



Jamnagar Manufacturing Division Reliance Industries Limited

**Group Chief Medical Officer
Reliance Industries Limited**

People & Culture

Sustainability at the Core

ENVIRONMENT

2.1+ crore

Saplings planted till date

7.32+ crore m3

Rainwater harvesting capacity created since inception

PEOPLE

1,94,056

Direct employment



50+ lakh

Indirect employment



CORPORATE SOCIAL RESPONSIBILITY

₹904 crore

CSR expenditure during the year

26 million

Lives touched across 18,000+ villages & 200+ urban locations since inception

Value Drivers for RIL

INNOVATION AND R&D



120

Patent applications granted during the year



900+

Researchers and scientists



Refining & Marketing

Petrochemicals

Oil & Gas

Media & Entertainment

Digital Services

Retail

Business Verticals

Reliance – Jamnagar Overview



*To be the World's Safest,
Most Reliable and
Efficient Manufacturing Site*



Vision

Total area 23,100 acres

Jamnagar Supersite



**J#1 Refinery &
Petrochemical
complex**

**J#2 Refinery &
Petrochemical
complex**

**Oil Movement &
Solid Handling**

**Petcoke
Gasification**

C2 Complex

1999 – DTA Refinery

2008 – SEZ Refinery

2017 – J3 Complex

PEOPLE



8,500

*Direct
employment*



32,000+

*Indirect
employment*

Vision

To make Reliance the world's most healthy company, protecting, promoting, enhancing employee health & wellbeing; providing outstanding health services and operating an exemplary HSE management system in all sites, services & offices of the enterprise, improving productivity and reducing health care costs; and with our results, inspiring our customers & partners.

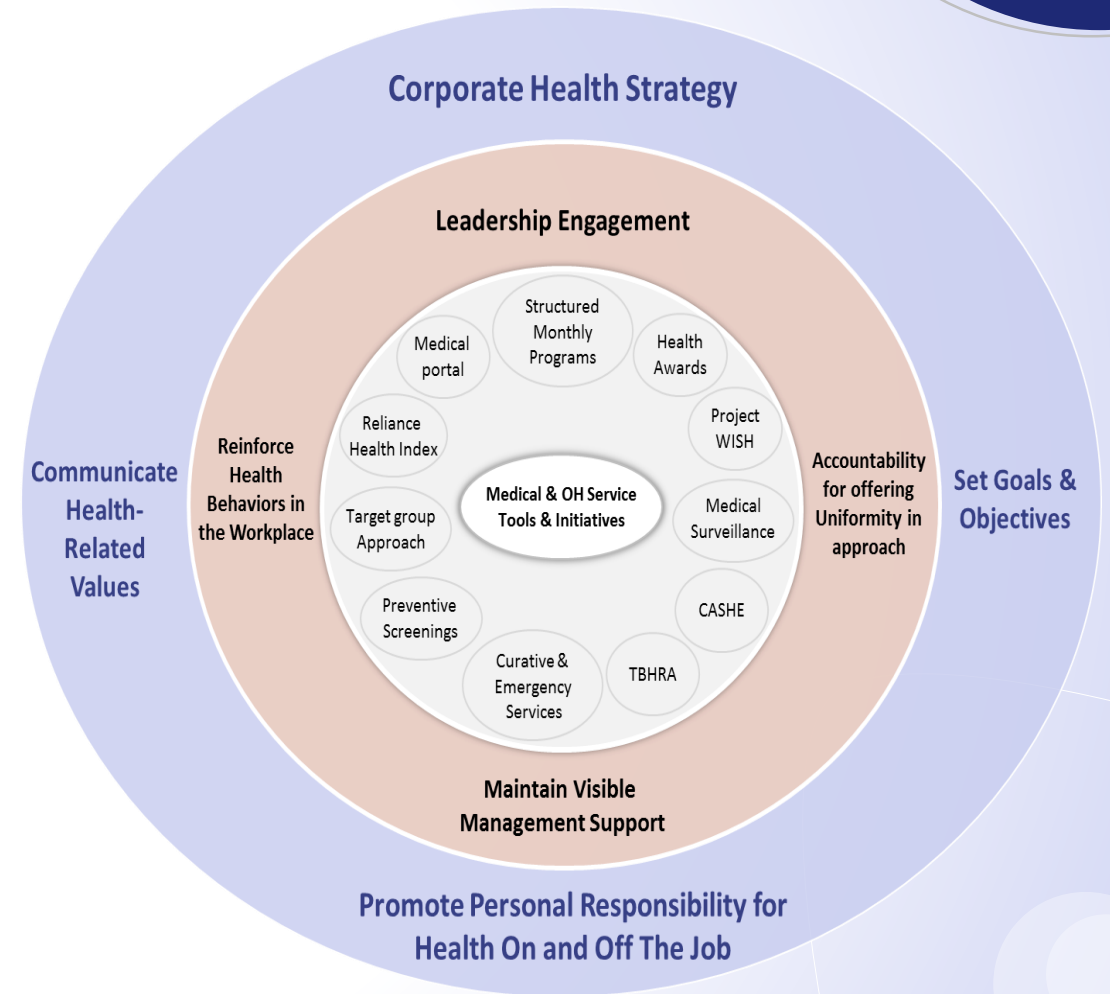


Mukesh D. Ambani
Chairman & Managing Director

Foundation for Sustainable Growth

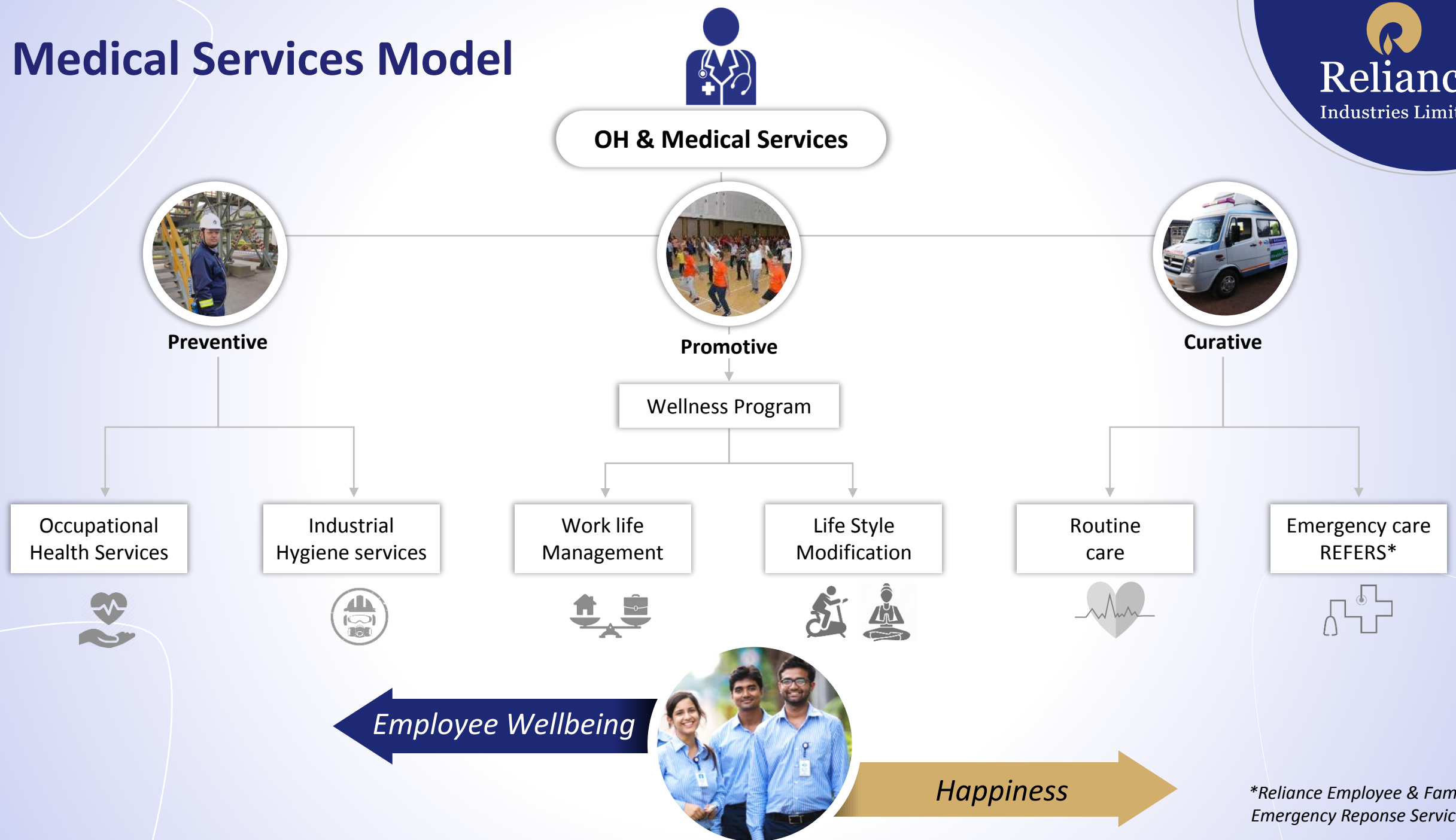


WHO Model



Reliance Strategy

Medical Services Model



*Reliance Employee & Family
Emergency Reponse Services

Scope

- ✓ State-of-the-art Occupational Health Centers (OHC) is across all RIL manufacturing locations and major office complexes.
- ✓ Jamnagar township Hospital is full fledged 34 bedded hospital with specialist services

18000 +
*Township
population*

*34 doctors
110 staff –
nurses & technician*

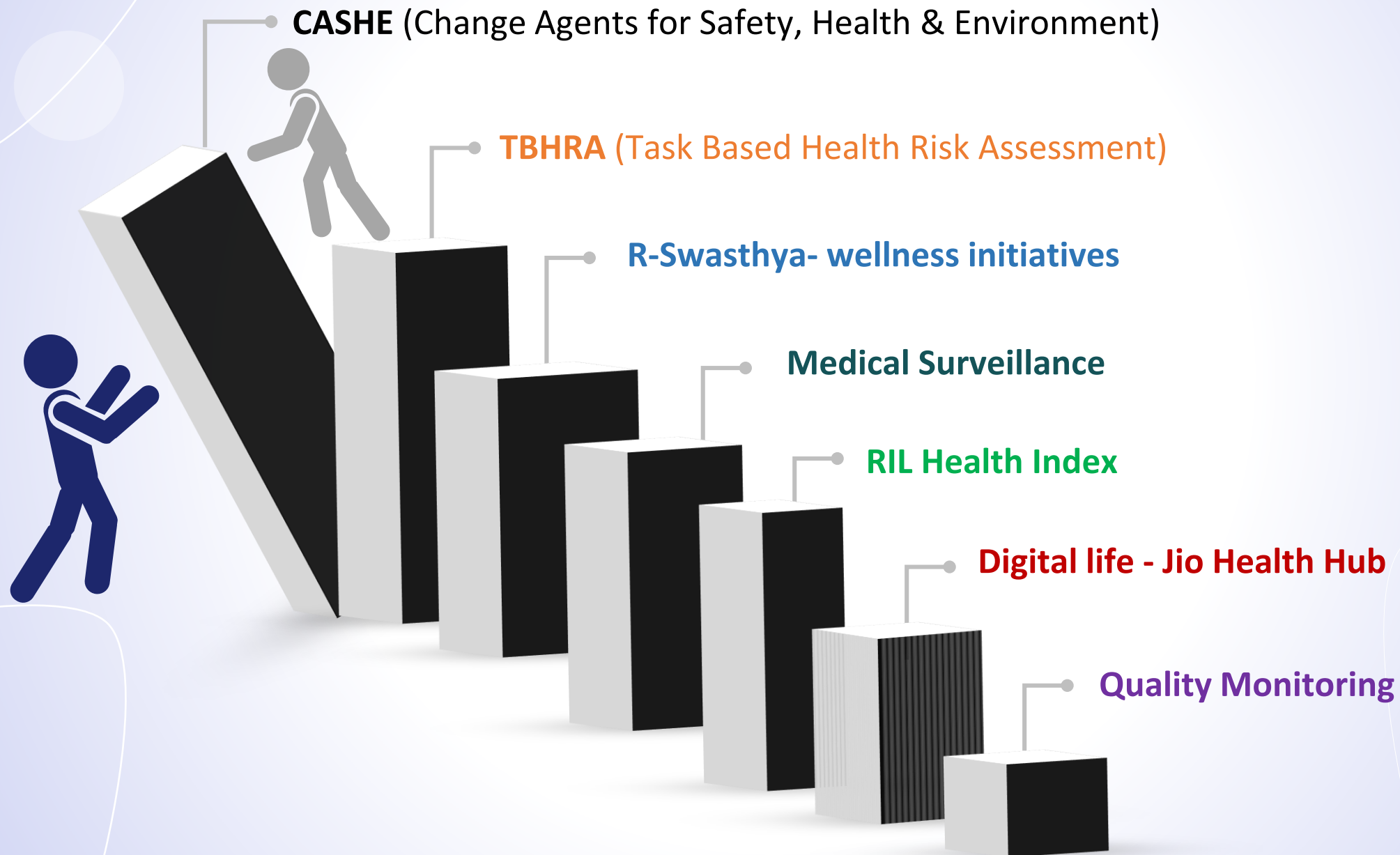


- Township Hospital
- 5 satellite OHCs

**Community
center**

*Catering 42 villages
1.5 lakhs + population*

Key Initiatives



CASHE Program

Multidisciplinary Team



Most
Sustainable
program

Great leap towards
Occupational
Health Excellence

Back bone of
Occupational health
improvements at
all sites.

This program is also
highlighted in a book –
"Occupational &
Environmental Health".

International
recognition

CASHE Journey since 2003

1

*Eliminate the exposure
of Health hazards at
workplace*

2

*Prevention of
Occupational Diseases*

3

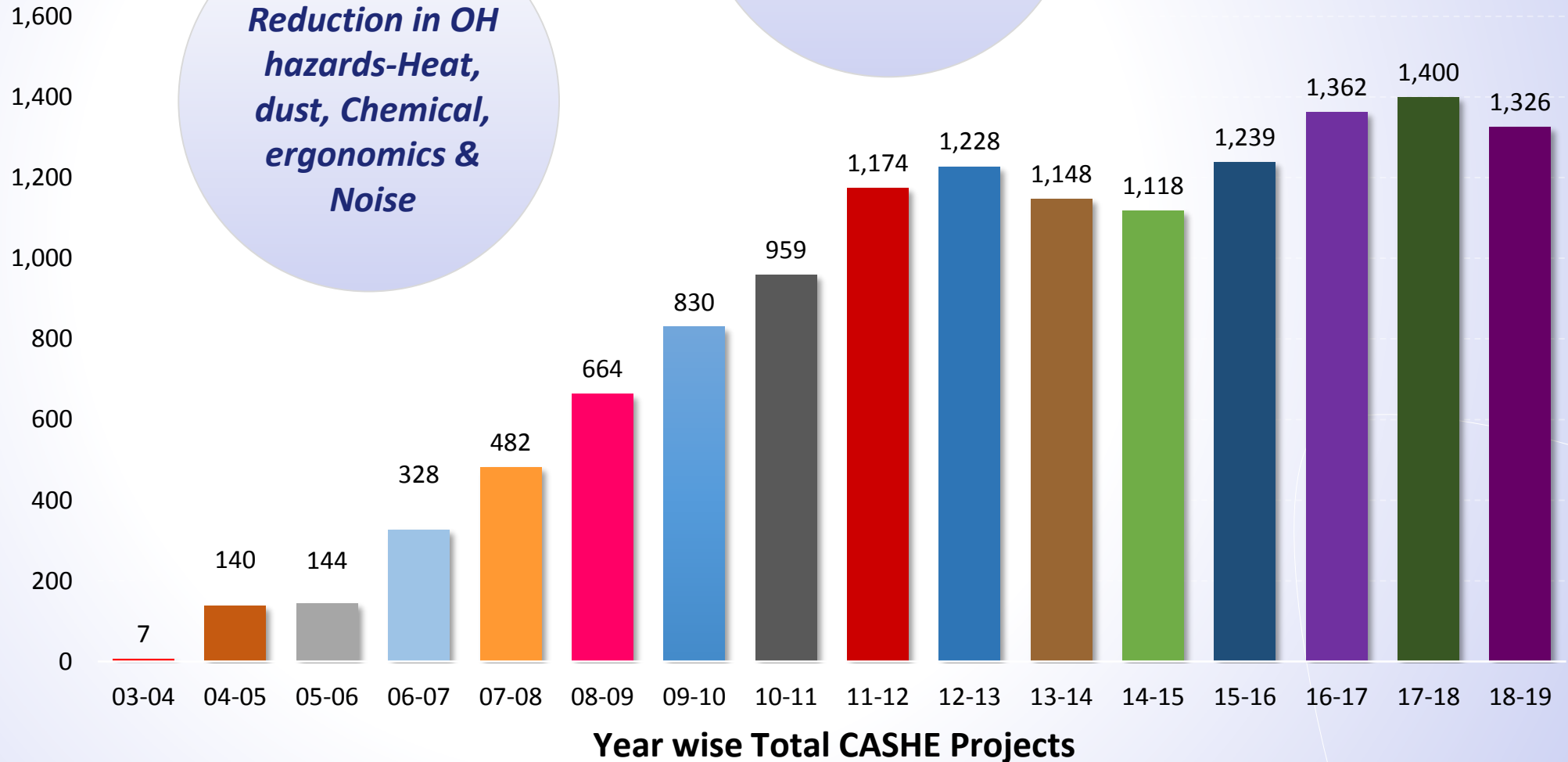
*Zero Incidents and
Zero Accidents*

4

100 % PPE Compliance

**Reduction in OH
hazards-Heat,
dust, Chemical,
ergonomics &
Noise**

**Savings of
Rs. 137.38 crores
since inception
from 2003-04 to
till now**



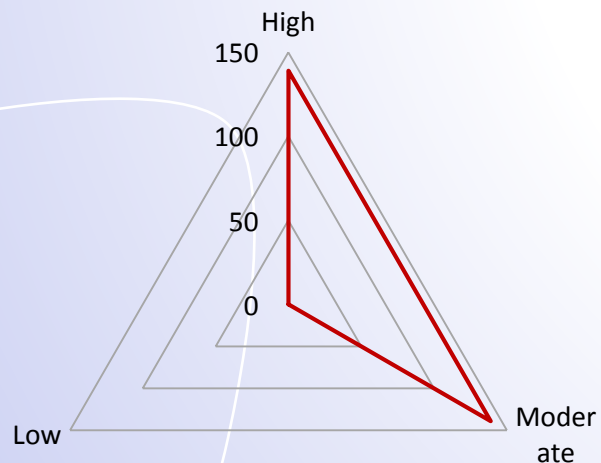
Task Based Health Risk Assessment

Unique approach for monitoring and measuring Occupational Health hazards.

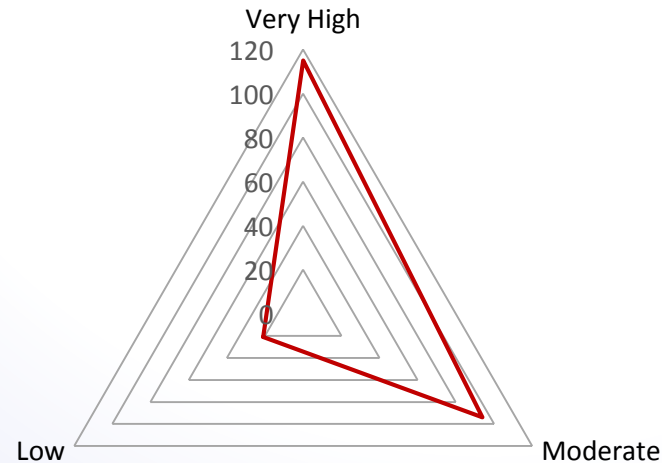


- ✓ Health risk profile of an employee based on exposure at workplace
- ✓ Annual Industrial Hygiene monitoring program
- ✓ Risk mitigation through CASHE program

Risk Mitigation



Very high & high risk activities taken as CASHE projects and risk level has been reduced to Moderate and low level by implementing Hierarchy of controls



R-Swasthya Wellness Initiatives



R-SWASTHYA

Tann | Mann | Dhan

Social



Spiritual



Physical



Mental



R-Swasthya organogram



Psychosocial Work Environment

Employee Assistance Policy

- *Flexi working hours*
- *5 days a week*
- *Maternity Leave, Paternity Leave, Adoption Leave & Marriage Leave*
- *Wedding Gift*
- *Spouse Medical check-up*
- *Unlimited Medical coverage*
- **Education Assistance:**
Self Development, Post Graduate Education & International Education
- *R Voice, Rewards : R-Samman.....*
- *Team building program*



Work-life Balance Program

Processes

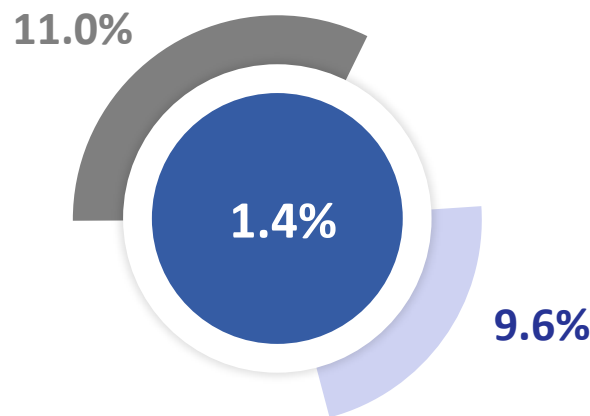
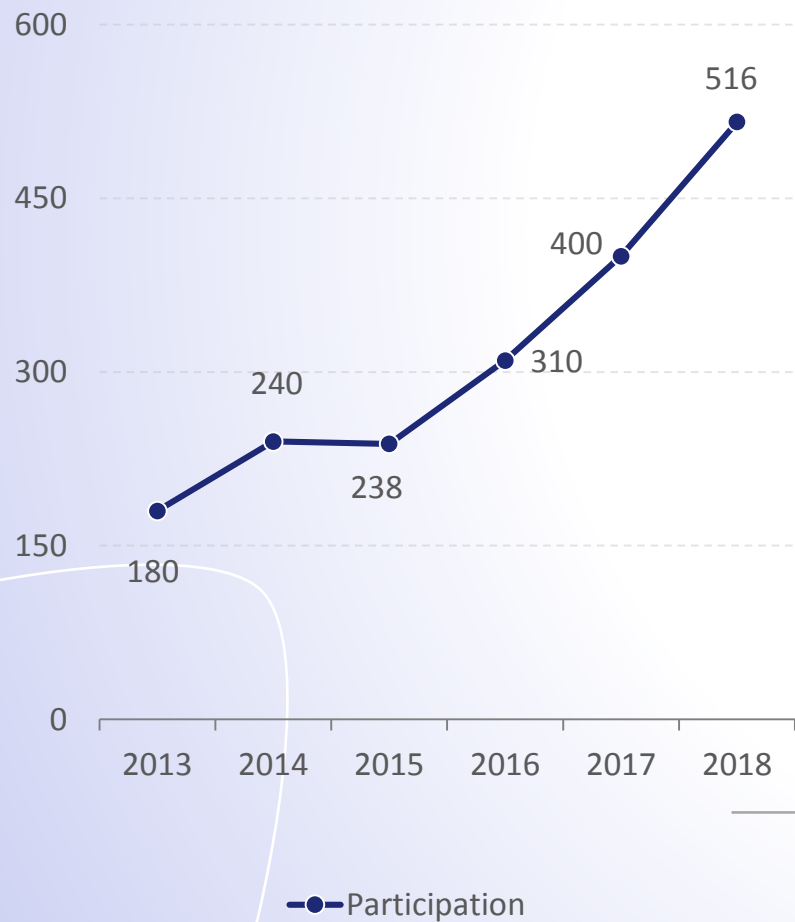
- *Develop missionaries for the program*
- *Train doctors in counseling & treatment*
- *Make employees aware about work-life balance*
- *Provide counseling by psychologist for identified group*
- *Awareness & sensitization for family members, teachers and school children*
- *Employees and their families to enhance their well-being*
- *Create a culture of health and vitality that empowers*

Psychosocial Work Environment

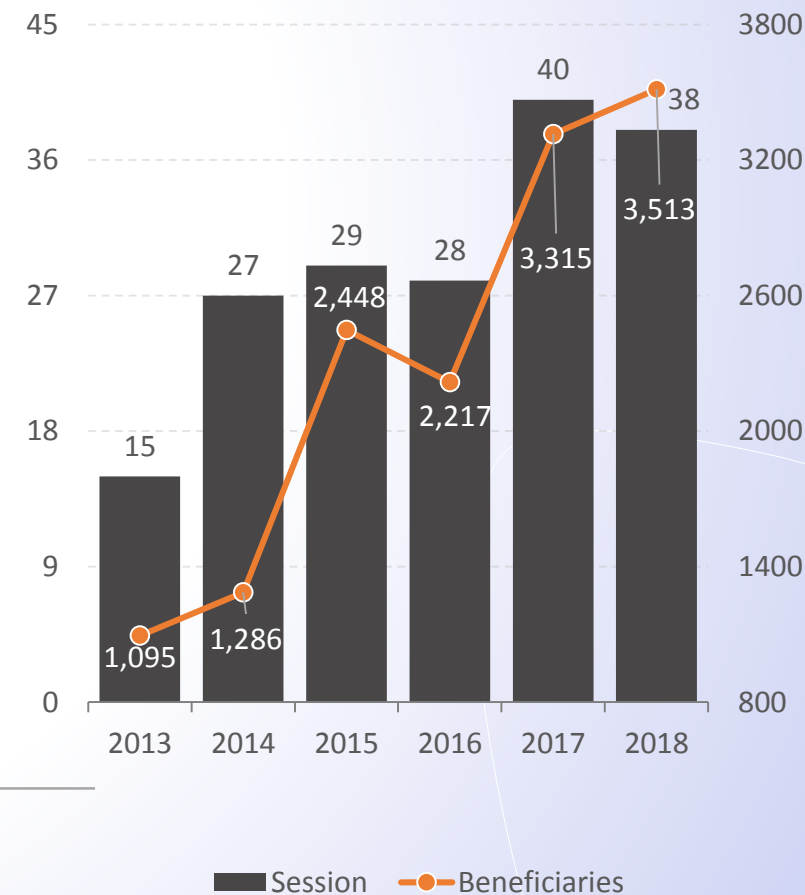


Moderate to Severe Depression Anxiety Stress (DAS) score

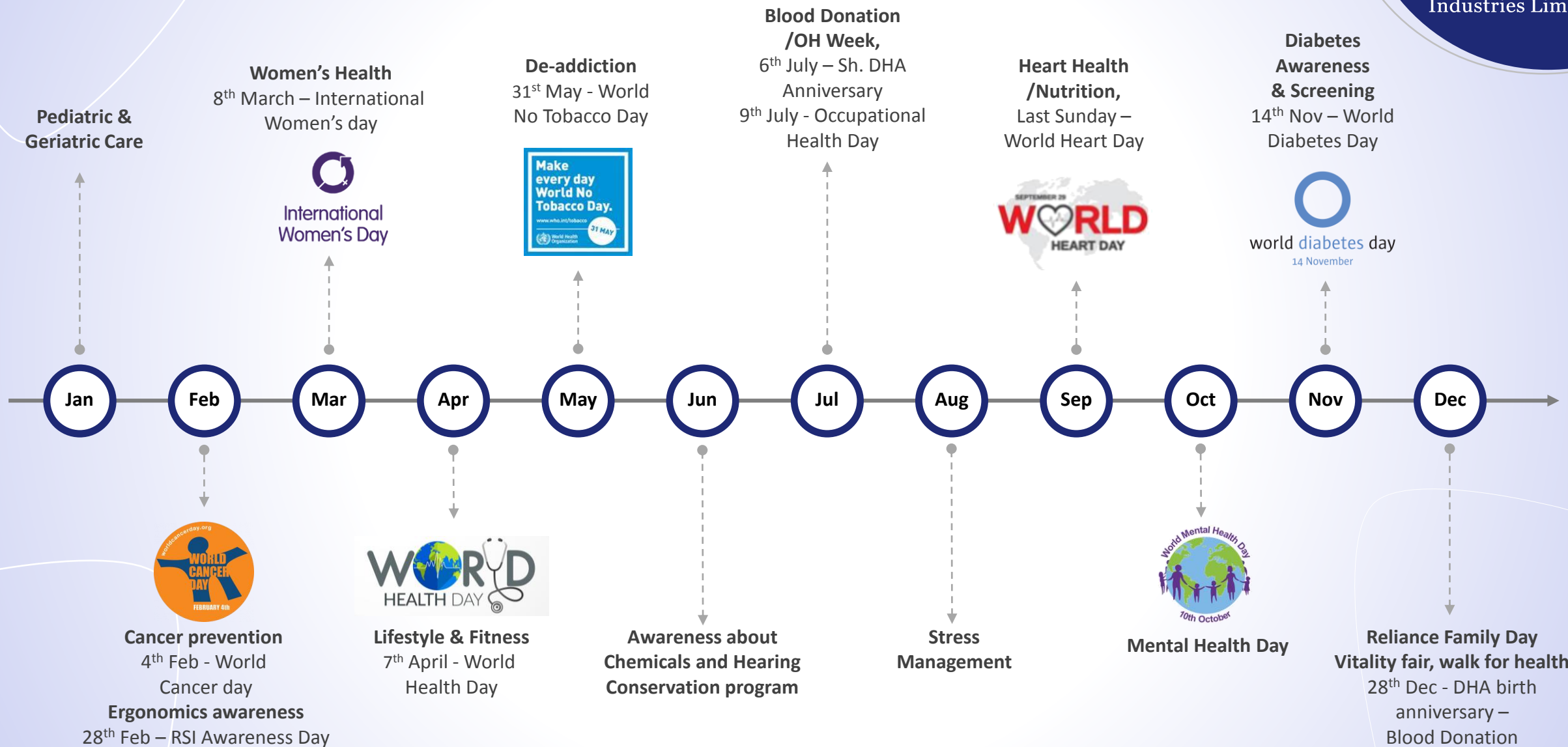
Teachers & School children



180
Missionaries



Structured Monthly Health Programs



Medical Surveillance

Pre Employment Checkup

Periodic Medical Checkup (PME)

Pre Placement Medical Checkup

Pre Retirement Medical Checkup



Nutritional aspect

Corporate Nutritional guidelines

Healthy food corner and Calorie chart display @ canteen

Healthy snacks at all vending machines

Awareness and Sensitization

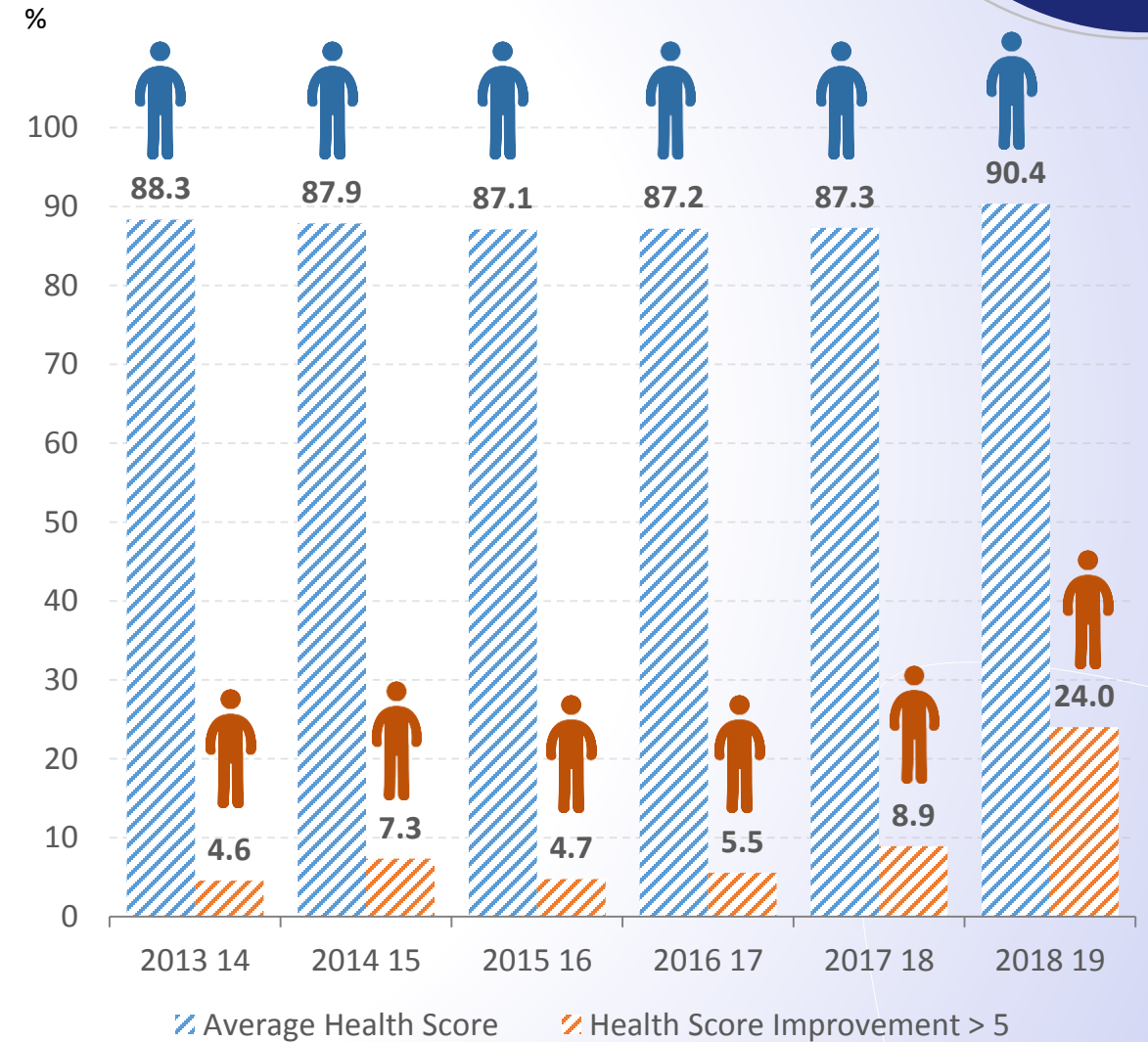
- Nutritional counselling
- Healthy Recipe competition
- Mass awareness through talk, kiosk, digital platform



Periodic Medical Examination & Health Score

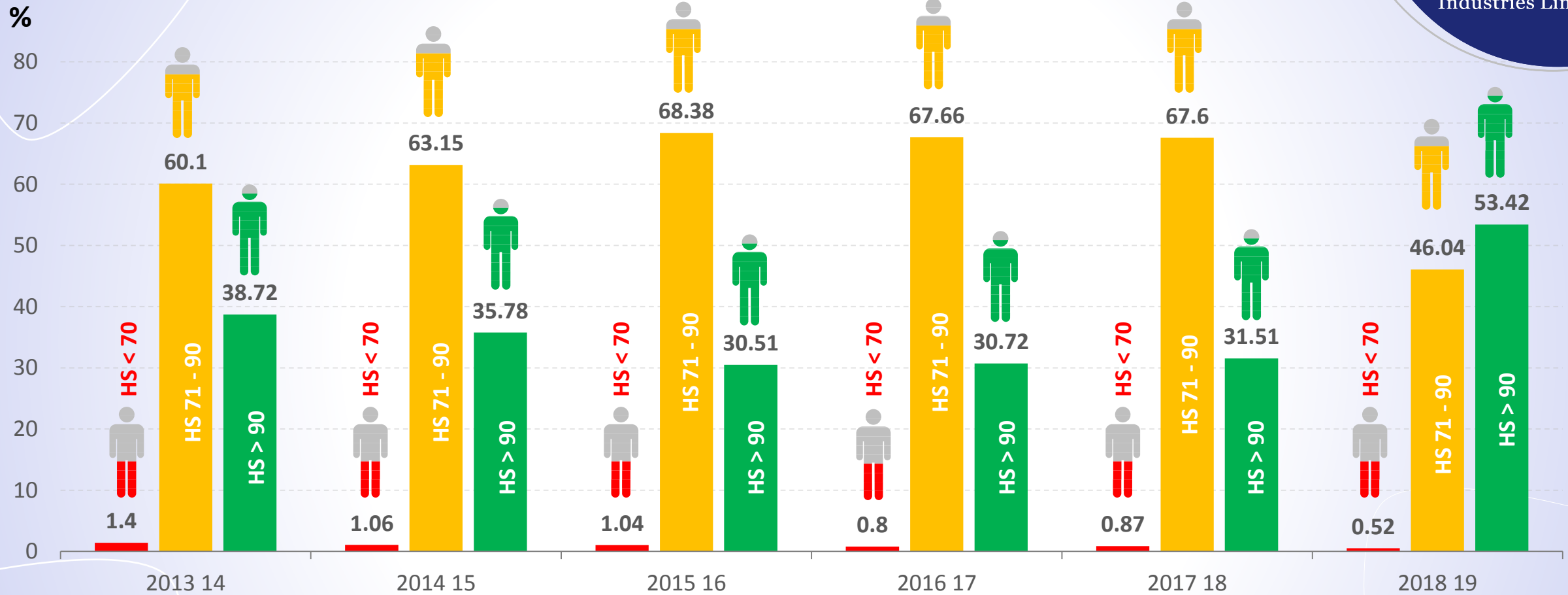


*More number of Employees during project



*Average Reliance Health Score is 89.2.%

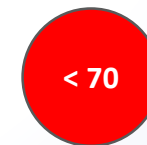
Health Index



*Needs Regular Health
Checkup*



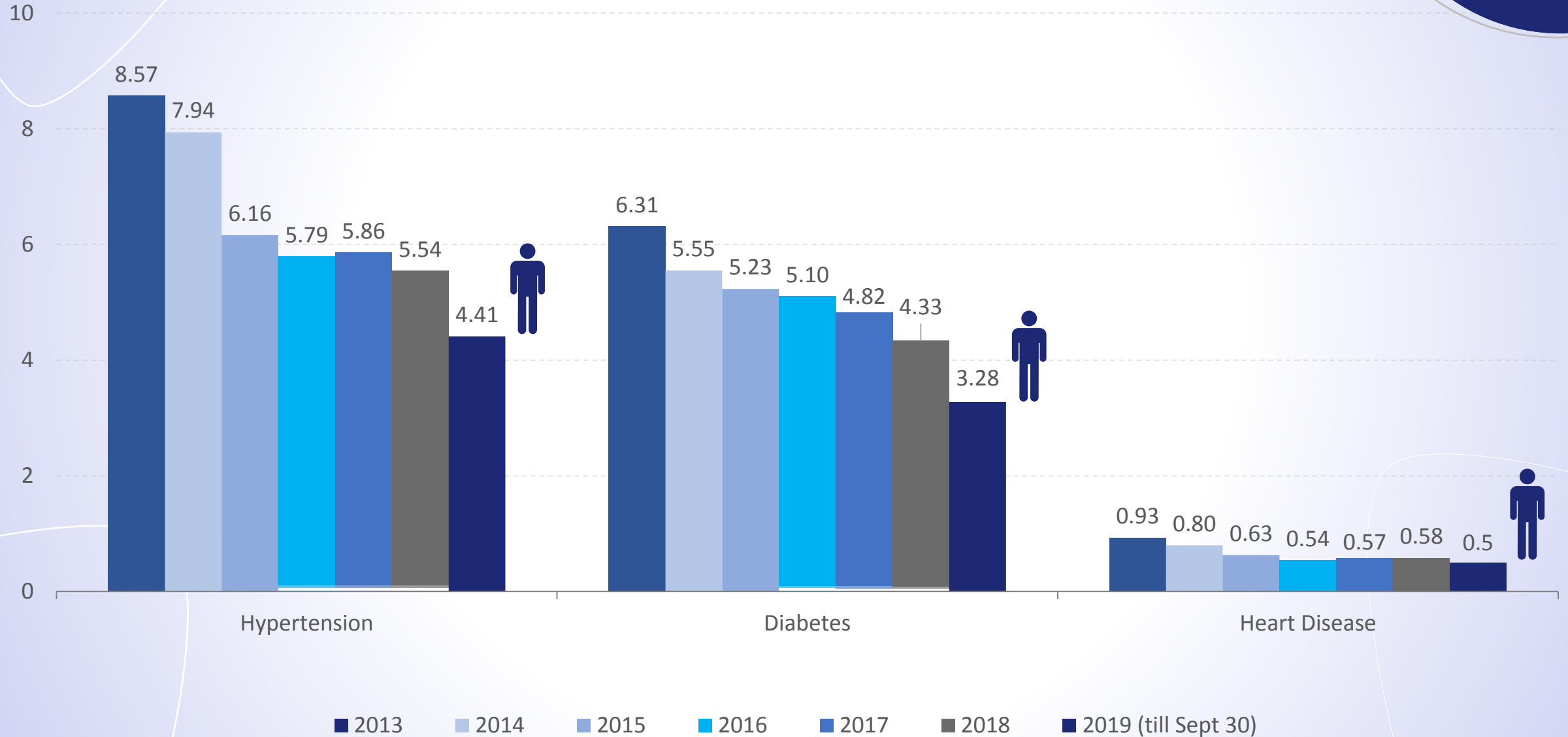
*Needs Periodic follow-up & Regular
Health Check Up*



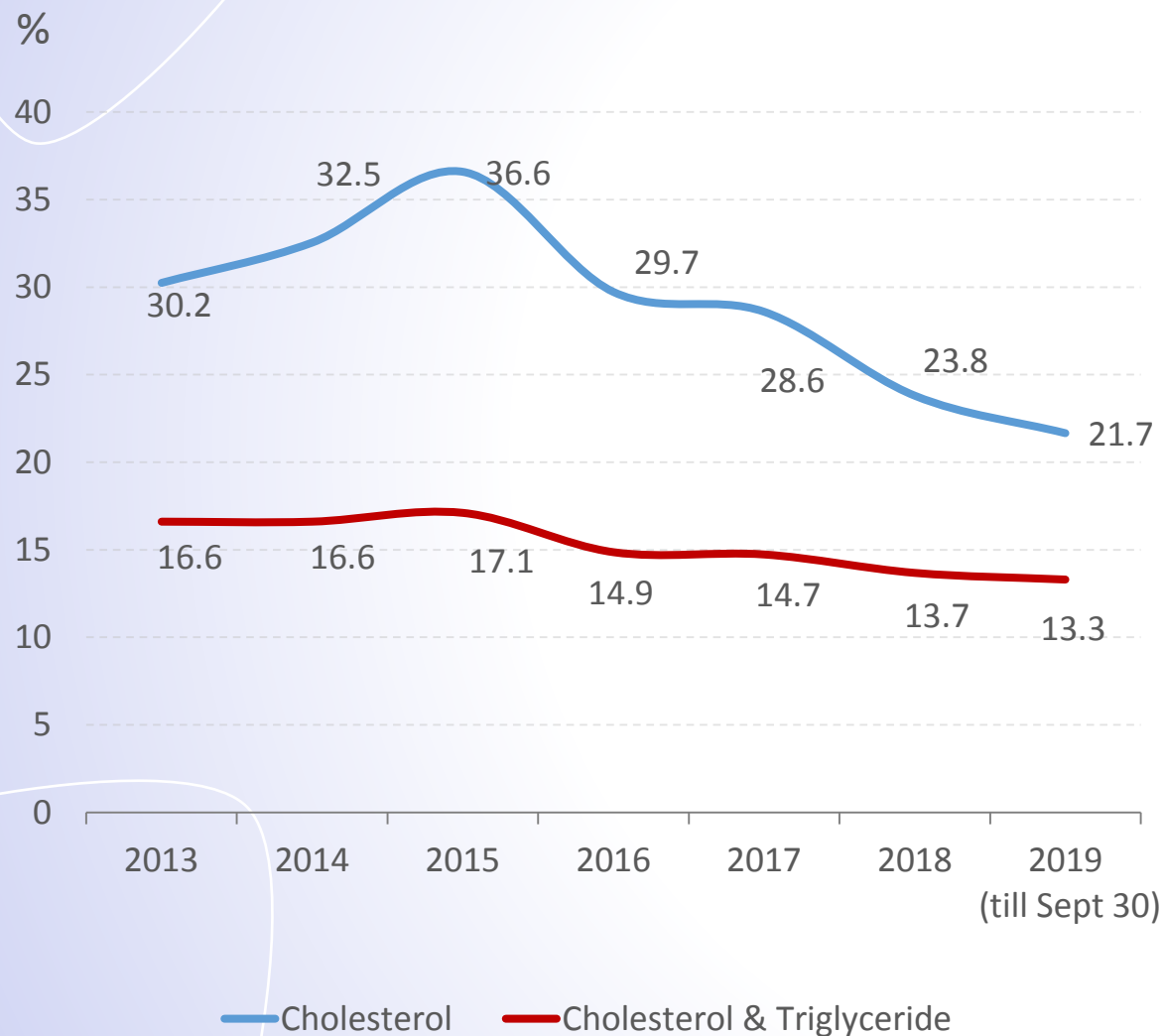
*Needs focused attention by CMO &
Regular Health Check-up*

Health Score: This parameter is system generated, consisting of various parameters like family & past history, exercise, addiction (smoking / alcohol), test results, presence of any disease.

Non-Communicable Diseases (NCD)

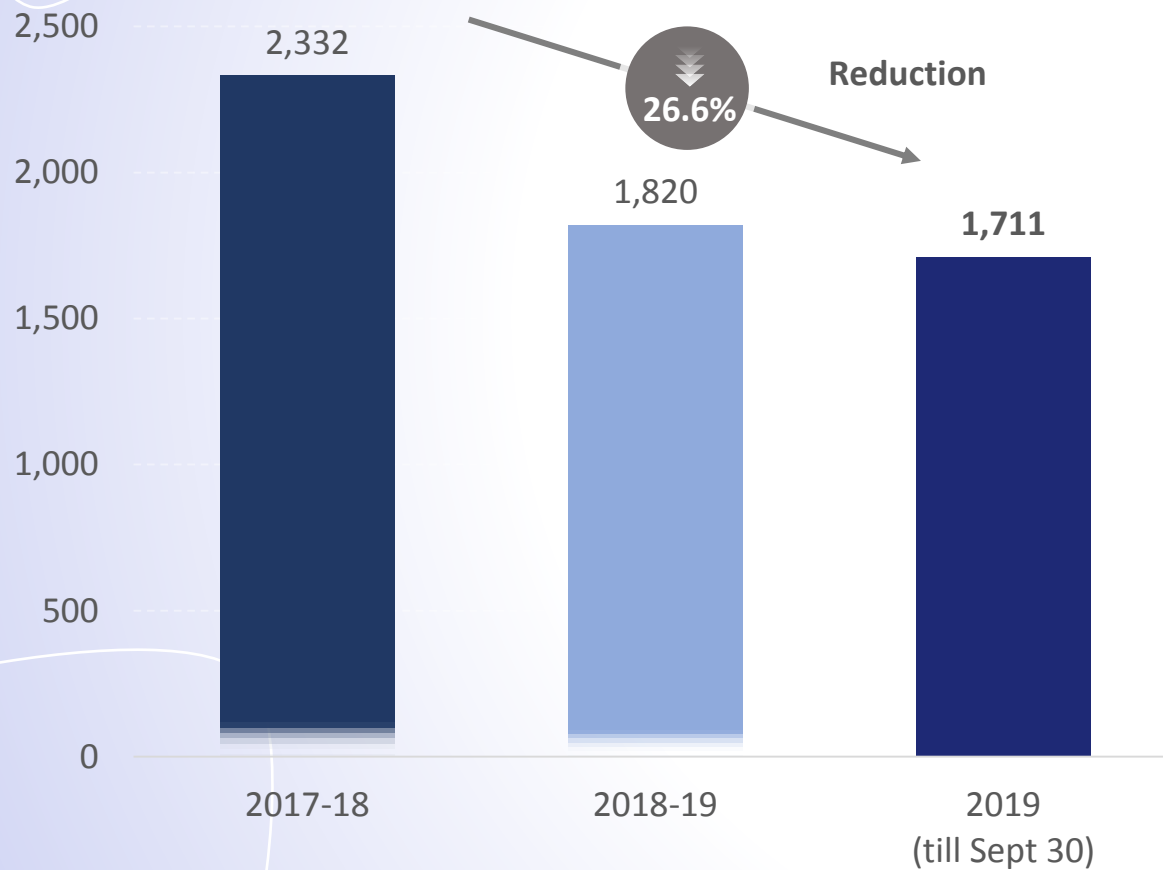


Dyslipidemia

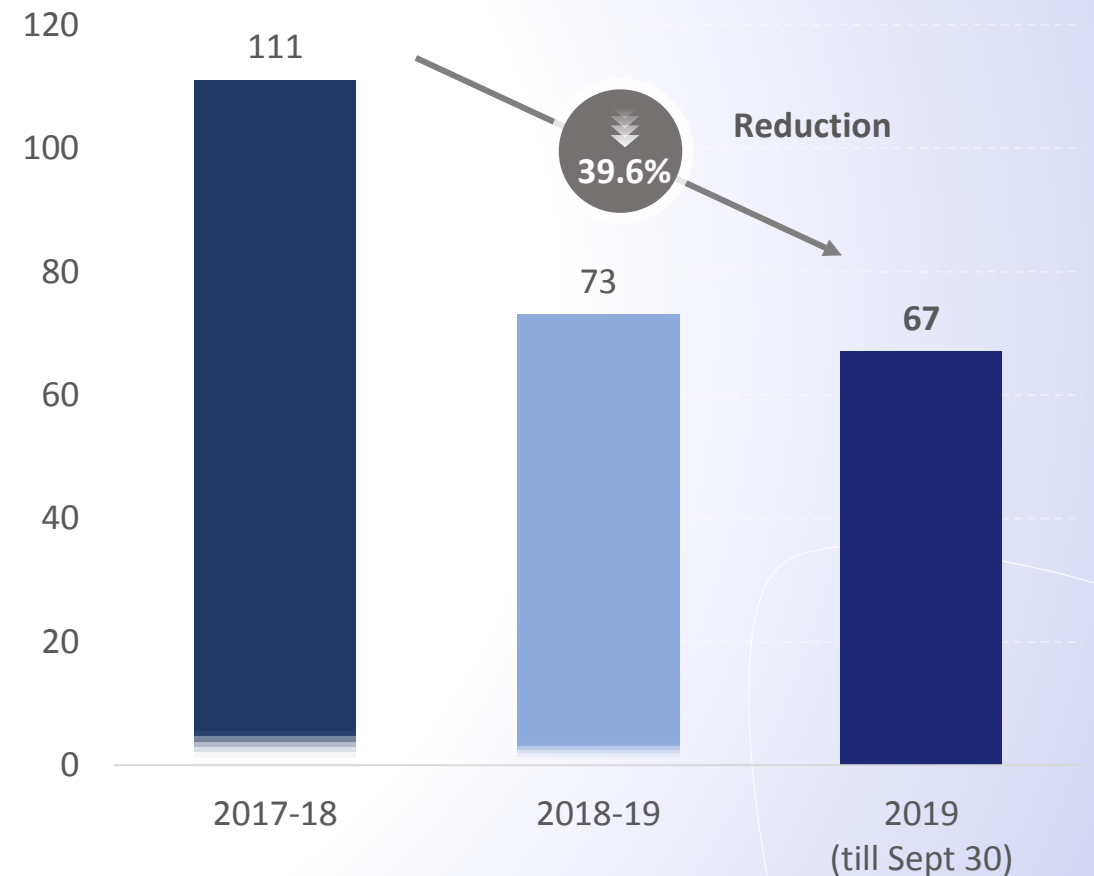


Diabetes Control Mission

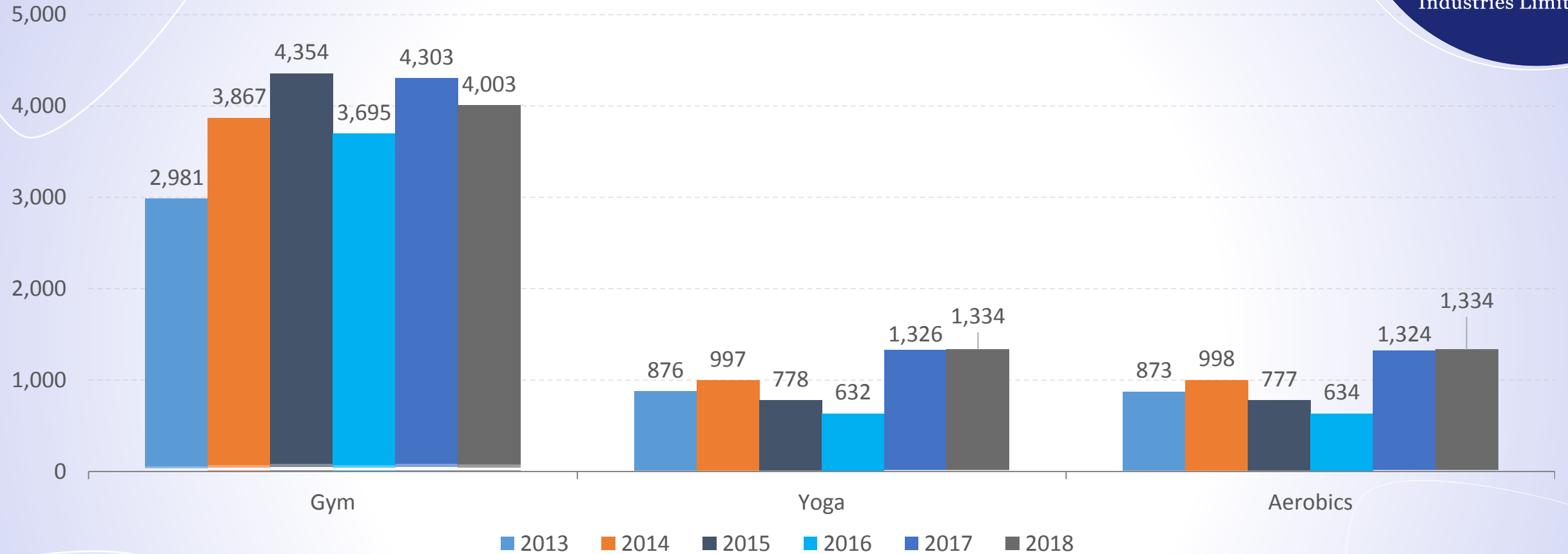
% Pre Diabetics Conversion to Normal



Known case of Diabetes
% High HBA1C (HBA1C>7) Reduction



Fitness Centre Enrollment



Yoga



Table Tennis



Swimming



Cricket



Zumba



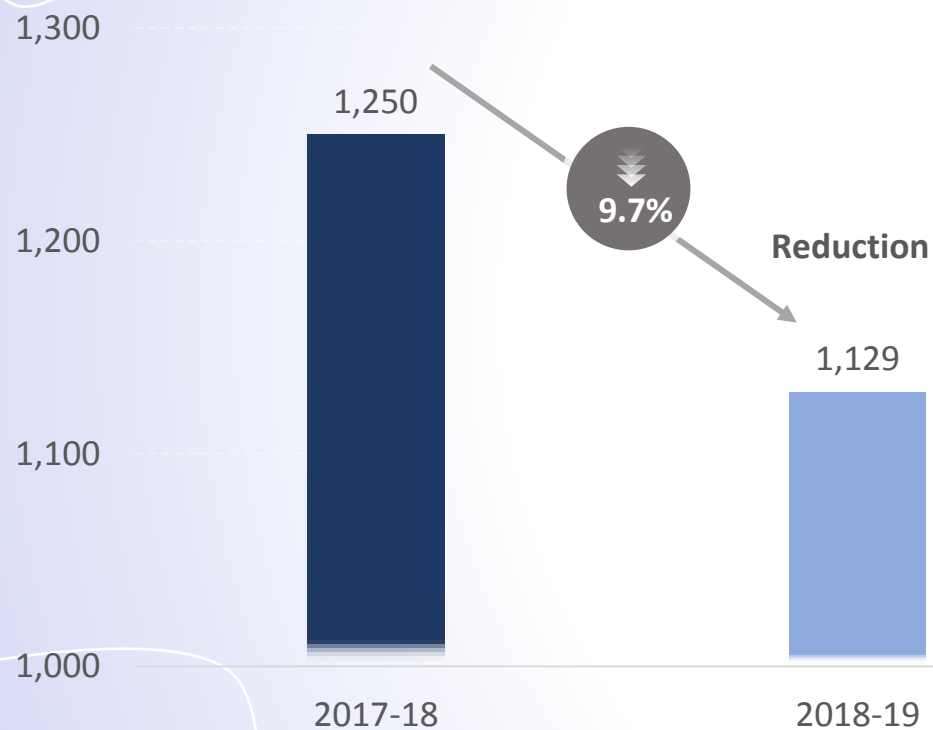
No Smoking Zone



All manufacturing sites are declared as No Smoking Zones as a part of wellness initiatives.

Fat to Fit

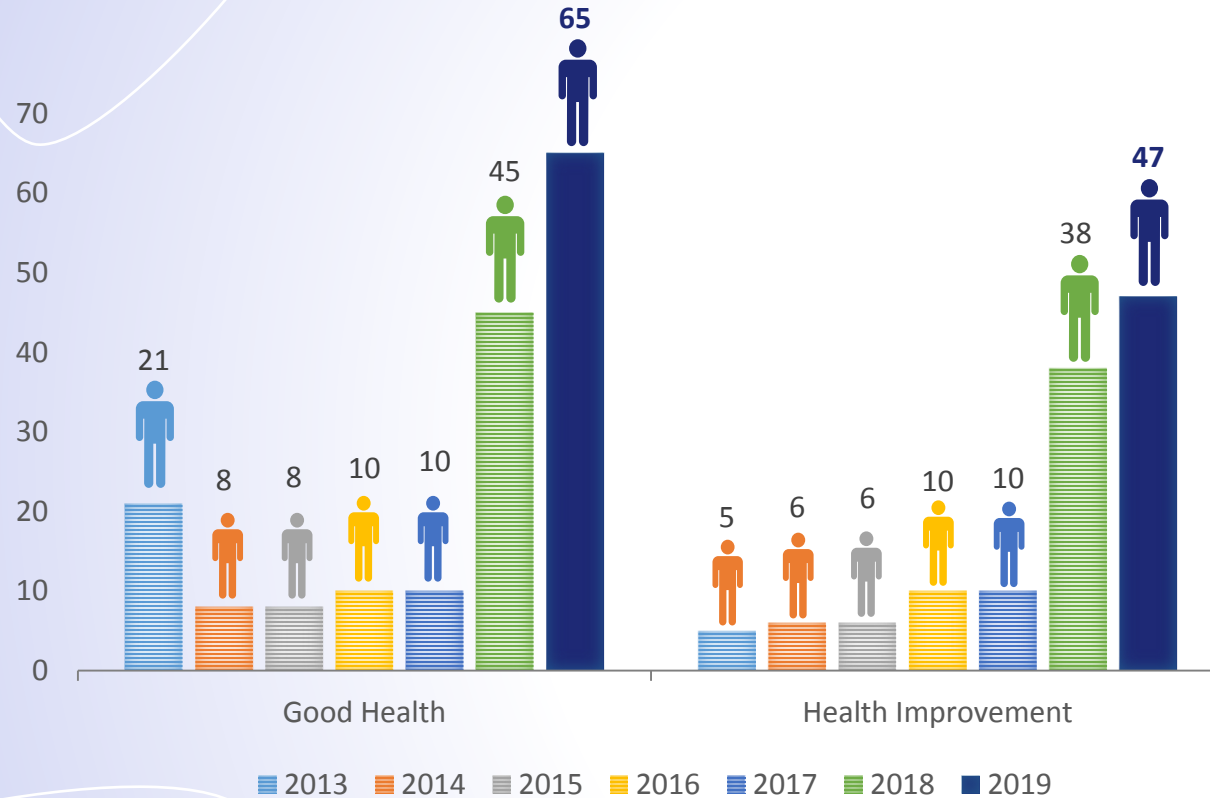
Reduction in BMI>28



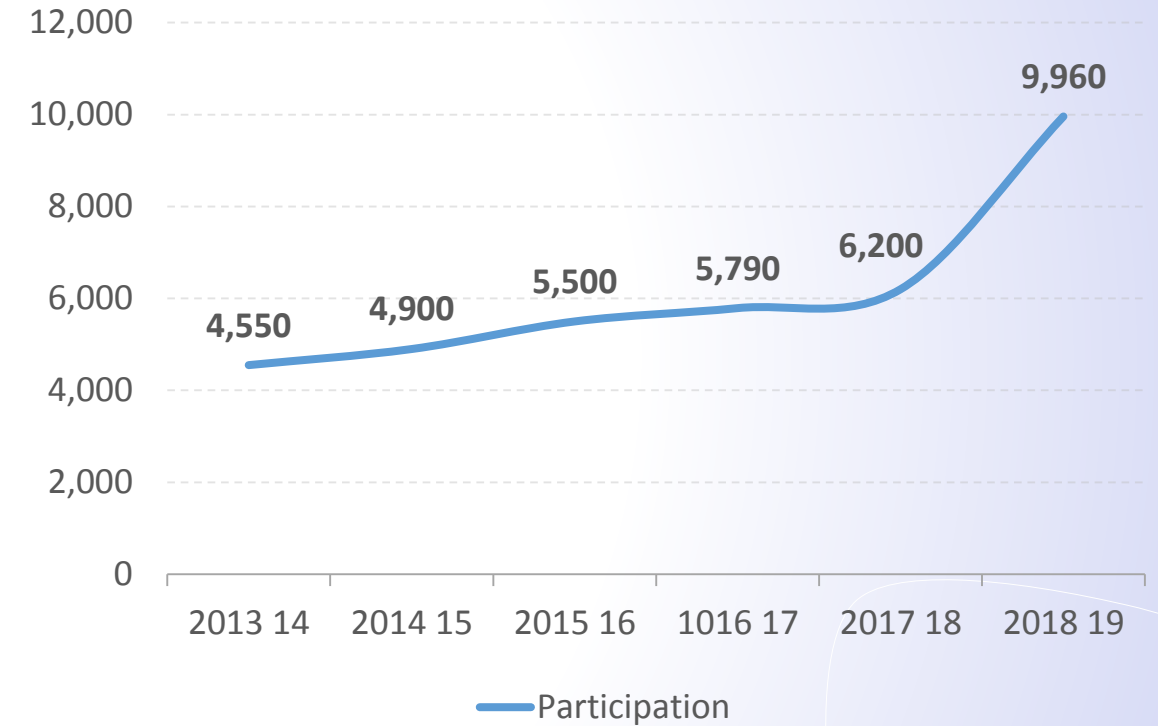
71/1250 (5.7%) has reduced BMI to ≥ 2 points



Health Awards



Participation



Capacity Building

Doctors

- Emergency Training
 - Basic Life Support
 - Advance Cardiac Life Support
 - Advance Trauma Life Support
- Occupational Health & Safety Training
- Psychological - Train doctors in counselling and treatment

Medics

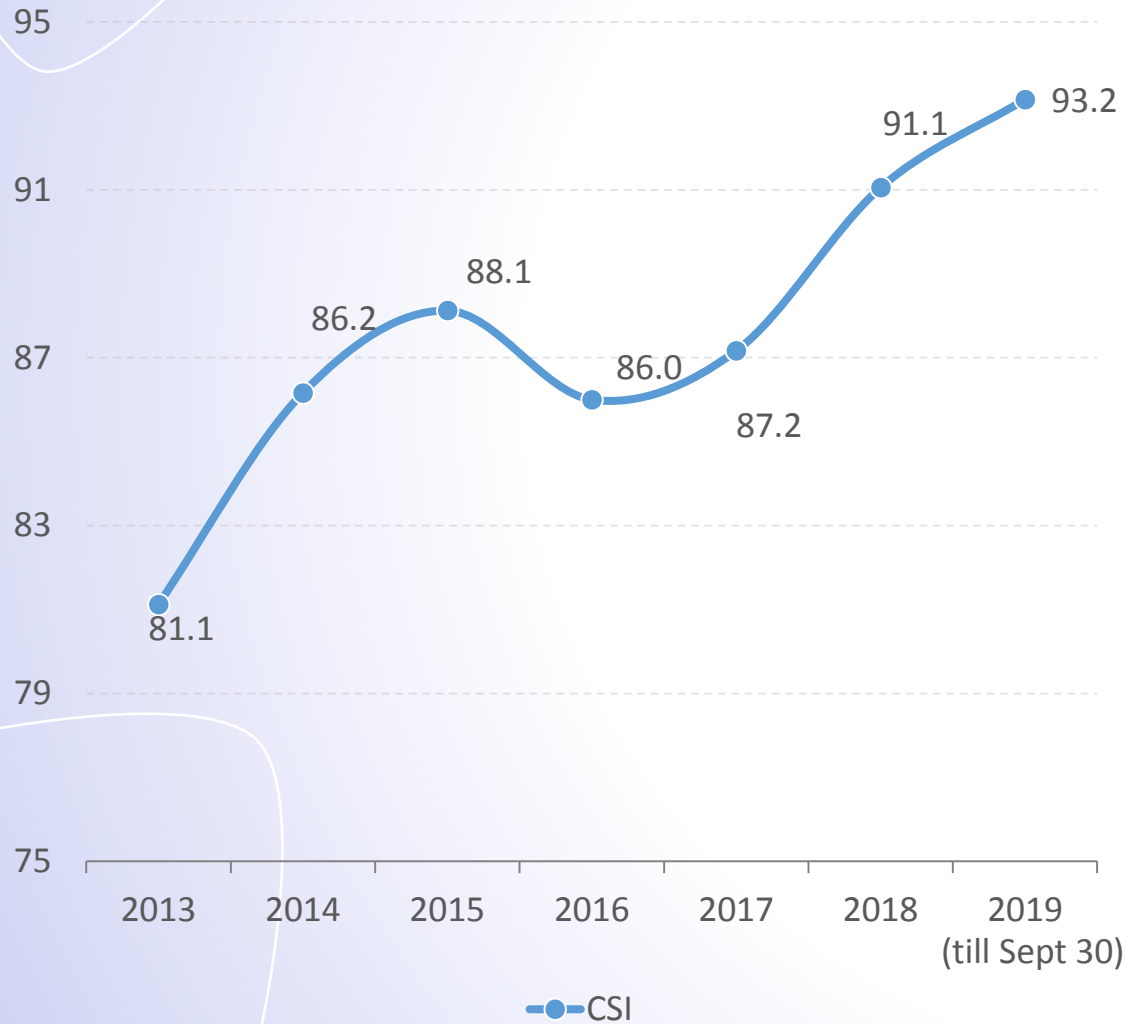
- Emergency Training
- Basic Life Support
- Advance Cardiac Life Support
- Advance Trauma Life Support

Employees

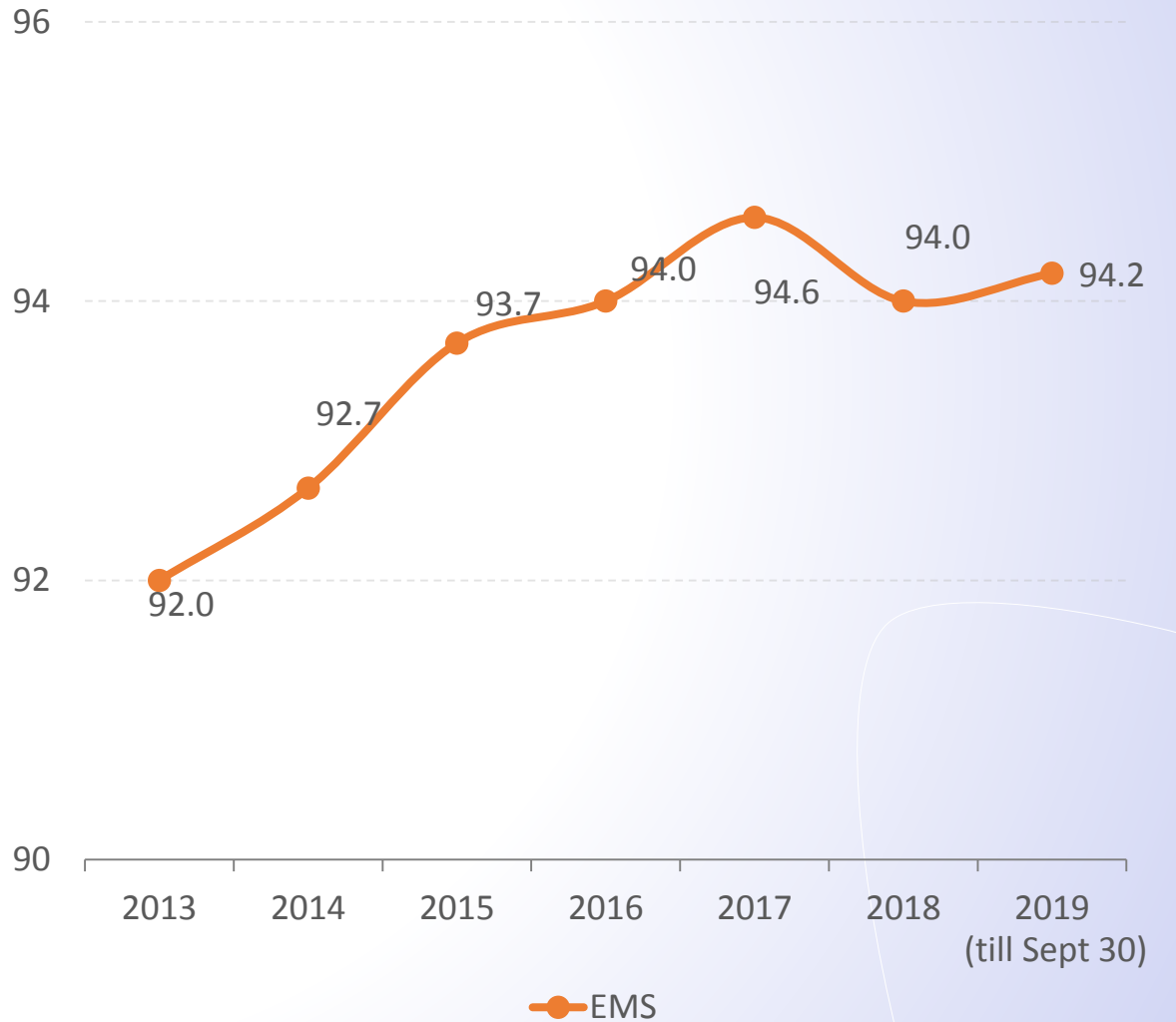
- First Aid
- Hearing Conservation Program,
- Hazardous Chemical Awareness program
- Ergonomics
- Lifestyle Awareness Program
- Mental Health Program



Customer Satisfaction Index



Emergency Management System Scoring





3 Billion By Founder's Day

Together let's cover three return trips to the Moon

548,630,432 (548 Million) Steps covered in 30 days
31,425,136 (31 Million) Calories burnt
418,056 Kms
18% of Target Completed



14 Colleagues from different locations have already won bicycles. Are you next?



More bicycles and fitness bands await you!

Defeat sedentarity :
walk 10,000 steps a day !



World Health Organisation highly recommends
we all take 10,000 steps a day
to improve health and reduce the risk of disease



Reliance
Industries Limited

Digital Platform

Don't Neglect your Health...

Book Tests | Consult Doctors | Manage Reports | Read Articles

Immediate and automatic access to Reliance Medical Services Reports and Consultations!

To download now Search "JioHealthHub" on

Google Play | App Store

Or scan QR code

Also available on JioPhone

Key Performance Indicators

Leading & Lagging Indicators

Leading Indicators –

- ✓ PME compliance
- ✓ Health Index,
- ✓ Health score improvement
- ✓ Learning hours

Lagging indicators –

- ✓ Prevalence of Non Communicable diseases
- ✓ High alert follow up

Customer Satisfaction index

Emergency Management System Scoring

Governance

Health Audit - Internal and External

Accreditation

- ✓ NABL - Medical Lab-National Accreditation Board for Laboratories
- ✓ NABH - National Accreditation Board for Hospitals
- ✓ JCI - Joint Commission International (JCI)



NABL
CERTIFICATION



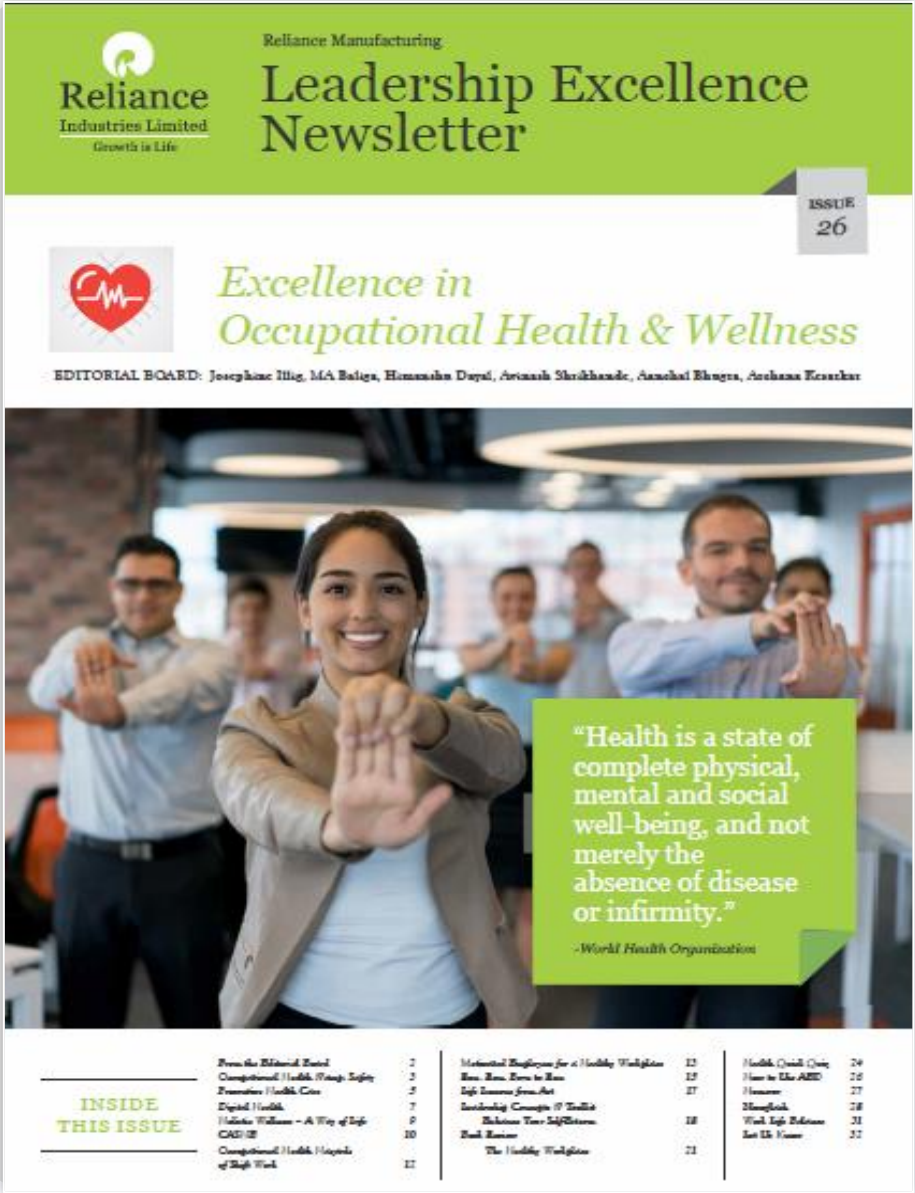
- ✓ Integrated Management System (IMS) audit
ISO 9000, 14000, Occupational Health & Safety

Reporting: Leading and lagging indicators report

Monthly to directors

Quarterly presentation- to HSE Board

Communication to Employees and Family Members



Corporate Social Responsibility

Touching millions of lives

EDUCATION



Education

- **56,873** school kits **13,658** school uniforms
- **1400** students - Digital awareness

Livehood Support & Empowerment



Disaster Response

- Serving/helping **49** peripheral villages & beyond as and when required

Infrastructure Development



Encouraging Art & Traditions

- Devotees served in Dwarka Padyatra camp **4,50,000** Gifts to village girls during Navratri **56,637**

Arts, Sports, Cultural Development



Infra Development

- Dwarka Sudama Setu, Roads, Schools, Gaushalas, Community Halls, Crematoriums, Water bodies refurbishment

Relief, REHAB & Disaster Response



Veterinary Hospital

- **67,267** animals treated

Health & Sanitation



Health and Sanitation

- **38,67,083** patients benefitted
- **1061** toilets constructed

RIL JMD – Embracing the Ecology

- 🌿 “ZERO EFFLUENT” Refinery – Complete recycle & utilization
- 🌿 Saline arid region converted into lush area of green cover
- 🌿 Over 3000 acres of Green Belt, including 875 acres of Mangroves
- 🌿 Co-existence with flora & fauna – 9.6 Millions plants including mangroves
- 🌿 22 large ponds – dwelling place for migratory birds
- 🌿 “Largest Mango orchard in Asia” – 1,50,000 Mango trees at single location
- 🌿 Focus on renewable energy – Solar heaters in township, Solar rooftop etc.



Awards and Recognition



Certification
2017-19



Golden Peacock Awards®
For Occupational
Health & Safety



Platinum Award 2016



Runner Up
Award 2013



Special mention
award 2016



Platinum rated IGBC
award for Jamnagar
township



It is my duty to remind each and every one of you of our reliance tradition of Health First & Family First, no matter what the challenges are, no matter what deadlines and startups we have, let us not take our health for granted



THANK YOU

