

Procedure on Workers Health, Safety and Welfare (All Farm and Fruits & Vegetables Modules)

Purpose:

- To identify risks on the farm and address workers health, safety and welfare and to reduce the potential for food contamination by a worker or visitor's, sub-contractor actions, by following this Procedure. Situation may change based on the location ,crop and other conditions on the farm

Responsible Person:

- Producer Group can entrust the overall responsibility of compliance by the producers of the Group

Identification of Risks:

- ABC policy is to identify potential risks associated with farm activities specific to each producer member and in case of any identified risks, the same will be communicated to the workers, visitors and sub-contractors. Examples, electrical installations on the farm, operating complex farm equipment, location of plant protection storages, open wells etc. These are reviewed annually.
- Sub-contractors, Visitors and workers who may come in direct contact with product are required to follow all sanitation and hygiene practices and they are communicated verbally.
- All sub-contractors and visitors will be made aware of relevant instructions on safety and hygiene,
- Adequate precautions will be taken to prevent on farm accidents during operation of farm equipment
- Accident and emergency instructions will be displayed in visible locations in local language with details of farm address, contact person ,local medical/police/ ambulance / fire brigade/ electricity services address, contact numbers will be maintained
- Warning signs will be placed at all hazard places like electrical installations, pits, fuel tanks, plant protection/ fertilizer storages as well as treated crops.
- Safety advice will be available to all the workers
- Infants and toddler age children are not allowed in the growing and equipment storage areas.

- Workers showing symptoms of diarrhea, vomiting or symptoms of other infectious diseases are excluded from work assignments that involve direct contact with fresh produce. Notify the appropriate supervisor

Training:

- A record will be kept for training activities including the Name, tasks carried, topics covered, the trainer, date and attendees, which is available for verification
- All workers handling plant protection products or other hazardous substances or operating complex equipment, first aid handling will be trained
- All workers be provided training on health & safety and hygiene
- At least one person will be trained on first aid on each farm, whenever on farm activities are carried out.
- All workers will be trained on proper sanitation and hygiene practices per crop cycle and are required to follow proper sanitation and hygiene practices. New workers will receive all necessary training prior to working on the farm

Visitors Follow Good Hygienic Practices:

- Ensure good hygienic practices are followed by all visitors who come into contact with fresh produce in the field.

Hygiene:

- Hygiene instructions will be visibly displayed by clear signs (pictures) or local language of workers
- This will include the need for hand cleaning, covering of skin cuts, limitation on smoking, eating, and drinking, notification of infections and the use of suitable protective clothing

Toilets on the Farm field only during Harvest:

- Harvest workers have access to toilets, which are to be in reasonable proximity (e.g. 500m or seven minutes of travel) to place of work. Not applicable is only possible when harvest workers don't come in contact with marketable produce during harvesting (e.g. mechanical harvesting). Mobile toilet also can be hired during harvest.

Maintenance:

- Toilet facilities must be in good repair, clean.
- Cleaning and servicing must be done on a regularly scheduled basis and documentation of servicing must be available.
- Field sanitation facilities must be kept clean and potable water for hand washing.

FieldSanitation:

- Trash must be disposed of in the proper way
- Domestic and wild animals are not allowed in the growing area.
- Evidence of animal fecal material must be buried.
- Dead animals in the growing area must be removed and properly disposed of

FirstAid:

- Atleastonepersonistrainedonfirstaid
- In case of any skin cuts and infections experienced by the producer members, the sameto be reported to designated person of the producer group who will determines the type of injury and provides appropriate first aid. If appropriate, call 108 and report emergency. Cover wound with appropriate first aid materials.
- Firstaidkitsareavailableintheeventof aninjuryoremergency

ProtectiveClothing:

- Complete set of protective clothing to be available on the farm, utilized and in a goodstate of repair.Literature or label instructions or Govt regulations or recommendations if any to be maintained. Protective clothing is always washed and kept clean according to the type of use, and degree of potential contamination and will be kept in ventilatedplace.

Welfare:

- A member of the producer group is identified responsible for workers health, safety andwelfare
- A placetostorefoodandaplacetoeat is identifiedfortheworkers

- If the worker seat on the farm hand washing equipment and drinking water will be provided.
- Potable water is available to all workers to drink.
- Water used for hand washing shall of drinking water quality.**If not sanitizer to be used after washing hands with soap and water with irrigation water quality.**
- Signs to be place indicating that that hands must be washed after the use of toilet facility
- In case of living quarters on the farm, these have to be habitable and have sound roof, windows and doors with basic facilities of toilet, drinking water and drains
- In case of vehicles are used for transport of workers, vehicles used shall be safe.
- Smoking and drinking of alcohol is prohibited Eating take place atdesignated places ofthefarm
- Workers shall wash their hands prior to start of work ,after each visit to a toilet ,afterhandling contaminated material ,after smoking , eating ,after breaks, prior to returning to work and at any other time when their hands may have a source of contamination