

Creating safe workplaces by anticipating, preparing and responding to crises

Today, as we observe the World Day for Safety and Health at Work, traditional workspaces, globally, are arguably facing their biggest crisis ever in the form of COVID-19. Governments, employers, and workers face immense challenges in running the wheels of work without running the risk of disruptions due to a sudden unpredicted contagion.



International
Labour
Organization

Fittingly, the International Labour Organisation (ILO) is exhorting all the stakeholders in the workspace to '**Anticipate, prepare and respond to crises**' on the occasion of the **World Day for Safety and Health at Work** this year.

It encourages stakeholders to invest in creating more resilient occupational safety and health (OSH) systems by drawing on past experiences and learning, especially those gained since the pandemic's eruption.

The difficulties are acute in the renewable power industry, especially for EPC players. Being in a labour-intensive activity, EPC companies work under the constant threat of an infection surge.

As an EPC, Sterling and Wilson Solar is at the forefront of the renewable power sector's efforts at creating safe workplaces for its employees.

Safety at work and the neighbourhood

Sterling and Wilson Solar has spread awareness on COVID-19, even beyond its project walls. It has collaborated with local authorities across geographies to organise awareness campaigns, distribute masks, hand sanitation stations, and other related resources to the local community. Through proactive measures, including isolation of suspected cases, social distancing, contact tracing and effective sanitisation, it has kept the disruption due to infection transmission at a manageable level within its sites. The management's prompt efforts have ensured that not a single day has been lost at the sites worldwide due to a threat of COVID-19 transmission.

Sterling and Wilson Solar's efforts at mitigating COVID-19 risks are an extension of its earlier efforts to harmonise health and safety at its workplaces with that of the surrounding habitat.

Safe workplaces; a mandate

The floods in Eastern Australia earlier this year inundated the natural dwellings of snakes and reptiles around Sterling and Wilson Solar's project locations. Many of the reptiles found their way into the project premises. The project management took the help of professional snake handlers to relocate these reptiles back into their habitats.

A similar situation unfolded in Kenya, where Sterling and Wilson Solar, along with the local community, successfully rehabilitated more than 300 snakes in their traditional living conditions. The reptiles had inadvertently veered into the site locations and the neighbouring villages.

In both the places, the site management ensured that the workforce did not face any adverse consequences due to a man-animal conflict.

A proactive and focused approach has enabled Sterling and Wilson Solar to provide safe workplaces to its employees worldwide. An accent on training has helped in seeding the culture of safety deep within the organisation. From the employees to site visitors, everyone is given a structured HSE (health, safety and environment) training to enable their familiarisation with the on-site HSE processes. Before commencing work at any of its sites, Sterling and Wilson Solar conducts workshops attended by the employees and key contract personnel to align everyone to the project's HSE plans and guidelines.

Safety on-site; monitored online

Sterling and Wilson Solar has implemented HSE digitisation initiatives uniformly across its global sites to further its agenda of providing safe workplaces. With the assistance of ProcessMAP Inc., a globally recognised US software firm, the organisation is now tracking and analysing its on-site HSE data in real-time to monitor deviations and identify areas of improvement. Safety observations and auditing are now possible in live conditions, enabling the management to take timely corrective actions.

An HSE portal facilitates the fittest risk assessment by benchmarking a particular activity against the best-in-class risk assessment processes, across multiple worksites, both within and outside the company's eco system. Data inputs are obtained from the sites and tabulated to provide company-level trends for HSE performance, including carbon footprint, at any given point in time. It has resulted in utmost transparency in HSE data management.

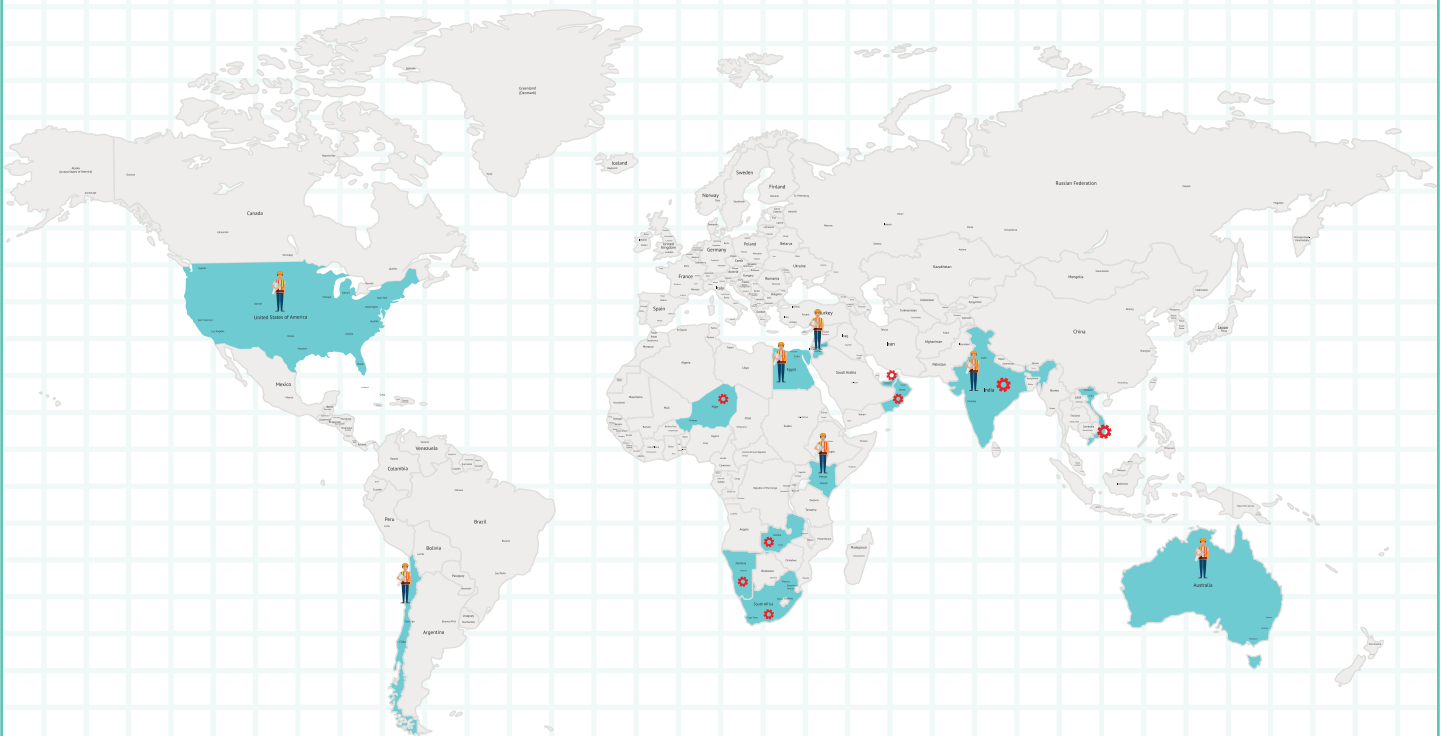
SPREADING THE SAFETY SHINE

Sterling and Wilson Solar's measures towards safety and health have ensured that not a single day has been lost to the threat of Covid-19 transmission, across its sites, worldwide

Activities for both **EPC** and **O&M** sites across **20 countries**, including India

13  **EPC** sites

150+  **O&M** locations



2800+ supervisory, engineering, and managerial manpower

6000+ contractor personnel working at project locations

0 (zero) work-loss days due to **COVID-19** disruption



As the world readies itself to observe the **World Day for Safety and Health at Work** under the menacing shadow of COVID-19, Sterling and Wilson Solar reaffirms its commitment to formulating strategies to strengthen its safety and health systems. It is confident, capable, and resilient to the crisis of COVID-19 and is drawing on its knowledge to design safe, healthy and compliant workplaces.