

# Golden Peacock Occupational Health & Safety Award (GPOHSA)



## ***Guidelines-cum-Application Form***

*'The questionnaire forming part of the Self-Appraisal Report has been carefully developed with due diligence to enhance the effectiveness of the overall system and to further accelerate the pace of organizational improvement'.*

(Instituted by the **Institute of Directors (IOD), India**)

**ISSUE – 2026**

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## **WINNING WORKS WONDERS**

*Winning the Golden Peacock Occupational Health & Safety Award (GPOHSA) delivers wide-ranging benefits across all forms of business and trade—from multinational corporations to small, family-run enterprises.*

- *The Award logo serves as a prestigious symbol of excellence in Occupational Health & Safety and reflects a strong, competitive, and forward-looking organization.*
- *National and regional publicity enhances brand visibility and helps strengthen the customer and client base.*
- *The recognition boosts staff morale, motivation, and engagement, while reinforcing the organization's commitment to Occupational Health & Safety at the corporate level.*
- *The Award provides a distinct competitive advantage, enhancing brand credibility in today's rapidly evolving marketplace.*

**Competition has always been a driving force that brings out the very best in our businesses and our society.**

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So, let us celebrate the outstanding achievements of some of the most forward-looking organizations—assessed based on the Golden Peacock Awards Excellence Model.

# **GOLDEN PEACOCK OCCUPATIONAL HEALTH & SAFETY AWARD**

## **AWARD SCHEME**

Golden Peacock Awards Secretariat (GPAS) has great pleasure in inviting applications for the **Golden Peacock Occupational Health & Safety Award (GPOHSA)**.

Golden Peacock Occupational Health & Safety Award is the coveted and prestigious recognition that your organization could strive to win. The Golden Peacock Awards Secretariat takes pride in instituting this Annual Award, in furtherance of its aims and objectives.

The Award shall be presented to organizations adjudged to have attained significant achievements in the field of Occupational Health and Safety.

Throughout this document, the term "OH & S" shall be understood to include a fully integrated approach to Occupational Health & Safety (OHS) management.

## **Occupational Health & Safety: Workplace Risk Assessment & Management**

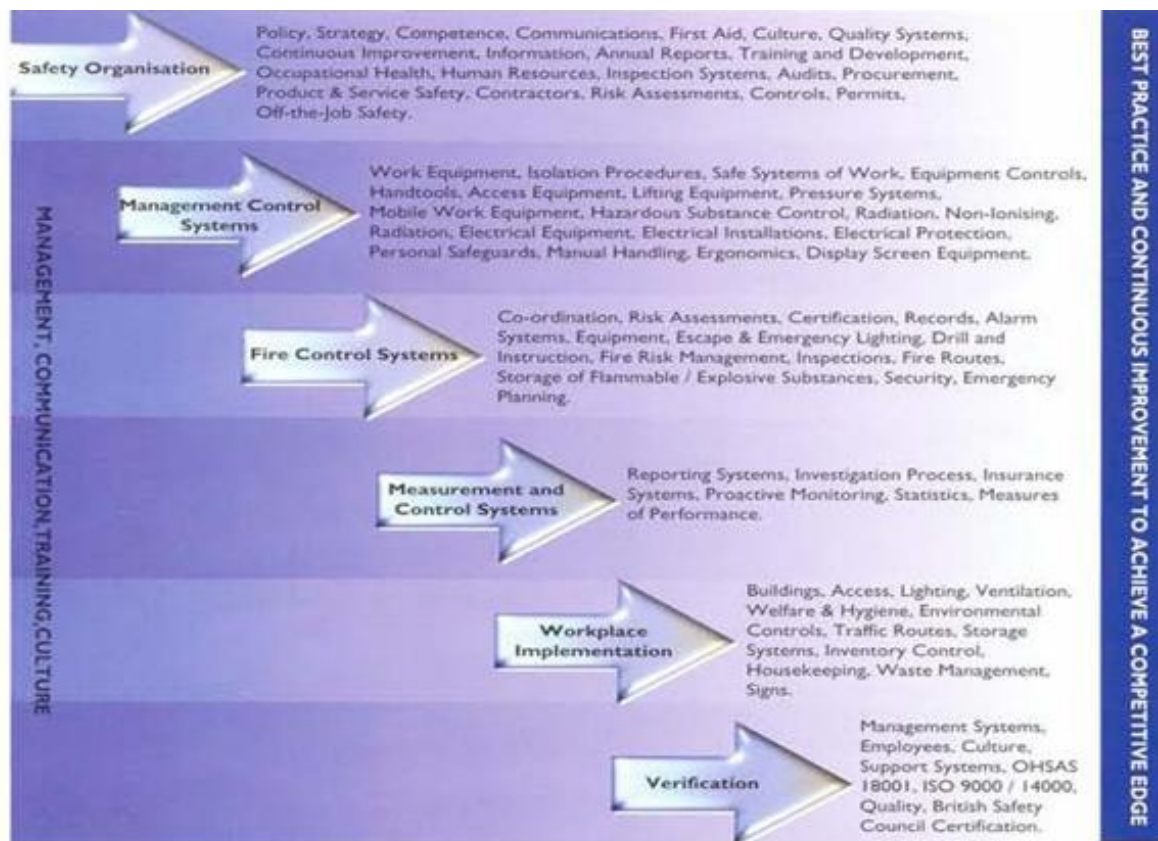
Issues of Occupational Health & Safety (OHS) are applicable to all types of work places, large or small and to different sectors, e.g. agricultural, manufacturing or industry. Occupational Health & Safety signifies promotion and protection of workers health and safety. By occupational health we mean prevention and control of health hazards at work place. Occupational safety focuses primarily on preventing unwanted and unplanned accidents and aims to eliminate and minimize injury and illness at work place.

### **Various types of Hazards that can normally be encountered in a workplace are:**

- i. Chemical Hazards: - (a) Dust and Fibres, (b) Gases, Vapours, Fumes and Smoke (c) Metals, (d) Solvents.
- ii. Physical Hazards: - (a) Noise, (b) Vibration, (c) Temperature, (d) Illumination.
- iii. Biological Hazards: - (a) Bacterial Agent, (b) Rickettsial Type Agent, (c) Fungi, (d) Viruses, (e) Parasites.
- iv. Radiation Hazards: - (a) Physical Demand, (b) Non-ionizing Radiation.
- v. Ergonomic Hazards: - (a) Physical Demand, (b) Manual Lifting, (c) Work Posture, (d) Workplace Design.
- vi. Psycho-social Hazards: - (a) Job Dissatisfaction, (b) Absenteeism (c) Low Morale, (d) Abuse (vertical/physical), (e) Irritation, (f) Lack of Motivation, (g) Workplace Violence.

### **All organizations need to have a sound Occupational Health & Safety management system (OHS) in place for the following reasons:**

- i. Moral reasons: it is the right thing to do.
- ii. Legal reason: need to meet compliance.
- iii. Economic reason: OHS improves productivity because good health is good business.
- iv. Credibility reason: OHS enhances the image of the organization in the eyes of all stakeholders.



**OHS-Process**



**OHS-Business Model**

## What are the benefits?

The benefits of implementing a systematic and effective OHS management system include the following:

- Reducing the number of personnel injuries through prevention and control of workplace hazards.
- Reducing the risk of major accidents.
- Ensuring a well-qualified and enthusiastic workforce by fulfillment of increasing expectations of the employees.
- Reducing the material loss caused by accidents and in production interruptions.
- Reducing insurance costs as well as reducing costs due to absence of employees.
- Increasing the possibility of achieving an integrated management system, including quality, environment and health safety.
- Ensuring that appropriate legislation is addressed and acted upon.
- Meeting the increasing importance of OH&S for public image of the organization.

## The Award

The Golden Peacock Award, named after India's national bird—the **Peacock**—is conferred annually. **Each winner receives a trophy along with a certificate. Award recipients are authorized to use the Golden Peacock Award Logo** with the corresponding year on their printed and promotional materials.

In addition, selected organizations may be conferred a **Certificate of Commendation** by the Jury.

## Why This Award?

'**Golden Peacock Occupational Health & Safety Award**' has been instituted to stimulate and help organizations to rapidly accelerate the pace of stake-holder oriented improvement process. It is a powerful self-assessment process and a way to build an organizations' brand equity on '**Occupational Health & Safety**'. The preparation for the award helps to inspire and align the entire work force and management functions to this end. The knowledge gained by the organization in describing and self-assessing its operations, would lead to improved organizational performance in this field.

## Who can Apply?

Any organization from India or any other country—across all nationalities—engaged in trade, business, manufacturing, or service delivery, regardless of size or scale, including government entities or departments, is eligible to apply for this Award.

### a) Eligible Organizations

1. Public Sector Units (PSUs)/ Organizations.
2. Private Sector Organizations/ Multinationals.
3. Government/Municipal Organizations, Government Undertakings & Public Utility Services.

### b) Unit Eligibility Criteria

Manufacturing/Service Organizations or Divisions of Organizations (Self-Accounting Profit/Cost Centres), in the Private and Public Sectors, and Government Organizations may apply for the '**Golden Peacock Occupational Health & Safety Award**'.

The operations of the applicant organization must be carried out independently, meaning that responsibilities, authorities, results etc., are clearly defined, and suitably covered in the organization's Annual Report, if any. The details of operations of the applicant must reasonably correspond to the Award criteria, which are verifiable at the time of evaluation.

## **c) Evaluation Process Overview:**

All applications undergo a rigorous **three-tier review**:

### **1. Initial Assessment**

Conducted by an independent assessor with domain expertise, scoring each application out of **1,000 marks**.

### **2. Peer Review**

Applications scoring **80% and above** are forwarded for a detailed peer review by the **Assessment Board**.

### **3. Final Selection**

The top-scoring application (above 80%) in each sector is then recommended to the **Jury**, comprising eminent and independent professionals, for final consideration and approval and selection of winners.

## **Business Sectors**

'**Golden Peacock Occupational Health & Safety Award**' will be considered & evaluated across various business sectors, as deemed appropriate by the Jury, at their sole discretion during the final assessment. Applicants are requested to indicate the specific business sector to which their organization belongs in the relevant column of Annexure-1 – Application Form.

## **Rules & Regulations**

- The decision of the Award Jury shall be final and binding. No correspondence or appeal will be entertained in this regard.
- The Award Secretariat reserves the right to declare more than one organization as a winner and/or to withhold the Award(s) if, in its opinion, the required standards are not met.
- An Award for a specific sub-sector may be conferred even if only one application is received in that category, provided it satisfies the eligibility and evaluation criteria as determined by the Jury.
- Shortlisted (finalist) applicants may be invited to make a brief presentation to the Jury, and/or an assessor may be appointed to verify or validate the information through a site visit. Any related travel and accommodation expenses shall be borne by the applicant.
- While all reasonable precautions will be taken to maintain confidentiality, the Award Secretariat accepts no liability for any loss arising from the disclosure of information to Assessors or Jury members.
- The Award Secretariat cannot undertake to return any documents or supplementary materials submitted with the application.
- The Award Secretariat reserves the right to amend or modify the Award Scheme at any time without prior notice.

## **Non-Disclosure & Confidentiality**

- All information submitted by applicants will be treated as strictly confidential and used solely for the purpose of assessment.
- The names of applicants, along with all commentary and scoring information generated during the evaluation process, are considered proprietary and will be kept confidential. Such information will be accessible only to individuals directly involved in the assessment and administrative processes.

- The Golden Peacock Awards Secretariat will take all reasonable precautions to ensure that applications and the information contained therein are handled in strict confidence. However, the Golden Peacock Awards Secretariat shall not be held responsible for any loss of confidentiality involving third parties, nor liable for any damage (to persons or property) or financial loss arising from any breach of confidentiality by the applicants or any third party.
- Subsequent to the Award Presentation, the Golden Peacock Awards Secretariat reserves the right to publish salient details of the innovative methods, processes, improvement initiatives, or schemes of the Award Winners, solely for knowledge sharing and to help raise overall industry & business standards.

## **Application Fees**

A. Application Fee **for Indian Organization**: Rs. 69,500/- plus 18% GST as applicable

B. Application Fee **for Overseas Organization**: USD 1200 plus 18% GST as applicable

*The Application fee should accompany the Application. The Application Fee is required to be paid on or before the due date of submission of application.*

### **APPLICATION WILL NOT BE CONSIDERED WITHOUT THE APPLICATION FEE.**

**The Application Fee can be paid through the following payment modes:**

i) **Demand Draft/Cheque in favor of 'Institute of Directors', payable at New Delhi.**

**OR**

ii) **Through Bank Transfer as per the following details:**

Bank Name:	<b>Union Bank of India</b>	MICR Code:	<b>110026324</b>
	M-3, Greater Kailash Part-II,	IFSC CODE:	<b>UBIN0902861</b>
	New Delhi-110048, India	PAN No.:	<b>AAABI0002J</b>
	Tel. No. 011-29210959	SWIFT CODE:	<b>UBININBBNGK</b>
Account Name:	<b>Institute of Directors</b>	GSTIN:	<b>07AAABI0002J1Z9</b>
Account No.:	<b>510101006113450</b>		
A/C Type:	<b>Current A/C</b>		

**OR**

iii) **Through Credit Card by logging on to <https://goldenpeacockaward.com/>**

### **Note:**

1. Overseas applicants may remit the Application Fee in convertible Indian Rupees (INR), calculated at the prevailing exchange rate on the date of payment.
2. To initiate the payment process prior to submission of the application, an Original Tax Invoice/Proforma Invoice will be generated only upon request from the applicant organization.
3. Tax Deducted at Source (TDS), if applicable, may be deducted from the Application Fee in accordance with the provisions of the Income Tax Act, 1961.
4. Applicable GST (18% as on date) shall not be levied for foreign applicants where payment is made directly into the IOD bank account in foreign currency only.
5. Applicable GST (18% as on date) shall be levied on all other modes of payment.
6. In cases where vendor registration is required by the applicant organization, the relevant documents may be forwarded to the GPA Secretariat for necessary action.

## **Procedure for Sending Application**

1. The completed application (Annexures 1, 2 & 3), along with all supporting materials, must be submitted in soft copy via email only to **INFO@GOLDENPEACOCKAWARD.COM**, including the following:
  - I. Table of Contents
  - II. Annexure 1 – Application Form
  - III. Annexure 2 – Business Overview (summary of the applicant's business)
  - IV. Annexure 3 – Self-Appraisal Report
  - V. Supporting Materials (list all attached documents)
2. If the file size is too large to send by email, applicants may share the soft copy via platforms such as WeTransfer, Google Drive, OneDrive, or any other convenient platform, but send only to **INFO@GOLDENPEACOCKAWARD.COM**
3. Do not copy any other IOD or GPA Secretariat email addresses to maintain security and confidentiality. The Secretariat is not responsible for data leakage if sent to any email other than **INFO@GOLDENPEACOCKAWARD.COM**
4. Ensure that the GPA Secretariat can download the application from the shared platform.
5. The application must follow the GPOHSA Guidelines and criteria, which consist of a structured set of questions. Answers, supported by objective evidence, will help assess the organization's excellence.
6. Every question must be answered in the designated section. References to supporting materials must include specific page numbers.
7. Simply stating "Refer to Supporting Material" is not sufficient. Answers must be provided in the application itself.
8. Supporting materials should be derived from the organization's self-assessment and closely aligned with the Award assessment criteria. Criteria are intentionally non-prescriptive to allow flexibility in presenting relevant information.
9. All supporting materials must be properly numbered (e.g., Enclosure I, II / Supporting Document I, II / Appendix I, II) and cross-referenced in your responses.
10. Supporting Materials must be submitted separately from the main application.
11. Do not provide web links or hyperlinks as supporting material.
12. Do not provide image links as supporting material.
13. All supporting materials must be submitted as downloaded copies.
14. Annexure 1 must be signed on every page by the highest-ranking official or authorized signatory. Applications without signatures will not be considered.
15. Attach a high-resolution soft copy of your organization's logo separately.
16. Hard copy submission is not required.
17. The Application Fee must be submitted on or before the due date. Applications will not be considered without the Application Fee.
18. Do not attach the Award Scheme guidelines with your completed application (Annexures 1, 2 & 3).
19. There is no word or page limit for the application; however, concise and precise information is preferred.
20. Provide precise answers in the application, and include detailed information in supporting materials with proper cross-referencing.

**APPLICATION FORM – GPOHSA**

**Instructions:**

- 1. Annexure-1 **MUST** be duly **SIGNED** on each page of Annexure 1 only. **APPLICATION WILL NOT BE CONSIDERED WITHOUT THE SIGNATURE OF THE HIGHEST-RANKING OFFICIAL/AUTHORIZED SIGNATORY.**
- 2. If the highest-ranking official is unavailable to sign, an authorized signatory may sign on his / her behalf.
- 3. Please mention the Payment Details under Point No. 9 of Annexure-1. **APPLICATION WILL NOT BE CONSIDERED WITHOUT THE APPLICATION FEE.**

- 1. Full name of Applicant Organization \_\_\_\_\_  
(Note: If the applicant is Unit/Division/Project/Plant of a larger company, please specify the exact name.)  
Address of the Applicant Organization \_\_\_\_\_  
Website \_\_\_\_\_
- 2. Name of Contact Person (Mr./Ms.) \_\_\_\_\_ Designation \_\_\_\_\_  
Telephone (Office) \_\_\_\_\_ (Mobile) \_\_\_\_\_  
E-mail \_\_\_\_\_  
Contact Address (if different from above) \_\_\_\_\_
- 3. Name of the Highest-Ranking Official of the Organization (Mr./Ms.) \_\_\_\_\_  
Designation \_\_\_\_\_  
Telephone (Office) \_\_\_\_\_ (Mobile) \_\_\_\_\_  
E-mail \_\_\_\_\_  
Contact Address (if different from above) \_\_\_\_\_
- 4. Location of Principal Sites \_\_\_\_\_
- 5. Name of the Parent Organization, if any \_\_\_\_\_  
Address \_\_\_\_\_  
Telephone (Office) \_\_\_\_\_ E-mail \_\_\_\_\_
- 6. Industrial Sector the applicant organization falls under \_\_\_\_\_
- 7. Logo of the organization (Please attach a High-Resolution Logo in JPEG Format separately)
- 8. Is the applicant organization listed in any stock exchange?  
Yes  No   
If yes, please give the Name(s) of Stock Exchange(s) \_\_\_\_\_

**Signature of Highest-Ranking Official/Authorized Signatory**

**Name: (Mr./Ms.)**

**Designation:**

**Email:**

9. PLEASE MENTION THE PAYMENT DETAILS [(paid by either of the following) **APPLICATION WILL NOT BE CONSIDERED WITHOUT THE APPLICATION FEE**]:

(A) **Cheque at Par or Demand Draft** payable to **Institute of Directors, New Delhi**

Bank \_\_\_\_\_ Cheque/Draft No. \_\_\_\_\_ Dated \_\_\_\_\_

(B) **Through Bank Transfer (UTR Number)** \_\_\_\_\_

(C) **Credit Card**: Please log on to <https://goldenpeacockaward.com/> for online payment.

(D) **GSTIN Number of your company (Also specify, if unregistered)** \_\_\_\_\_

10. **Declaration**

I do hereby declare that

- (a) We shall fully abide by the rules and regulations of the **Golden Peacock Occupational Health & Safety Award** Scheme, and understand and accept that the decision of the Award Jury is final in all respects. No correspondence or appeal shall be entertained regarding the Jury's decision.
- (b) The organization has faced no Penal action during the last 2 years, nor any case is pending against it for any corporate or other statutory compliance failure.
- (c) The organization is eligible to take part in this competition, and all information and accompanying documents, are correct.

**Date**

**Signature of Highest-Ranking Official/Authorized Signatory**

**Name: (Mr./Ms.)**

**Designation:**

**Email:**

**(In case, the Highest-Ranking Official is not present to sign the document, any other Authorized Signatory may also sign on his/her behalf.)**

## **BUSINESS OVERVIEW**

(All Business Overview questions in Annexure-2 are to be answered sequentially and point-wise.)

### **Instructions:**

- 1. Supporting Materials are REQUIRED to be submitted Separately.**
  - 2. Please Do Not provide Web Links/Hyperlinks as Supporting Material.**
  - 3. Please Do Not provide any Image Links as Supporting Material.**
  - 4. All Supporting Materials have to be submitted in the form of a Downloaded Copy.**
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### **Organizational Description**

- Full Name of Applicant Organization  
(Note: If the applicant is Unit/Division/Project/Plant of a larger company, please specify the exact name.)
- Location
- Brief Description of the Applicant Organization (in about 50 words)
- Ownership
- Year of Establishment (of the applicant unit and not of parent company)
- Organization's main products/services
- Annual Turnover – covering last 2 financial years
- Total Number of employees (**of the applicant unit and not of parent company**)
- Business Sector of the applicant organization
- Name of Parent Organization (if applicable) \*
- Is the organization listed in any stock exchange? If yes, please give the Name(s) of Stock Exchange(s).
- Stock Exchange:
  - Minimum & Maximum values, during last two financial years (year-wise).
  - Dividends during the last two financial years (year-wise).
- VISION, MISSION and VALUES of the organization.

*\* If the applicant is an independent self-accounting subsidiary or a unit of a larger company, a brief description should be given of the organizational relationship to the 'parent' organization. Briefly describe how the applicant's products and services relate to those of the parent and/or other units of the parent organization.*

## **GOLDEN PEACOCK OCCUPATIONAL HEALTH & SAFETY AWARD SELF-APPRAISAL REPORT**

(All Self-Appraisal Report questions in Annexure-3 are to be answered sequentially and point-wise, even if some repetition is involved.)

### **Information to facilitate the compiling of the application:**

- i. The **performance data** should cover the **previous two (2) completed financial years**. Applicants are also required to enclose the relevant information / data / supporting documents, for assessment, wherever necessary.
- ii. The term '**stakeholder**' should be understood to include not only customers / clients and shareholders, but also suppliers, employees, community and the government, wherever appropriate.
- iii. This is a **common questionnaire for all the business sectors**. If any particular question is not applicable / relevant to your industry / organization, please answer it as "**Not Applicable**" (**NA**) and provide justification for why it is "Not Applicable" (NA). Just writing NA is an incomplete response.

### **NOTE:**

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### **Section A – OH&S Management System**

- A. 1 How have you addressed and integrated OH&S Management system into your overall governance model? Provide details.
- A. 2 Do you have a separate Occupational Health and Safety department? Give details of its structure.
- A. 3 Do you have an 'OH&S Policy' along with an Annual Safety Plan, with achievable objectives and targets? Give details.
- A. 4 What is the role and representation of your employees and trade unions on safety and health committees? How have workers helped in identification of hazards? Give examples of individual suggestions.
- A. 5 What is the status of compliance to applicable laws & regulations, during the last 2 years? Provide details.
- A. 6 How do you ensure commitment by your supply chain to your OH&S Policy? Provide details.
- A. 7 (a) How do you communicate the Annual Performance Report on OH&S to the stakeholders? Attach a copy of latest Report.  
  
(b) Have you taken feedback of stakeholders on the Report? Give details.
- A. 8 Have you considered OH&S risks along with related opportunities? Explain how?

### **Section B – Impact of Artificial Intelligence based Safety Measures**

- B.1 Describe in detail where all Artificial Intelligence (AI) system/procedure/intervention have been introduced. Please mention specific projects / initiatives, along with specific functions that are covered in AI systems.

## **Section C – OH & S Awareness**

- C. 1 When and how did you last organize a safety awareness programme? Provide details.
- C. 2 What efforts have been made to encourage innovations and suggestion schemes, and build and maintain health & safety culture at workplace?
- C. 3 What public safety initiatives are in place? Give details.

## **Section D – Identification of Hazards and Assessment and Control of Risks**

- D. 1 Has hazard classification of work activities been done? Explain what hazards have been identified.
- D. 2 How does the planning process identify significant hazards, and assesses and controls operational risks associated with organization's activities? Attach guidelines and procedures adopted.
- D. 3 Have you developed a hazard prompt list for your organization? Attach details.
- D. 4 Have you finalized and provided required Personnel Protective Equipment (PPE) for different work areas? Attach List in Matrix Form.
- D. 5 How are all new processes/equipments in the organization subjected to a systematic and formal hazard identification and risk assessment? Give details.

## **Section E – Training, Awareness and Competence**

- E. 1 How do you identify training needs of your employees, including contract labour, for health and safety areas? Give details.
- E. 2 How are employees encouraged to participate in the safety process? Give details.
- E. 3 Are all staff trained on fire safety, earthquake safety and rendering first-aid at work? Give details.
- E. 4 Give percentage of employees trained on health and safety measures, annually.
- E. 5 Give percentage of engineers and supervisors trained in industrial safety, annually.
- E. 6 Give percentage of contract workers trained in industrial safety, annually.

## **Section F – Human Error**

- F. 1 What process is adopted for human risk assessment? Give details.
- F. 2 How do you ensure that low probability risks are not ignored? Give details.
- F. 3 How is the organization striving for 'Safety Perfect' culture? Give details.

## **Section G – Fire Safety**

- G. 1 How do you ensure that adequate means exist for firefighting, for fixed and portable equipments? Give details.
- G. 2 What efforts have been made to minimize the impact of fire in the organization? Give details.

## **Section H – Contingency Preparedness & Response**

- H. 1 Provide details of both 'on-site' and 'off-site' emergency plans. Do they include natural disasters too?
- H. 2 Describe availability of suitable warning and alarm systems at site. How often are safety interlocks & alarms tested at site?
- H. 3 Give details of emergency services available, e.g. fire brigade, medical services, spill cleanup services etc.
- H. 4 Give details of accident reporting and investigating procedures.

## Section I – Measurement and Evaluation

- I. 1 What monitoring schemes for significant aspects have been put in place? Give details.
- I. 2 What is the policy & implementation plan of medical surveillance of employees? Give details.
- I. 3 Mention accident-free period of operations in number of days during the last two years.

## Section J – Occupational Health

- J. 1 Provide details of health-care system available to the employees, such as organization’s hospital, arrangement with a hospital or health insurance coverage.
- J. 2 Provide details of work-related injuries and illnesses during the past 2 financial years in the following table:

Years	Total Number of Death(s)	Days away From work		Total No. of reportable major injuries	Sickness absence (Total days) due to illness	
		No of Cases	Job Restriction Days		Job related illness	Non job related illness
Last Year						
Previous to Last Year						

## Section K – Operational Control

- K. 1 How do you ensure strict adherence to mandatory standards of ‘Road Safety’ for all work-related travel? Give details.
- K. 2 What control do you have on bio-medical waste management? Give details.
- K. 3 How do you identify losses due to theft, vandalism and industrial espionage, and keep them within acceptable limits?
- K. 4 How do you ensure occupational health and safety of female employees, who are expecting mothers?

## Section L – General

- L. 1 What actions have been promoted for behavior safety? Please state specific initiatives, including KPIs, if any, that have been defined to measure the behaviour safety aspects?
- L. 2 What are the special features of OH&S Management in the organization, which makes a strong case for the Award?
- L. 3 Has any OH&S assessment study been organized through an outside agency during last 3 years? Provide details.
- L. 4 Describe Impact of OH&S Management on performance of the company, in qualitative and quantitative terms. Provide details.

### NOTE:

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3. Please Do Not provide any Image Links as Supporting Material.
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\*\*\*\*END\*\*\*\*