

Work Order

M/s Mishan Energy Solutions P Ltd
C-142, Sarita Vihar
New Delhi - 110072

Kind Attn. : Ms. Anjani Kumar (09810712936)

Subject : Work Order for Annual Operation & Maintenance Contract for our waste to Energy Power plant at Okhla, New Delhi.

Reference : (i) Work Order TOWMCPL/I-Email/WO-1597 dated 25th Nov, 2011
(ii) Work Order OWMCPL/I-Email/O&M/Opex/AR-668/PO 2407 Dated 28.01.13
(iii) Further discussions & negotiations had with you
(iv) MOM dated 18.11.2013

Dear Sir,

We are pleased to place Work Order on you for Operation & Maintenance of our plant on the following terms & conditions:-

1) Scope of Supply and Order Value:

- Lump sum Cost of above mention work shall be Rs.8,20,000.00 (Rs. Eight Lac twenty thousand only) per month basis.
- Amount indicated above includes all the liabilities i.e EPF,ESI, Insurance, Housing & transport as applicable and other charges.
- Total Work Order Value is Rs. 10,250,000.00 (Rs. One crore two Lacks fifty thousand Only) for 12.5 months.
- The above rates are on per month working (Average 30.5 days) basis including the cost of reliever for 24x7 operation of plant throughout the year.
- In case of shut down activities, additional number of manpower shall be deployed as per direction & instructions of Operation/Maintenance -Head. Payment shall be made & payable extra on pro-rata basis in accordance with cost break-up attached as Annexure - 2 duly verified & certified by Operation/Maintenance-Head.
- Scope of Work is attached as Annexure- 1.
- Cost Break up is attached as Annexure - 2.
- All the technical parameters & specs indicated at the above sited Annexure - 1 is subjected to re-verification & confirmation by the E-I-C at site.
- Special Terms & Conditions are attached as Annexure- 3
- EHS Responsibility & Accountability for Contractors as Annexure - 4.
- The validity of Work order is for twelve and half months (12.5) starting from 16th Nov 2013 till 30th Nov.2014. However, the work order may be extended further for a period of 2 months with consent and mutually agreed terms of both the parties

2) Taxes & Duties:

Service Tax - @ 12.36% payable extra by us.
WCT - As per Prevailing Rules.



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You shall make available/keep ready all the documents/statements as advised by us for filing the Tax return by us as well as by you. Also all statutory requirements for royalty paid return shall be submitted monthly and a complete set at the time of raising final bill, otherwise no bill will be processed for making the payment.

3) Payment Terms:

Payment shall be made within (7) days after submission of invoices as per the work done at Site duly verified and certified by our E-I-C.

Monthly invoice will be submitted according to the checklist of compliance.

4) Labor Rules :

You shall be responsible to observe compliance with the provisions of various acts, rules, notifications etc applicable to you such as Factories Act 1948, Contract Labor (Regulation & Abolition) Act 1970, payment wages act 1936, Workmen's compensation Act 1923, ESI Act & Employee Provident Fund & MP Act 1952.

You will be responsible to discharge statutory liabilities in the event of any accident in the factory premises to the labor/operators engaged by you. Any damage/loss to the factory equipment & property due to misuse or rough handling by your employee shall be fully compensated by you on pro-rata basis.

5) Completion Period :

A bar chart, the manpower and resources (Mobilization and Others) chart for carrying out the specified scope of work within the specified time is to be submitted. The planning & execution shall be commensurate to TOWMCPL requirement.

In order to make sure that the overall work is achieved, a detailed program would be prepared based on the broad milestone agreed & enclosed with order within seven days of order placement and finalized in consultation with TOWMCPL.

Preparation and submission of various reports in the format and frequency as required for effective monitoring of progress, quality in satisfaction with E-I-C and traceability.

6.)Correspondence & Billing Addresses:

All Correspondences during the tenure of this Work Order shall be marked as under:

Timarpur-Okhla Waste management Company Private Limited
Jindal ITF Centre, 28 Shivaji Marg, New Delhi-110015

Billing Address & Consignee Address shall be as under:-

Timarpur-Okhla Waste Management Co. (P) Ltd.
Old NDMC Compost Plant, Adjacent Okhla Sewage Treatment Plant (Gate No. 1)
Mathura Road, Okhla, New Delhi- 110 025.

TIN No. 07120385205

Ravinder Pratap (954095301)



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7) Force Majeure:

A delay or failure of performance hereunder that results from events of Act of God, act of a public enemy, war (declared or undeclared), riot, civil commotion, insurrection, strikes, lock out, embargo, sabotage, blockade, storm, flood, fire, explosion, earthquake, epidemics, quarantine restrictions on which the parties have no direct control, which affect the Parties hereto, and any other occurrences recognized as Force Majeure according to the international practice or agreed between the Parties hereto, shall excuse the delay and/or post pone the time of fulfillment of the respective obligations of Buyer or Contractor to the extent and for the duration that such Force Majeure delays or prevents its performance under this Work Order. The Party affected by a Force Majeure event shall inform the other Party as soon as practicable, but in any case not later than seven (7) days of its knowledge of the occurrence and cessation of such event and of its consequences. This will also be applicable to Contractor's vendors/sub-vendors for the major items.

When the occurrence is over, the party affected by the occurrence shall immediately advise the other party in writing. The party unable to perform this Work Order due to the effect of the force Majeure occurrence may, after consultation with the other party, extend the duration for performing this Work Order by a period commensurate to the time actually lost due to the Force Majeure occurrence. The other party shall not claim compensation for the loss thus incurred.

In case of an extension up to Forty Five (45) days in the performance of this Work Order due to the effect of the Force Majeure occurrence, both - parties shall have friendly consultation on the performance of this Work Order and shall reach a soonest possible solution.

8) Limitation of Liability

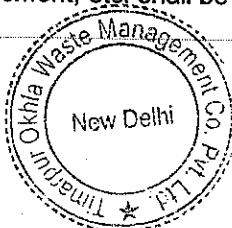
No liability for any reasons whatsoever shall be assumed by the Parties unless expressly stated in the Work Order.

Accordingly, the rights and remedies provided for under the Work Order are final and exclusive and shall not be modified, changed or amended by any law.

For the defect and for non-performance, of the Equipment based on the basic data/basic engineering/detail engineering supplied by the Buyer, the same shall be modified /rectified by the Buyer based on the mutual discussions between the Buyer and the Contractor. However, if such defects and/or non-performance is due to the faulty basic data/ basic engineering/detail engineering by the Contractor, the Contractor's liability shall be to the extent of correction of basic data/ basic engineering/detail engineering free of cost to the Buyer.

Notwithstanding any provision of the Work Order to the contrary, neither Party shall be liable to the other for any kind of special, incidental, indirect and/or consequential damages whatsoever, such as but not limited to loss of use, loss of profits, loss of production, irrespective of the legal basis for any such claim.

Notwithstanding any provision of the Work Order to the contrary, the Contractor's cumulative- maximum liability under this Work Order arising out of any cause whatsoever including but not limited to warranty, rejection, replacement, etc. shall be limited to the Work Order price.



9) Disputes and Arbitration:

In the event of any dispute or difference of opinion between the parties hereto arising out of or in connection with this Work Order or with regard to performance of any obligation hereunder by either party, both parties hereto shall use their best efforts to settle such dispute or difference of opinion amicably by negotiation undertaken by Senior Officials of the Party, to be concluded within 30 days of issuance of letter intimating arising of such dispute.

Any dispute or difference of opinion which cannot be amicably settled by negotiation between the parties within period of 30 days as stated above, such dispute shall be referred to arbitration to be conducted in English language. The Arbitration panel shall consist of three Arbitrators, one each to be appointed by each of the parties, and the two Arbitrators so appointed shall nominate the third Arbitrator, who shall act as the Presiding Arbitrator. The provisions of the Indian Arbitration Act 1996, the rules there under and any statutory modification thereof shall be deemed to apply to and be incorporated in this Work Order. The place of arbitration shall be New Delhi, India.

The arbitration award shall be final and conclusive for all purposes and each party is bound by such award.

Parties agree that performance under the Work Order shall be continued during the arbitration proceedings unless otherwise directed by the either party in writing or unless the matter is such that the performance cannot be Possibly continued until the decision of arbitrators as the case may be, is obtained.

10) Termination:

In the unforeseen circumstances, we may discontinue/terminate our work order by giving 30 days advance notice.

In the event of termination on account of default by any reasons attributable to you, we shall be entitled to claim from you, difference in costs and other damages sustained in the process.

In case of breach of Agreement by Contractor or non-compliance of any terms and conditions, as stipulated Herein above by the Contractor, this Agreement shall be terminated by the Company without any notice as aforesaid.

11.) Safety Plan:

The contractor shall be responsible for any loss or damage of the equipment or materials under his custody until the same is taken over by the M/s TOWMCL. You shall arrange training program in safety before engaging any worker on the job. You shall take workmen compensation Policy/accident Policy for all workmen engaged at site and submit the copy of the same to the Engineer In charge of TOWMCPL.

12.) Penalty for Safety:

A penalty will be levied for not complying with safety as below:

- 1) Rs.10,000/- per accident thereafter Rs 20000/- per accident
- 2) Rs 1,00,000/- per person for fatal accident and Rs.2,00,000/- per occurrence.



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13.) Contractors Discipline:

The contractor shall be responsible for the conduct & behaviour of his employees. If any employee of the contractor is found misbehaving with the company staff, the contractor shall take necessary & appropriate action.

The contractor shall take proper instruction from the company for the execution of the contract at different places & will faithfully comply with the same.

The Contractor shall attend to complaints related to services received from the employees of the company & shall devise a system whereby such complaints when brought to the notice of the contractor will be attended promptly by him or his employees concerned.

The contractor shall give the services on all days during the period of contract as per company's requirement.

The Contractor shall ensure that all persons employed by him shall be efficient, skilled, honest & conversant with the nature of work.

Be it clearly understood & agreed that by this order no relationship of employer & employee is created between TOWMCPL & the employees engaged by the contractor.

Proper attendance records should be maintained which will be inspected / scrutinized by the TOWMCPL.

The contractor shall provide Uniforms to his employees & they shall wear them at all times while at work.

The contractor shall not appoint any Sub-contractor to carry out any obligations under the contract.

14.) Governing Laws:


This order shall be governed by Indian Laws and Regulations and shall be subject to courts of competent jurisdiction at Delhi.

You are requested to return the duplicate copy of the order duly signed & stamped on each page as a token of your confirmation of acceptance within three (3) days of receipt.

Thanking you,

Yours Sincerely,

For Timarpur-Okhla Waste Management Company Ltd.


25.11.2013
T.A. Krishnan
(Sr.V.P – Procurement)


25/11/13
Anuj K Aggarwal
(Finance Controller)



List of Annexure attached:

- * Scope of Work as per Annexure – I.
- * Break Up of salary is attached as Annexure – II.
- * Check List as per Annexure – III.
- * All terms & conditions as per attached Annexure – IV.
- * EHS Responsibility & Accountability for Contractors - ANNEXURE – V.



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Annexure – 1

➤ **MAINTENANCE**

- Service provider to recommend and implement maintenance program to reduce maintenance cost and benchmark against best practices.
- Service Provider to Implement Predictive Maintenance practices such as condition monitoring, Ultrasonic testing and Non destructive test for equipment health assessment, as necessary, and this shall form a part of check list.
- Day to day break down/ preventive/ opportunity maintenance job to be discussed with Plant Management in the daily review meeting.
- To control the performance of maintenance in an efficient and safe manner such that economical, safe and reliable plant operation is optimized.
- Service provider shall implement preventive maintenance practice for optimum performance and reliability of plant system and equipment.
- Service Provider to arrange any additional / adequate skilled manpower to carry out maintenance / breakdown / miscellaneous jobs as per the plant requirements / schedule on round the clock basis.

PLANT DOWN TIME

- Downtime related due to repeated breakdown because of poor maintenance shall be panelized with mutual agreement between service provider and TOWMCPL or panelized by the complete cost of maintenance of breakdown equipment on pro-rata basis in accordance with cost break-up attached as Annexure – 2.
- Service provider shall critically analyze and take corrective measures for any loss of plant above the prescribed downtime limit to avoid it's any repeated failure.

TRAINING

- To ensure effective implementation and control of training improvement activities.
- To develop on job training system in coordination with plant Human Resource department for local plant personnel.
- To coordinate operators and maintenance staff training at site to improve the knowledge and skill to perform assigned job functions.
- Service provider in consultation with plant HR department and respective vendors wherever applicable shall arrange practical training / safety trainings for local operators in the plant.

GENERAL ADMINISTRATION

- Service provider shall establish and ensure effective implementation of policies and the planning & control of plant operation and maintenance activities.
- To formulate and utilize formal management objectives to improve plant performance.
- To achieve a highest degree of industrial and personnel safety of national / international and to maintain safety records.

INVENTORY & SPARE PLANNING

- Service provider shall co-ordinate with the Plant Material & Purchase departments for planning of all the store items and spares with reference to the plant maintenance.
- Service provider shall carry out inventory reconciliation with reference to the plant maintenance.



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CONTRACT JOBS

- Service provider shall provide work scope for any Contract job and also participate in Technical negotiation of contract.
- Various contract jobs pertaining to plant maintenance shall be decided in consultation with M/s TOWMCL

MANPOWER PLANNING

- Service provider shall depute Plant Engineers and Superintendents as required for the Plant operation / maintenance wherever required.
- Service provider shall participate in local manpower selection process in co-ordination with HR department for plant maintenance.
- Service provider shall depute adequate skilled man power according to categories. If any person is not found up to the mark shall be replaced immediately.
- **Note:** Scope of work may be revised depending upon local and plant management requirement.

Major Packages in Maintenance:

- i. 1X 20 MW steam Turbine, Alternator , Air cooled condenser
- ii. Municipal waste fired Boilers (3x450TPD)
- iii. Flue Gas Cleaning system
- iv. Grab Crane
- v. Water treatment, RO/DM/sewage/effluent treatment plant with Auxiliaries
- vi. Electrical(LT and HT)
- vii. Instrumentation
- viii. Fuel & ash handling system
- ix. Misc Pump House
- x. Compressors
- xi. Cooling tower
- xii. Lighting/Ventilation/Air conditioning
- xiii. Lechate treatment system



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MANPOWER EXPERIENCE & QUALIFICATION			
S. No.	Position	Experience	Qualification
1	Manager (Team Leader)	Minimum 8 years working experience as head Operation & Maintenance Departments out of total 15 years working experience in a modern power plant	Graduate Engineer in Mechanical
	Foreman - Mechanical	Minimum 10 to 15 years relevant experience in power plant operation, maintenance and Projects execution in mentioned discipline with trouble shooting and shift handling skill in mentioned area.	Diploma or ITI course in mentioned area.
	Fitter 1. General Mechanical fitter 2. Millwright fitter	Minimum 10 years experience in relevant field in a modern Power plant with maintenance & trouble shooting skill.	ITI in relevant area of work or form IV with experience
	Fitter Helper	Minimum 4-6 years experience in relevant field in a modern Process, Power plant with maintenance & trouble shooting skill	ITI in relevant area of work or form IV with experience
	Electrical Technician Switch Board attendant	Minimum 4-6 years experience in relevant field in a modern sugar, Process, Power plant with Electrical system operation, maintenance & trouble shooting skill.	Diploma or Electrical ITI course
	Instrumentation technician	Minimum 6 years experience in relevant field in a modern sugar, Process, Power plant with Instruments system operation, maintenance & trouble shooting skill.	Diploma or ITI in Instruments
	Operators 1. Grab crane	Minimum 4 years experience in relevant field in a modern sugar, Process, Power plant with operation, maintenance & trouble shooting skill.	ITI or any Industrial certificate course
	Attendants 1. Turbine/ACC	Minimum 4 years experience in relevant field in a modern sugar, Process, Power plant with operation, maintenance & trouble shooting skill.	ITI or any Industrial certificate course or over 6 to 8 years' experience
	Casual Labors	Minimum 2 years experience in any industry	



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The following shall be done in consultation with Site-In-Charge of TOWMCPL :

Plant Inputs

- M/s TOWMCL shall provide all necessary drawing, flow charts and schedule of all machinery etc. to Service provider as and when required.
- M/s TOWMCL shall provide all consumables viz. like welding rods, special electrodes, oxy- Acetylene gas cylinders, cutting & grinding wheels and other required consumables for plant operation and maintenance.
- M/s TOWMCL shall provide canopy/ covers materials for protecting instruments from dust and foreign materials.

Plant Spares

- M/s TOWMCL shall provide all spares required for plant maintenance as per list provided by Service provider.
- M/s TOWMCL shall maintain minimum stock level for all mutually agreed spare parts and consumables.

Approvals

- M/s TOWMCL shall arrange all safety inspection and certification for Critical equipments like boiler, safety valves, pressure vessels, weigh bridges, cranes, chain blocks etc.
- Approval from local Government agencies
- Boiler non- destructive testing and equipment safety test .

Work Facility

- M/s TOWMCL shall provide Secretarial services as required, including stationery, communication facility such as fax e-mail, internet etc.
- M/s TOWMCL shall provide fully furnished offices for Service provider Managers, Superintendents and Supervisors.
- M/s TOWMCL shall arrange desk top computer with auto cad for the use for Drawing/ Design office.

Tools & Tackles

Contractor shall provide following tools and shall be maintained by them:

- I. Cutting set-4 No.
- II. Welding Transformer - 4 No.
- III. Welding rectifier- 1 No.
- IV. Argon Set - 1 No.
- V. AG 4 - 4 No.
- VI. AG 7 - 1 No.
- VII. Measuring tape-6 nos.
- VIII. Chain Pulley Block-1 ton/3 Ton/ 5 Ton - 2 No/1 No/1 No.
- IX. Manila Rope pulley - 1 s/2s/3s- 4 No/2 No/2 No
- X. Ultrasonic thickness gauge – 1 No.
- XI. Complete tool box- 06 No.
- XII. Cylinder trolley – 2 No.



ANNEXURE – II

Cost Break up & Calculation for Work Men charges for O & M Contract - TOWMCPL Okhla						
Sr. No.	Area	Job Title	Category	No. of Persons	Per Head Per Month Cost	Total Cost
1	Office	Office + Support	Office Head	1	100000.00	100000.00
2	Maint. Gang Out Sourced	SBA electrical	Skilled	3	17900.00	53700.00
		Technician Instruments & Controls	Skilled	3	17900.00	53700.00
		Fitter	Skilled	5	21000.00	105000.00
		Semi Fitter	Semiskilled	3	17600.00	52800.00
		Khalasis	Skilled	3	17050.00	51150.00
		Welder	Skilled	3	18700.00	56100.00
		Helper	Unskilled	5	10340.00	51700.00
		Casual Labour	Unskilled	9	10000.00	90000.00
3	Grab Crane	Operator	Semiskilled/Skilled	6	16800.00	100800.00
4	Operator	Utility Operator	Skilled	1	25300.00	25300.00
5	Operator	Utility Operator	Skilled	1	21450.00	21450.00
6	PPS Section	PPS Supervisors	Skilled	3	13200.00	39600.00
7	AC Section	AC Mechanic	Skilled	1	18700.00	18700.00
Total Value Per Month basis				47		820000.00
Total Value in words : Rs. Eight Lacs twenty thousand only.						
The above rates are on per month working basis (Average 30.5 days) including the cost of reliever for 24x7 operation of plant throughout the year.						



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ANNEXURE – III

Contractor / Service Provider Checklist

Name of Service Provider / Contractor:

Number engaged :

Purpose for which engaged. :

	Yes	No
License under Contract Labour (R & A) Act.		
PF Code of Service Provider		
ESI Code of Service Provider		
Mediclaime Insurance & GPA coverage by Service Provider to his employees		
Wages Register Maintained		
Safety adherence by Service Provider's employees		
Challan for PF Deposit submitted every month along with bill		
Challan for ESI Deposit submitted every month along with bill		
Attendance records with the respective monthly bill		
PF accumulation statement provided to his employees for the previous year/s		

Details of any legal case (in pendency) against its employees.



ANNEXURE – IV

Contractor shall be responsible for the following:

1. Contractor to get **Licence** from Licensing officer of the area, after getting form V filled from Employer.
2. All those contractors having no license and having 19 or less than 19 workers on their payroll, have to submit a declaration to that effect at the beginning of each year to the employer.
3. All contractors, irrespective of whether they are covered under the Contract Labour (R&A) Act or not (i.e. whether they employ 20 or less than 20 workmen) should present, whenever demanded, attendance and wage registers and such other statutory registers as may be required, to the employer / the Government Labour Officer / the EPF Inspector / the ESI Inspector.
4. Contractor shall submit to Employer photocopies of **Form No. 2** (Nomination Form) of EPF & MP Act and **Form I** Declaration Form of ESI Act (with photo) for their record.
5. Contractors shall ensure to deposit contributions on or before due date i.e., PF by 15th and ESI by 21st of subsequent month and submit a proof of having done so with the following bill for payment.
6. PF, ESI & other statutory deductions & deposits to be done by the contractor as per law. Hence PF, ESI etc deduction should be on components as per law which alongwith Employer's (Third Party (Contractors) contribution is deposited with appropriate authorities. This receipt copy of the deposit of PF/ESI etc to be submitted each month as proof of deposit.
7. Contractor shall have attendance register with his stamp on it at the factory gate where attendance of contract workers is marked. At the end of the month, contractor shall submit a photocopy of attendance record duly signed and with official stamp on it.
8. All registers and other records required to be maintained under the Act and Rules shall be kept at an Office or the nearest convenient building within the precincts of the work place and produced on demand before the Inspector.
9. Contractor to submit a copy of the license duly renewed to the employer at the beginning of each year. Application for renewal of licenses shall be made in Form VII (in triplicate) not less than 60 days before the date on which the license expired.
10. Contractor to submit bill on his letter head only.
11. Maintenance of all type of statutory records in respect of Contract Labour, Payment of Wages Act etc. should be duly available for inspections and audits.
12. Contractor shall ensure that contract Worker are **Supervised and Controlled by Contractor Supervisor only**. No leave / advance should be sanctioned by Employer. Similarly disciplinary action should also be taken by Contractor only.
13. Contractor shall ensure that Labour is paid at least minimum wages as fixed by State Government from time to time.
14. Contractor shall submit to Employer annexure A & annexure B every month from the Third Party /Contractor of PF and ESI deposits under Contractor's own allotted codes.
15. In case ESI is not applicable, **Third Party/Contractor** to get his workers covered under Workmen Compensation Policy to ensure that compensation for death / injury under Workmen Compensation



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Act, 1923 is paid in accordance with law. A photocopy of Workmen Compensation Policy with covering letter of Contractor should be obtained by HR Department for records.

16. Third Party/Contractor required to pay bonus and gratuity to Contract Labour.



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DUTY TO MAINTAIN PRESCRIBED REGISTERS AND RECORDS

CONTRACTOR

1. To obtain license and renew it as per rules.
2. To maintain register for each registered establishment in form XIII.
3. To issue Employment Card in form XII within three days of employment.
4. To issue a service certificate in form XV on termination of service.
5. To maintain Muster roll in form XVI and register of wages in Form XVII.
6. Register of Deduction for Damages in Form XX.
7. Register of fines in form XXI.
8. Register of advances in form XXII.
9. A Register of Overtime in Form XXIII.
10. To issue wage slips in Form XIX.

To submit half yearly Return in Form XXIV (in duplicate) so as to reach the licensing officer concerned not later than 31st July and 31st January of every year respectively.



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ON THIRD PARTY / CONTRACTOR'S LETTER HEAD

Monthly Statement for the month of _____ of employees deployed as Security Guard / Labour by
_____ having ESI / PROVIDENT FUND CODE No. _____ obtained from

S.No.	Name	Insurance No. / PF No.	1.1 Wages Paid	Amount of ESI/PF Deducted

The contributions in respect of our above mentioned employees have been deposited in _____ vide
Challan No. _____ dated _____ (name of Bank & City). Copy of Challan is enclosed.

PROPRIETOR / DIRECTOR

Encl.: Copies of Challans-----



UNDERTAKING TO BE SUBMITTED EVERY MONTH

BY CONTR THIRD PARTY/ ACTOR ALONGWITH BILL

I, _____ S/o. _____ Proprietor / Partner / Director of _____ do hereby declare and undertake as under:

1. That in the capacity of independent contractor of _____ (Employer) I / We have complied with the provisions of Contract Labour (R & A) Act 1970 in holding a valid license under the Act & Rules. I have paid the wages for the month of _____ to all my employees and no dues are payable to any employee.
2. That I have covered all employees under Employees Provident Fund and Miscellaneous Provisions Act and Employees Insurance Act and deposited the contributions under our code numbers and as such no amount is due.
3. That, I further declare and undertake to reimburse the Employer in case any liability pertaining to my employees is to be discharged by the Employer or Employer is authorized to deduct the same from my dues as payable.

PROPRIETOR / PARTNER / DIRECTOR.



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ANNEXURE – V

EHS Responsibility & Accountability for Contractors

The following specific responsibilities are assigned to you with respect to Environment, Health and Safety (EHS). You shall ensure that:

1. Inspection of your area and corrective actions against deviations immediately.
2. Good housekeeping of your area and at work spot.
3. Work permit system (wherever applicable) is followed by all your workmen /supervisors.
4. All your employees/supervisors/Managers are trained in safety & first Aid.
5. All portable tools are double insulated /properly earthed/adequately guarded as per standards and in good working order.
6. The concerned employees /trainees/managers receive EHS Induction as well as on the job training as and when require (if new machines are installed or working procedures are changed)
7. Safe work practices are adopted by all your employees at the site
8. All employees are provided with required Personal Protective Equipment (PPE) and its proper usage and adhered to other EHS rules at the site.
9. Inspection/checking of all Tools and tackles being used by your personnel and ensure safety measures during operation of the same.
10. The Authorized Test certificate from competent person in respect of crane, chain pulley blocks and Lifting tackles such as wire ropes, chains, slings etc being used by you in the work activities.
11. All electrical operated equipment/tools/appliances are drawn supply through ELCB (Earth Leakage Circuit Breaker) to prevent Electric Shock hazard
12. Investigation of Incidents/Accidents and implementation of remedial measures and its record.
13. Rendering of First Aid and reporting of Accident to EHS department immediately.
14. All your employees are covered with valid insurance.
15. Your drivers/operators posses valid driving License/Experience Certificate (Wherever applicable).
16. All vehicles/motorized equipment have valid PUC and insurance coverage.
17. The effective supervision throughout the work activity to ensure safe practices in order to prevent unsafe conditions/Unsafe Acts of workmen

