complaints, relating to environment, occupational health and safety matters covered under legal compliance,
- d) status of corrective and preventive actions,
- e) follow-up actions from previous management reviews,
- f) changing circumstances, including developments in legal requirements related to environment, occupational health and safety, and

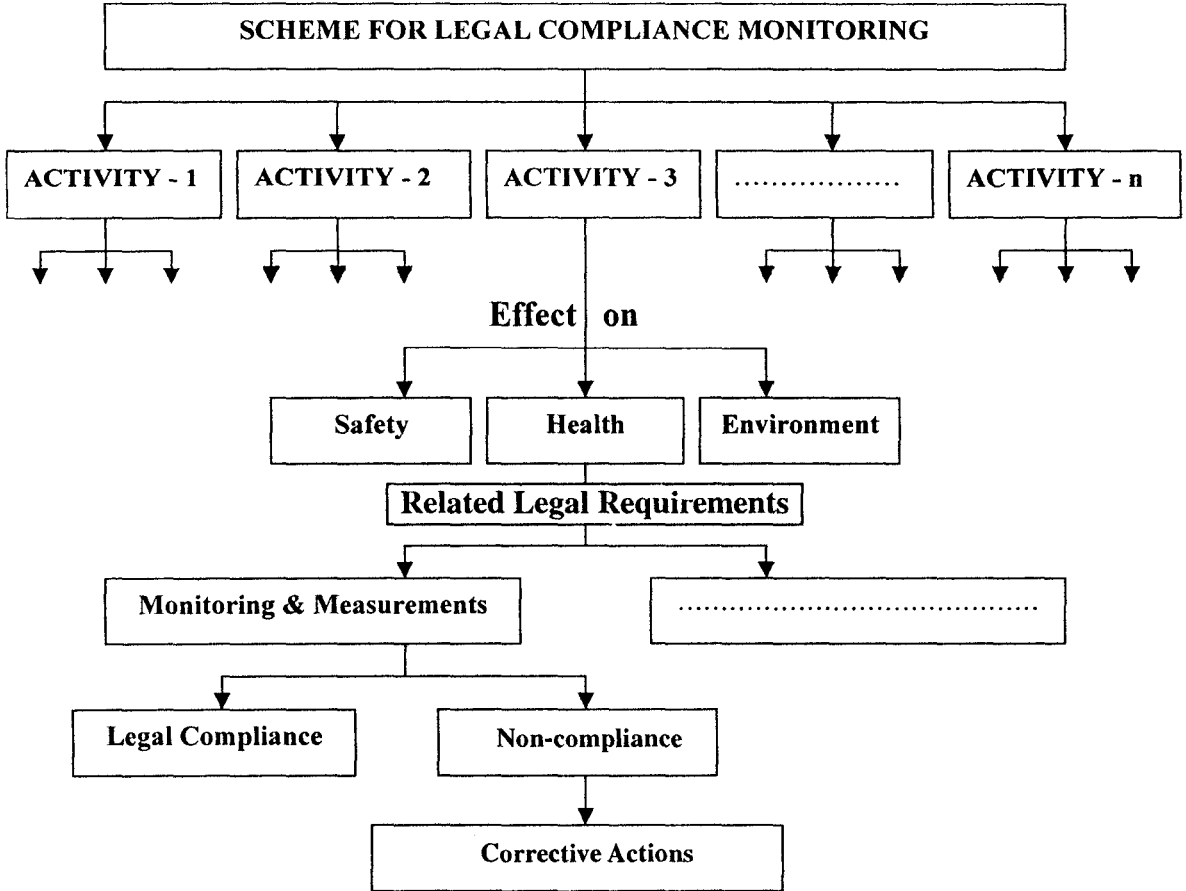
g) recommendations for improvement.
The outputs from management reviews shall include any decisions and actions related to possible changes

to the good practices for compliance to legal requirements and where possible continual improvement.

ANNEX A

(Clause 4.1)

**LEGAL COMPLIANCE MONITORING RELATED TO ENVIRONMENT,
OCCUPATIONAL HEALTH AND SAFETY**



ANNEX B

(Clause 4.2.1)

**RELEVANT INDIAN LEGISLATION ON OS&H AND THE ENVIRONMENT
(IT IS ONLY ILLUSTRATIVE AND NOT EXHAUSTIVE)**

1. *The Factories Act, 1948 (Amended 1987 & 2001) and the State Factories Rules of respective States*
2. *The Mines Act, 1952 (Amended 1984)*
3. *The Mines Rules, 1955 (Amended 1989)*
4. *The Coal Mines Regulations, 1957*
5. *The Metallic-Ferrous Mines Regulation, 1961*
6. *Mines Vocational Rules, 1966*
7. *The Oil Mines Regulations, 1984 (Amended 1996)*
8. *The Mines Rescue Rules, 1985*
9. *The Dock Workers (Safety, Health and Welfare) Act, 1986*
10. *The Dock Workers (Safety, Health and Welfare) Regulations, 1989*
11. *Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996*
12. *Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Central Rules, 1998*
13. *The Plantation Labour Act, 1951 & the Rules & Regulations*
14. *The Building and Other Construction Workers' Welfare Cess Act, 1996 and Rules 1998*
15. *Indian Port Act, 1908 and Rules thereunder*
16. *The Shops and Commercial Establishment Acts enacted by respective State Governments*
17. *The Workmen's Compensation Act, 1923 & Rules 1924*
18. *The Maternity Benefit Act, 1961*
19. *The Employees' State Insurance Act & Rules*
20. *The Motor Transport Workers Act, 1961 & Rules, 1964*
21. *The Electricity Act, 2003*
22. *The Indian Electricity Rules, 1956*
23. *The Indian Boilers Act, 1923 (Amended 1960)*
24. *The Indian Boilers Regulations, 1950 (Amended 1997)*
25. *Boilers Rules of various States*
26. *The Dangerous Machines (Regulation) Act, 1983*
27. *The Fatal Accidents Act, 1855*
28. *The Explosives Act, 1884 (Amended 1983)*
29. *The Explosives Rules, 1983 (Amended 2002)*
30. *The Gas Cylinders Rules, 2004*
31. *The Static and Mobile Pressure Vessels (Unfired) Rules, 1981 (Amended 2002)*
32. *The Petroleum Act, 1934*
33. *The Petroleum Rules, 2002*
34. *The Calcium Carbide Rules, 1987*
35. *The Insecticides Act, 1968 & Rules, 1971*
36. *The Poison's Act, 1919 & Rules, 1972*
37. *The Environment (Protection) Act, 1986 (Amended 1991)*
38. *The Environment Protection Rules, 1986 (Amended 2006)*
39. *The Hazardous Wastes (Management and Handling) Rules, 1989 (Amended 2003)*
40. *The Manufacture, Storage and Import of Hazardous Chemical Rules, 1989 (Amended 1994/2000)*
41. *The Manufacture, Use, Import, Export and Storage of Hazardous Micro-organisms, Genetically Engineered Micro-organisms or Cells Rules, 1989*
42. *Environmental (Protection) Rules- "Environmental Statement" 1992/1993*
43. *Environmental (Protection) Rules- "Environmental Standards" 1993*
44. *Environmental (Protection) Rules- "Environmental Clearance" 1994*
45. *Environment (Protection) Rules- "Environmental Standards" 1996*
46. *Prohibition on the Handling of Azodyes, 1997*
47. *Amendments in the Environment (Protection) Rules, 1994 — "Public Hearing", 1997*
48. *The Environment (Protection) Rules — Coal Beneficiation, 1997*
49. *Environment (Protection) Second Amendment Rules — "Environmental Standards" 1999*
50. *The Chemical Accidents (Emergency Planning, Preparedness and Response) Rules, 1996*
51. *Major Accidents Hazard Control Rules, 1997*
52. *The Bio-medical Waste (Management and Handling) Rules, 1998*
53. *The Noise (Regulation and Control) Rules, 2000*

ANNEX D

(Clause 4.6.1)

TYPICAL RECORD OF GOOD PRACTICES RELATED TO ENVIRONMENT, OCCUPATIONAL HEALTH AND SAFETY

D-1 Records under the good practices for compliance with the legal requirements related to environment, occupational health and safety can include, among others:

- | | |
|---|--|
| <ol style="list-style-type: none"> 1. Safety organization chart 2. Training records 3. Record of plant safety inspections 4. Accident investigation reports 5. Accidents and dangerous occurrences- statistics and analysis 6. Record of tests and examinations of equipment and structures as per statutes 7. Safe operating procedures for various operations 8. Record of work permits 9. Record of monitoring of flammable and explosives substances at workplace 10. Maintenance and testing records of fire detection and fire-fighting equipment 11. Medical records of employees 12. Material safety data sheets 13. On-site emergency plans and record of mock drills | <ol style="list-style-type: none"> 14. Records of waste disposal 15. Housekeeping inspection records 16. Minutes of safety committee meetings 17. Records of any modifications carried out in plant or process 18. Calibration and testing records 19. Inspection books and other statutory records 20. Records of previous audits 21. Complaint records 22. Process monitoring records 23. Pertinent contractor and supplier records 24. Management review results 25. External communications 26. Records of applicable legal requirements 27. Statutory licenses, consents and approvals 28. Legal compliance records 29. Communications with interested parties 30. Water consumption record 31. Tree plantation record 32. Environmental statement 33. Records of ambient air quality and stack monitoring 34. Environment management plan |
|---|--|

ANNEX E

(Foreword)

COMMITTEE COMPOSITION

Occupational Health and Safety and Chemical Hazards Sectional Committee, CHD 8

<i>Organization</i>	<i>Representative(s)</i>
National Safety Council, Navi Mumbai	SHRI K. C. GUPTA (<i>Chairman</i>)
Airport Authority of India, New Delhi	SHRI A. N. KHERA SHRI M. DURAIRAJAN (<i>Alternate</i>)
Alkali Manufacturers' Association of India, Delhi	DR Y. R. SINGH
Atomic Energy Regulatory Board, Mumbai	SHRI P. K. GHOSH
Bhabha Atomic Research Centre, Mumbai	SHRI S. SOUNDARARAJAN SHRI S. D. BHARAMBE (<i>Alternate</i>)
Central Boiler Board, New Delhi	REPRESENTATIVE
Central Leather Research Institute, Chennai	SHRI G. SWAMINATHAN
Central Mining Research Institute, Dhanbad	SHRI J. K. PANDEY
Central Warehousing Corporation, New Delhi	SHRI F. C. CHADDA SHRI S. C. GUPTA (<i>Alternate</i>)

<i>Organization</i>	<i>Representative(s)</i>
Century Rayon, Thane	SHRI H. G. UTTAMCHANDANI SHRI S. K. MISHRA (<i>Alternate</i>)
Confederation of Indian Industries, New Delhi	SHRI A. K. GHOSE SHRI ANIK AJMERA (<i>Alternate</i>)
Consumer Education & Research Centre, Ahmedabad	DR C. J. SHISHOO SHRI S. YELLORE (<i>Alternate</i>)
Department of Industrial Policy and Promotion, New Delhi	DR D. R. CHAWLA
Department of Space (ISRO), Sriharikota	SHRI K. VISHWANATHAN SHRI V. K. SRIVASTAVA (<i>Alternate</i>)
Directorate General Factory Advice Service and Labour Institute, Mumbai	DR A. K. MAJUMDAR SHRI H. VISHWANATHAN (<i>Alternate</i>)
Directorate General of Health Services, New Delhi	DR P. H. ANATHANARAYANAN DR A. N. SINHA (<i>Alternate</i>)
Directorate General of Mines Safety, Dhanbad	DIRECTOR OF MINES (MSE) DEPUTY DIRECTOR OF MINES SAFETY (HQ) (<i>Alternate</i>)
Directorate of Industrial Safety and Health, Mumbai	SHRI S. D. JAGTAP
Directorate of Standardization, Ministry of Defence, New Delhi	SHRI P. S. AHUJA LT-COL TEJINDER SINGH (<i>Alternate</i>)
Employees State Insurance Corporation, New Delhi	DR A. M. PATIL DR G. N. BANKAPUR (<i>Alternate</i>)
Hindustan Aeronautics Limited, Bangalore	SHRI S. V. SURESH
Hindustan Lever Limited, Mumbai	SHRI B. B. DAVE SHRI ADITYA JHAVAR (<i>Alternate</i>)
Indian Association of Occupational Health, Bangalore	REPRESENTATIVE
Indian Chemical Manufacturers Association, Mumbai	SHRI PRAKASH WAGLE SHRI A. A. PANIWANI (<i>Alternate</i>)
Indian Institute of Chemical Technology, Hyderabad	SHRI K. V. RAMANAYYA
Indian Institute of Safety and Environment, Chennai	DR M. RAJENDRAN DR G. VENKATARATHNAM (<i>Alternate</i>)
Indian Petrochemical Corporation Ltd, Vadodara	SHRI P. VIJAYRAGHAVAN SHRI M. R. PATEL (<i>Alternate</i>)
Indian Toxicological Research Centre, Lucknow	DR VIRENDRA MISHRA DR V. P. SHARMA (<i>Alternate</i>)
Ministry of Defence (DGQA), New Delhi	SHRI M. S. SULTANIA SHRI SUJIT GHOSH (<i>Alternate</i>)
Ministry of Defence (R&D), Kanpur	DR A. K. SAXENA DR RAJINDRA SINGH (<i>Alternate</i>)
Ministry of Environment & Forests, New Delhi	REPRESENTATIVE
Ministry of Home Affairs, New Delhi	SHRI OM PRAKASH SHRI D. K. SHAMI (<i>Alternate</i>)
National Institute of Occupational Health, Ahmedabad	DR H. R. RAJMOHAN DR A. K. MUKHERJEE (<i>Alternate</i>)
National Safety Council, Navi Mumbai	SHRI P. M. RAO SHRI D. BISWAS (<i>Alternate</i>)
NOCIL, Mumbai	DR B. V. BAPAT SHRI V. R. NARLA (<i>Alternate</i>)
Office of the Development Commissioner (SSI), New Delhi	SHRI MATHURA PRASAD SHRIMATI SUNITA KUMAR (<i>Alternate</i>)
Oil Industry Safety Directorate (Ministry of Petroleum & Natural Gas), Delhi	SHRI SHASHI VARDHAN SHRI S. C. GUPTA (<i>Alternate</i>)
Ordnance Factory Board, Kolkata	DR D. S. S. GANGULY SHRI R. SRINIVASAN (<i>Alternate</i>)
Petroleum & Explosives Safety Organization, Nagpur	JOINT CHIEF CONTROLLER OF EXPLOSISE

<i>Organization</i>	<i>Representative(s)</i>
Safety Appliances Manufacturers Association, Mumbai	SHRI M. KANT SHRI KIRIT MARU (<i>Alternate</i>)
SIEL Chemical Complex, New Delhi	SHRI N. S. BIRDIE SHRI RABINDRA NATH SAHU (<i>Alternate</i>)
Southern Petrochemical Industries Corporation Ltd, Chennai	SHRI V. JAYARAMAN SHRI S. MURUGANANDAM (<i>Alternate</i>)
Steel Authority of India Ltd, Ranchi	SHRI V. K. JAIN
Tata AIG Risk Management Services Ltd, Mumbai	SHRI URMISH D. SHAH
Tata Chemicals Ltd, Mithapur, Dist Jamnagar	SHRI SANJIV LAL SHRI M. C. AGRAWAL (<i>Alternate</i>)
BIS Directorate General	SHRI E. DEVENDAR, Scientist 'F' & Head (CHD) [Representing Director General (<i>Ex-officio</i>)]
 <i>Member Secretary</i> SHRI N. K. PAL Scientist 'E' (CHD), BIS	

Panel for Development of Integrated SHE Standard, CHD 8 : P1

National Safety Council, Navi Mumbai	SHRI P. M. RAO (<i>Convener</i>)
Association of Certification Bodies in India, Mumbai	SHRI PRODIPTO BASU ROY SHRI MANU MAUDGAL (<i>Alternate</i>)
ASSOCHAM, New Delhi	REPRESENTATIVE
Bureau of Indian Standards, New Delhi	SHRI N. K. PAL
Central Pollution Control Board, Delhi	DR B. SENGUPTA DR M. Q. ANSARI (<i>Alternate</i>)
Confederation of Indian Industry, New Delhi	SHRI D. E. BYRAMJEE SHRI SHIKHAR JAIN (<i>Alternate</i>)
Directorate General Factory Advice Service & Labour Institute, Mumbai	DR A. K. MAJUMDAR SHRI H. VISHWANATHAN (<i>Alternate</i>)
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Federation of Indian Micro and Small & Medium Enterprises, New Delhi	SHRI NEERAJ KEDIA SHRI ANIL BHARDWAJ (<i>Alternate</i>)
Ministry of Environment & Forests, New Delhi	DR JAG RAM
Ministry of Labour, New Delhi	DR A. K. MAJUMDAR SHRI H. VISHWANATHAN (<i>Alternate</i>)
Petroleum and Explosives Safety Organization, Nagpur	SHRI D. K. GUPTA
Quality Council of India, New Delhi	SHRI B. VENKATARAMAN SHRI ANIL JAUHRI (<i>Alternate</i>)

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