



# HSW Induction

# Absolute Safety Rules



## Let's be absolutely safe

Follow the 9 Absolute Safety Rules to safeguard yourself and others around you.



Always wear your seatbelt while driving and ensure that your co-passengers wear it too



Never drive under the influence of alcohol or illegal drugs



Always wear a helmet while riding and ensure that the pillion rider wears a helmet



Never use your mobile phone while driving



Always use suitable Personal Protective Equipment and attach safety harness while working at heights



Never exceed speed limits



Electrical problems should only be fixed by qualified workers



Never undertake any street or underground work activities unless competent to do so



Reflective wear must be worn by both persons on a 2 wheeler while travelling for work










# Consequence Management Matrix

**Violation of Absolute Rule may lead to termination  
of your association with Vodafone Idea.**



**Vodafone Idea Cares for you....remember there is  
someone waiting for you back home!**

# Consequence Management Matrix

| No. |   | ASR Statements   | Violations   | Severity         | Explanation   |
|-----|---|--|--|------------------|---|
| 1   |  | Always wear Seat Belts while driving & ensure your co-passengers wear it too.            | Not wearing Seat Belt while in four wheeler. (any seat).   | High             | Same severity for all people in the vehicle even if one person is not latched on. Preferable to have a retractable Seat Belt.<br><b>Exception:</b> While in public transport or self-hired cabs where there is no provision of Seat Belts.  |
| 2   |  | Never exceed Speed Limits.   | Exceeding Speed Limit while driving / riding.  | High             | Speed Limit will depend on the road rules as applicable.  |
| 3   |  | Always wear helmet while riding and ensure that the pillion rider wears a helmet.        | Rider / pillion rider not wearing helmet.  | <b>High High</b> | If there is another person accompanying the individual on the 2W then, even if fully compliant individually - action to be taken on him / her as a 'High' level violation / severity.   |
|     |   |  | Rider / pillion not wearing ISI marked / full faced helmet.  | High             |   |
|     |   |  | Rider / pillion not wearing chin strap on helmet.  | High             |   |
| 4   |  | Never use mobile phone while driving / riding.   | Use of mobile phone i.e. hands free / texting / listening music / speaker phone / blue tooth while riding / driving. | High             |   |
| 5   |  | Never drive under influence of alcohol or illegal drugs.                                 | Driving / riding under influence of alcohol.   | <b>High High</b> |   |
| 6   |  | Electrical problems should be fixed only by qualified workers.                           | Working on electrical equipment without required qualification.  | <b>High High</b> | Refer VIL 'Electrical Safety' Standard for more details with regards to academic qualification & experience.  |
| 7   |  | Always wear a suitable PPE and attach safety harness while working at height.            | Working at height without harness / not anchored.  | <b>High High</b> | Refer VIL 'Work at height' standard for more details with regards to VIL approved PPE & training.   |
|     |   |  | Working at height without VIL approved harness.  | High             |   |
|     |   |  | Working at height without the VIL approved height work training.   | High             |   |
| 8   |  | Never undertake any street or underground work activities unless competent to do so.     | Working on street or in the underground without required qualification.  | High             | Refer VIL 'Street Work Standards and Guidelines' for more details with regards to qualification and experiences.  |
| 9   |  | Reflective wear must be worn by both persons on a two wheeler while travelling for work. | Rider/pillion rider not wearing reflective wear while travelling for work on a two wheeler.                          | High             | If one of the 2 people on 2W is not compliant then action to be taken on both. CMM applied only for work related travel in 2W irrespective of day/time. Not applicable for bicycle riders. Reflective wear need to be as per approved standards of VIL.                                       |
| 10  |   | Driving license.   | Riding / Driving without a valid driving license / with learner's license.   | <b>High High</b> | If person is not carrying license but has a valid license available, which can be presented, then CMM action will not be taken.<br>If the person with learner's license is riding / driving and accompanied with a person with valid license then it should not be considered as a violation. |

## Defensive Driving principles

- Be more visible - Light color clothes are visible in hours of darkness or use reflective Jacket as provided.
- Use stopping / turning indications while riding
- Observe lane discipline
- Ensure the head and tail light are in working condition
- Rear view mirrors should be well maintained
- Ensure license, identity card and ICE numbers are carried while riding
- Ensure horns and brakes are in working condition.

# Guidance while using public transport

- Avoid sitting on the front / rear seat of the vehicle.
- Stay alert during the entire journey.
- Do not board / alight a moving vehicle.
- Do not board the overcrowded auto rickshaw/ public transport.

**Thank you**