

Employee Name : Sunil KatekariManager's Name : Sunil Katekari
Goalsheet Approval Date : 05-Dec-2016

KRA Category : People

KRA Weightage : 15 _

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance
1.To conduct the training to EHS representatives & Team member from all departments.	Text			.	.	July & August 16	.	.
2.To identify & prepare activities list for HIRA	Text			.	.	July .16	.	.
3.To initiate activity base HIRA study through concern department .	Text			.	.	Sep . 16	.	.
4.Review HIRA study with Unit Heads & initiate the Work Instructions	Text			.	.	October – December 16	.	.
5.To give the technical support for EHS infrastructure development.	Text			.	.	As per requirement	.	.

KRA Category : Process

KRA Weightage : 40 _

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance
1.To prepare Internal Safety Audit checklist with quatitative assessment.	Text			.	.	July . 16	.	.
2.To conduct Internal Safety Audit at Daman	Text			.	.	Aug . 16	.	.
3.To conduct Internal Safety Audit at Baddi	Text			.	.	Sept.16	.	.
4.To conduct Internal Safety Audit at Talaja	Text			.	.	Feb–March 17	.	.
5.To review quarterly compliance & compliance sustaiability of all Internal audits & submit the report to Top Management .	Text			.	.	Quarterly review after Internal Audit.	.	.

KRA Category : Customer

KRA Weightage : 15 _

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance
1.EMS & OHSAS certification & its compliance.	Text			.	.	June 2016 & further as per schedule.	.	.
2. Physiblity study for high COD treatment & work out for zero treated effluent discharge.	Text			.	.	Every quarter & MRM once in Six months.	.	.
3. To ensure availability of essential Safety equipments all the time.	Text			.	.	All the time	.	.
4.Fire Hydrant system upgradation, - Provision for sprinkler system to Ware house 1,2,3 & hydrant /foam system for protection of tankfarm at Talaja	Text			.	.	Dec . 16	.	.
5.Statutory compliance wrt DISH, MPCB,CCOE , wts & measurnments (storage tanks) for Talaja & Sion	Text			.	.	As per schedule	.	.

KRA Category : Business

KRA Weightage : 15 _

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance
1 To identify the requirements	Text			.	.	Aug-16	.	.
2. Study the basic requirement though available resources such as EHS professional groups, Internet etc.	Text			.	.	Sept.16	.	.
3. To search & enroll for training.	Text			.	.	Oct .16	.	.
4 . To get trained through External agency in Product Life Cycle Analysis	Text			.	.	Dec .16	.	.
5. To conduct project on any one product	Text			.	.	Mar .17	.	.

KRA Category : Business

KRA Weightage : 15 _

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance
1.To review & update documents – On site emergency Plan (Based on HIRA study) , Safety Manual & Work Permit system for Daman.	Text			.	.	Nov . 16	.	.

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance
2.To review & update documents – On site emergency Plan (Based on HIRA study) , Safety Manual & Work Permit system for Baddi.	Text			.	.	Dec . 16	.	.
3.To prepare site specific training modules – Behaviour Based Safety, Safety Induction, Emergency preparedness, Work permit .	Text			.	.	Aug .16	.	.
4.To train the trainers at Daman & Baddi on agreed training modules .	Text			.	.	Sep . 16	.	.
5.Incident tracking, evaluation & Statutory complainece for all sites for improvement.	Text			.	.	Every Month	.	.