



MADRAS NETWORKING COMPANY

Plot No. 15 & 16, 118-F, Brindavan Street Extension, Srinivasa Nagar,
(Jawaharlal Nehru Ring Road - Opp Velachery MRTS Station)
Madipakkam, Chennai-600 091, Kanchipuram, Tamilnadu.

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HSE Policy

1st March 2026

1. Policy Statement

Madras Networking Company (MNC) is dedicated to maintaining high standards of Health, Safety, and Environmental management across all system integration, passive cabling, and active network deployments. Headquartered in Chennai and operating across Pan-India project sites, MNC prioritizes the protection of its workforce, client personnel, contractors, and the local environment in every project lifecycle.

2. Health & Safety Objectives

- **Zero Harm Culture:** Maintain a goal of zero workplace fatalities, lost-time injuries, and occupational illnesses across all corporate offices and field installation sites.
- **Fitness for Duty & Substance Prohibition:**
 - No worker, field technician, engineer, or sub-contractor shall perform work, enter project sites, or operate equipment while under the influence of alcohol, illegal drugs, or impairing controlled substances.
 - Possessing, consuming, distributing, or selling alcohol or unauthorized substances on MNC premises or client project sites is strictly prohibited.
 - Workers taking prescribed medication that may impair alertness, motor skills, or judgment must notify their supervisor prior to starting site activities to ensure safe task reassignment.
 - MNC reserves the right to conduct fitness-for-duty assessments or require immediate site removal for any personnel suspected of impairment.
- **Mandatory Hazard Identification:** Conduct Risk Assessments (RA) and Method Statements (RAMS) prior to commencing field deployments, cabling pulls, panel installations, and cutovers.
- **Personal Protective Equipment (PPE):** Enforce the mandatory use of certified PPE—including safety helmets, steel-toe boots, high-visibility vests, cut-resistant gloves, and safety harnesses for working at heights—on all active sites.
- **Electrical & Height Safety:** Enforce strict Lockout/Tagout (LOTO) procedures during electrical panel interconnections and mandate safety lines/scaffolding for elevated tray installations.
- **Site Welfare & First Aid:** Provide equipped first-aid kits, designated trained first-aiders, and clean drinking water facilities at all project deployment hubs and site offices.

3. Environmental Responsibility & Sustainability

- **E-Waste & Hazardous Material Management:** Comply with India's E-Waste Management Rules by ensuring safe collection, segregation, and disposal of retired network hardware, batteries, patch leads, and packaging through authorized recyclers.





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- **Material Efficiency & Cable Scrap Reduction:** Optimize cable tray routes, fiber splicing, and copper runs to minimize material waste and scrap during passive infrastructure buildouts.
- **Energy Management:** Promote energy-efficient active networking hardware choices (e.g., PoE power management, Energy Efficient Ethernet standards) to minimize long-term client power consumption.
- **Pollution Prevention:** Implement proper containment for drill dust, chemical anchors, and packaging debris at client installation sites, leaving work areas clean and hazard-free.

4. Compliance & On-Site Governance

- **Statutory Compliance:** Adhere strictly to the Indian Factories Act, Building and Other Construction Workers (BOCW) Act, Central Electricity Authority (CEA) regulations, and applicable state environmental laws.
- **Sub-contractor Management:** Ensure all cabling technicians, labor agencies, and third-party specialists sign off on and comply with MNC's HSE protocols prior to site access.
- **Incident Reporting & Investigation:** Require immediate reporting of all near-misses, injuries, substance violations, and environmental incidents to the MNC Safety Officer for root-cause analysis and corrective action implementation.

5. Training & Continuous Improvement

- **Safety Inductions & Toolbox Talks:** Conduct mandatory HSE site inductions for all deployment teams, supplemented by regular Toolbox Talks (TBT) before starting high-risk tasks.
- **Capacity Building:** Train field engineers on safe ladder handling, fiber optic handling precautions (e.g., cleave scrap management and laser safety), basic fire response, and recognizing workplace impairment.
- **Periodic Audits:** Perform unannounced HSE audits on Pan-India project sites to monitor compliance and continuously update policies based on field performance data.

6. Emergency Preparedness

MNC establishes project-specific Emergency Action Plans (EAP) for every site, detailing emergency contacts, assembly points, evacuation routes, and coordination with local medical and emergency services across all state jurisdictions.

