

HEALTH & SAFETY POLICY HIGHLIGHTS

- Purpose: Protect lives and enhance health of all underground coal mining personnel.
- Scope: Applies to all employees, contractors, and supporting staff across all mining leases.
- Organizational Structure: Includes General Manager H&S, Deputy GM H&S, Mining Managers, Mine Sirdars, and a 33-member safety team.
- Objectives:
 - Conduct daily pre-work mine inspections; commence work only after clearance.
 - Enforce use of personal protective equipment (PPE).
 - Identify and report occupational hazards promptly.
 - Monitor mining operations to prevent diseases and hazards.
 - Provide rapid emergency response and medical care.
 - Promote safety awareness, clear communication, and eliminate language barriers.
 - Comply with provincial, national, and international mine safety regulations.
- Implementation Procedures:
 - Develop and update Standard Operating Procedures (SOPs) communicated in local languages.
 - Maintain detailed records of inspections and incidents.
 - Suspend work for necessary repairs to ensure safety.
 - Hold regular safety meetings — biweekly internally, monthly with contractors.
 - Investigate all incidents thoroughly and apply corrective actions.
 - Ensure strong roof and ground support systems.
 - Conduct pre-employment and periodic medical examinations (lung function, X-rays, hearing, vision, etc.).
 - Conduct safety awareness sessions using audiovisual aids.
 - Identify risks through Job Safety Analysis (JSA) and apply control measures.
 - Maintain effective ventilation; monitor harmful gas levels with detectors and alarms.
 - Ensure machinery and electrical safety with pre-use inspections and operator training.
 - Prevent occupational diseases by controlling dust and gas exposure.
- Medical Facilities:
 - Fully equipped first aid stations and 24/7 onsite dispensaries with qualified medical staff.
 - Ambulance services and referral protocols for emergencies.
- Mental Health & Welfare:
 - Provide counseling, encourage recreational activities, enforce rest breaks, and support hygiene and nutrition.

- Offer clean drinking water and sanitary facilities.
- Health Awareness & Vaccination:
- Regular education on smoking cessation, substance abuse prevention, respiratory health, and hygiene.
- Facilitate immunizations (Tetanus, Hepatitis B, COVID-19 as applicable).
- Rescue Operations:
- Preparedness with trained teams, emergency equipment (gas detectors, PPE, hoisting systems, fire extinguishers, ventilation, dewatering pumps).
- Maintain calm, clear communication, and efficient resource use during emergencies.
- Emergency medical training in first aid and CPR, with 24/7 response capability.
- Compliance and Ethics:
- Personal health information managed confidentially per labor laws.
- Review and Continuous Improvement:
- Annual policy reviews or after major incidents, legal changes, or committee recommendations.

SLCMC's structured approach ensures safe mining operations, prioritizes worker health, and adheres to legal standards, reinforcing its leadership in Sindh's coal mining industry