



HABIB SUGAR MILLS LIMITED NAWABSHAH

Risks & Opportunities Assessment Distillery & CO₂ (HSE, HLR & Food Safety)

Document #	OTH-0375
Revision #	02
Effective	01/10/2022
Circulation #	00

Sr No	Activities/ Processes	Hazard Type. Physical (P), Chemical (C), Biological (B), Food Safety (F) Environment (E), Human & Labor Rights (HLR)	Hazards	Hazard Effect/ Risk	Existing Controls	Risk Evaluation			Additional Controls	Residual Risk		
						P	S	R		P	S	R
1	Molasses Decanting/ Storage.	P	Physical contact between humans and heavy vehicles.	1. Minor & Major injuries. 2. Property loss.	1. Traffic control SOP 2. Valid license holder driver. 3. PPEs (Safety vest for security staff)	1	3	3				
		E	Hot Weather/ Heat stress	Dehydration	1. Drinking water facility. 2. Drink frequent drinking water. 3. Drinking water analysis report. 4. Rest breaks. 5. PPEs (Safety helmet) 6. Air ventilation.	1	3	3				
		P & F	Improper cleaning of process equipments.	1. May cause contaminated product. 2. Product loss	Area cleaning through washing if needed.	2	2	4				
		P	Electric shock/ Short circuit	1. Electrocutation 2. Minor & Major injuries. 3. Fire	1. Insulated electrical supply/ connection 2. Covered electrical D.B/ Panel 3. Inspection records 4. Fire extinguisher/ Sand buckets. 5. PPEs (Safety helmet, Shock resistant gloves and shoes)	2	2	4				
		P & F	Storage contamination during storage due to rusting.	Can cause increase impurities in final product.	Yearly cleaning of storage tanks.	1	2	2				
		B & F	Uncovered molasses channels	Product may contaminate due to uncovered channels	1. Cover the molasses channels 2. Proper area cleaning	1	2	2				
		HLR	Harassment	Employee turnover	1. Hiring of trained employees 2. Grievance mechanism procedure	1	2	2				
		HLR	Staff discrimination	Negative attitudes	1. Hiring of trained & merit based employees 2. Grievance mechanism procedure	1	2	2				
		HLR	Child labor	Accidents / suffer education / illiteracy	1. Child labor (below 18 years age) are strictly prohibited. 2. Verification of age by CNIC. 3. Human/ Labor Right Policy (SOP-0423)	1	1	1				

Sr No	Activities/ Processes	Hazard Type. Physical (P), Chemical (C), Biological (B), Food Safety (F) Environment (E), Human & Labor Rights (HLR)	Hazards	Hazard Effect/ Risk	Existing Controls	Risk Evaluation			Additional Controls	Residual Risk		
						P	S	R		P	S	R
2	Fermentation	B, C & F	Use of yeast, nutrients and chemicals.	1.Respiratory infections. 2.Skin burn	1. CAO 2. MSDS 3. Use of PPEs	1	2	2				
		P	Electric shock/ Short circuit	1. Electrocutation 2. Minor & Major injuries. 3. Fire & Explosion 4. Product loss	1. Insulated electrical supply/ connection 2. Covered D.B/ Panel 3. Inspection records 4. Fire extinguisher/ Sand buckets. 5. PPEs (Shock resistant gloves and safety shoes)	2	2	4				
		E	High noise	1. Chronic effects ears, hearing loss.	1. PPEs (Use of ear plugs to prevent from hearing loss) 2. Ear protection safety signages.	2	2	4				
		E	Hot Weather/ Heat stress	Dehydration	1. Drinking water facility. 2. Drink frequent drinking water. 3. Drinking water analysis report. 4. Rest breaks. 5. PPEs (Safety helmet) 6. Air ventilation.	1	3	3				
		E & P	CO2 Gas leakage	1. Nausea & Vomiting 2. Product loss 3. Damage to environment (air pollution)	1. PPEs 2. CO ₂ Recovery plant. 3. Proper supervision & system monitoring 4. Gas detector	1	2	3				
		C	Chemical dosing for cleaning purpose (Caustic soda)	1. Skin burn 2. Major & minor injury	1. MSDS 2. Training of staff 3. Personal protective equipment (Chemical coverall, splash goggles, helmet, face mask, rubber gloves & gum boots). 4. Safety signages	2	2	4				
		E & C	Hazardous waste (Chemical bags)	Empty chemicals bags, Hazardous waste effects on health (infections & diseases)	1. Training on chemical handling of staff. 2. Allocate hazardous waste collection spot. 3. Personal protective equipment for cleaning and handling.	2	2	4				
		E & C	Effluents/ Waste water	Water pollution	1. Training on chemical handling of staff. 2. Waste water treatment plant. 3. Personal protective equipment for cleaning and handling.	2	2	4				
		HLR	Harassment	Employee turnover	1. Hiring of trained employees 2. Grievance mechanism procedure	1	2	2				

Sr No	Activities/ Processes	Hazard Type. Physical (P), Chemical (C), Biological (B), Food Safety (F) Environment (E), Human & Labor Rights (HLR)	Hazards	Hazard Effect/ Risk	Existing Controls	Risk Evaluation			Additional Controls	Residual Risk		
						P	S	R		P	S	R
2	Fermentation	HLR	Staff discrimination	Negative attitudes	1. Hiring of trained & merit based employees 2. Grievance mechanism procedure	1	2	2				
		HLR	Child labor	Accidents / suffer education / illiteracy	1. Child labor (below 18 years age) are strictly prohibited. 2. Verification of age by CNIC. 3. Human/ Labor Right Policy (SOP-0423)	1	1	1				
3	Distillation	P	Electric shock/ Short circuit	1. Electrocutation 2. Minor & Major injuries. 3. Fire & Explosion 4. Product loss	1. Insulated electrical supply/ connection 2. Covered D.B/ Panel 3. Inspection records 4. Fire extinguisher/ Sand buckets. 5. PPEs (Shock resistant gloves and safety shoes) 6. Safety signages 7. ERP SOP 8. Gas detector 9. Emergency route highlighted with arrows 10. Fire alarm	2	2	4				
		P	Internal equipment cleaning (Confined space works) 1. Excessive heat 2. Unauthorized person. 3. Electrocutation. 4. Hot surface 5. Improper lighting	1. Permanent disability. 2. Minor & major injuries. 3. Slip / trip & fall . 4. Skin burns	1. Unauthorized Person Entry is prohibited. 2. Entry prohibited until surface temperature cool down. 3. Take breaks within each 1 hour. 4. Conduct confined space training with work force and share the hazards. 5. Ensure safe access and egress. 6. LOTO must be ensured if required. 7. Use proper specific PPEs.	2	2	4				
		C	Chemical dosing for cleaning purpose (Caustic soda)	1. Skin burn 2. Major & minor injury	1. MSDS 2. Training of staff 3. Personal protective equipment (Chemical coverall, splash goggles, helmet, face mask, rubber gloves & gum boots). 4. Safety signages	2	2	4				
		C	Chemical dosing for cleaning purpose (Nitric acid)	1. Skin burn 2. Major & minor injury	1. MSDS 2. Training of staff 3. Personal protective equipment (Chemical coverall, splash goggles, helmet, face mask, rubber gloves & gum boots). 4. Safety signages	2	2	4				
		E	High noise	1. Chronic effects ears, hearing loss.	1. PPEs (Use of ear plugs to prevent from hearing loss) 2. Ear protection safety signages.	2	2	4				

Sr No	Activities/ Processes	Hazard Type. Physical (P), Chemical (C), Biological (B), Food Safety (F) Environment (E), Human & Labor Rights (HLR)	Hazards	Hazard Effect/ Risk	Existing Controls	Risk Evaluation			Additional Controls	Residual Risk		
						P	S	R		P	S	R
3	Distillation	E & C	Hazardous waste (Chemical bags & containers)	Empty chemicals bags & containers, Hazardous waste effects on health (infections & diseases)	1. Training on chemical handling of staff. 2. Allocate hazardous waste collection spot. 3. Personal protective equipment for cleaning and handling.	2	2	4				
		E & C	Effluents/ Waste water	Water pollution	1. Training on chemical handling of staff. 2. Waste water treatment plant. 3. Personal protective equipment for cleaning and handling.	2	2	4				
		HLR	Harassment	Employee turnover	1. Hiring of trained employees 2. Grievance mechanism procedure	1	2	2				
		HLR	Staff discrimination	Negative attitudes	1. Hiring of trained & merit based employees 2. Grievance mechanism procedure	1	2	2				
		HLR	Child labor	Accidents / suffer education / illiteracy	1. Child labor (below 18 years age) are strictly prohibited. 2. Verification of age by CNIC. 3. Human/ Labor Right Policy (SOP-0423)	1	1	1				
4	EDU	P	Electric shock/ Short circuit	1. Electrocutation 2. Minor & Major injuries. 3. Fire & Explosion 4. Product loss	1. Insulated electrical supply/ connection 2. Covered D.B/ Panel 3. Inspection records 4. Fire extinguisher/ Sand buckets. 5. PPEs (Shock resistant gloves and safety shoes) 6. Safety signages 7. ERP SOP 8. Gas detector 9. Emergency route highlighted with arrows 10. Fire alarm	2	2	4				
		C	Chemical dosing for cleaning purpose (Nitric acid)	1. Skin burn 2. Major & minor injury	1. MSDS 2. Training of staff 3. Personal protective equipment (Chemical coverall, splash goggles, helmet, face mask, rubber gloves & gum boots). 4. Safety signages	2	2	4				
		E & C	Hazardous waste (Chemical container)	Empty chemicals containers, Hazardous waste effects on health (infections & diseases)	1. Training on chemical handling of staff. 2. Allocate hazardous waste collection spot. 3. Personal protective equipment for cleaning and handling.	2	2	4				
		E & C	Effluents/ Waste water	Water pollution	1. Training on chemical handling of staff. 2. Waste water treatment plant. 3. Personal protective equipment for cleaning and handling.	2	2	4				
		HLR	Harassment	Employee turnover	1. Hiring of trained employees 2. Grievance mechanism procedure	1	2	2				
		HLR	Staff discrimination	Negative attitudes	1. Hiring of trained & merit based employees 2. Grievance mechanism procedure	1	2	2				
		HLR	Child labor	Accidents / suffer education / illiteracy	1. Child labor (below 18 years age) are strictly prohibited. 2. Verification of age by CNIC. 3. Human/ Labor Right Policy (SOP-0423)	1	1	1				

Sr No	Activities/ Processes	Hazard Type. Physical (P), Chemical (C), Biological (B), Food Safety (F) Environment (E), Human & Labor Rights (HLR)	Hazards	Hazard Effect/ Risk	Existing Controls	Risk Evaluation			Additional Controls	Residual Risk		
						P	S	R		P	S	R
5	Alcohol Storage	P	Electric shock/ Short circuit	1. Electrocutation 2. Minor & Major injuries. 3. Fire & Explosion 4. Product loss	1. Insulated electrical supply/ connection 2. Covered D.B/ Panel 3. Inspection records 4. Fire extinguisher/ Sand buckets. 5. PPEs (Shock resistant gloves and safety shoes) 6. Safety signages 7. ERP SOP 8. Gas detector 9. Emergency route highlighted with arrows 10. Fire alarm	2	2	4				
		P	Static charge	Flash fire and explosion	1. Equipment earthing 2. Regular inspections of earthing 3. Fire extinguisher/ Sand buckets. 4. Safety signages	1	2	2				
		P & C	Alcohol leakage/ spillage, toxicity	1. Respiratory failure, blindness. 2. Product loss	1. Dike wall installed 2. Daily storage tanks and piping visual inspection. 3. Gas detector 4. Storage monitoring 5. No smoking safety signage 6. Tanks visual inspection 7. PPEs (Face Mask)	1	2	2				
		P, C & E		May contaminate air quality, groundwater	1. Ventilate the area if a spill occurs 2. Waste water treatment plant	1	2	2				
		HLR	Harassment	Employee turnover	1. Hiring of trained employees 2. Grievance mechanism procedure	1	2	2				
		HLR	Staff discrimination	Negative attitudes	1. Hiring of trained & merit based employees 2. Grievance mechanism procedure	1	2	2				

Sr No	Activities/ Processes	Hazard Type. Physical (P), Chemical (C), Biological (B), Food Safety (F) Environment (E), Human & Labor Rights (HLR)	Hazards	Hazard Effect/ Risk	Existing Controls	Risk Evaluation			Additional Controls	Residual Risk		
						P	S	R		P	S	R
6	Alcohol Dispatch	P	Electric shock/ Short circuit	1. Electrocutation 2. Minor & Major injuries. 3. Fire & Explosion 4. Property loss 5. Product loss	1. Insulated electrical supply/ connection 2. Covered D.B/ Panel 3. Inspection records 4. Fire extinguisher/ Sand buckets. 5. PPEs (Shock resistant gloves and safety shoes) 6. Safety signages 7. ERP SOP 8. Training record 9. Emergency route highlighted with arrows 10. Fire alarm	2	2	4				
		P	Static charge	Flash fire and explosion	1. Equipment earthing 2. Regular inspections of earthing 3. Fire extinguisher/ Sand buckets. 4. Safety signages	1	2	2				
		P	Fall of person from bowser	1. Permanent disability. 2. Minor & major injuries. 3. Fatality.	1. Use ladder 2. PPEs 3. Work at height training record.	2	2	4				
		P	Falling object	Head and body part injury.	1. Keep safe distance. 2. Use PPEs (Safety helmet, shoes and gloves) 3. Falling object safety signages	2	2	4				
		P & C	Alcohol leakage/ spillage, toxicity	1. Respiratory failure, blindness. 2. Product loss	1. Visual inspection of bower before filling. 2. Equipment earthing 3. Regular inspections of earthing 4. Fire extinguisher/ Sand buckets. 5. No smoking safety signage 6. PPEs (Face Mask)	1	2	2				
		P, C & E		May contaminate air quality, groundwater	1. Ventilate the area if a spill occurs 2. Waste water treatment plant	1	2	2				
		E	High noise	1. Chronic effects ears, hearing loss.	1. PPEs (Use of ear plugs to prevent from hearing loss) 2. Ear protection safety signages.	2	2	4				
		F	Foreign particles during filling	Product may contaminate due to dust, pest & hairs etc.	1. Cleaning of equipment surface, dispatch hose. 2. Maintain pest control 3. Use PPEs (Hair & Beard net, Face mask) 4. Avoid jewelry	1	2	2				

Sr No	Activities/ Processes	Hazard Type. Physical (P), Chemical (C), Biological (B), Food Safety (F) Environment (E), Human & Labor Rights (HLR)	Hazards	Hazard Effect/ Risk	Existing Controls	Risk Evaluation			Additional Controls	Residual Risk		
						P	S	R		P	S	R
6	Alcohol Dispatch	HLR	Harassment	Employee turnover	1. Hiring of trained employees 2. Grievance mechanism procedure	1	2	2				
		HLR	Staff discrimination	Negative attitudes	1. Hiring of trained & merit based employees 2. Grievance mechanism procedure	1	2	2				
7	Biogas Plant	E & P	Biogas gas leakage	1. Fire 2. Product loss 4. Damage to environment (air pollution)	1. Regular maintenance of the biogas plant and its components. 2. Gas detector 3. Fire alarm 4. Install wind sock. 5. Emergency route highlighted with arrows 6. Fire extinguisher/ Sand buckets. 7. Safety signages 8. PPEs 9. Proper supervision & system monitoring	2	2	4				
		E & C	Effluents/ Waste water	Water pollution	Waste water treatment plant.	2	2	4				
		E	High noise	Chronic effects ears, hearing loss.	1. PPEs (Use of ear plugs to prevent from hearing loss) 2. Ear protection safety signages.	2	2	4				
		P	Electric shock/ Short circuit	1. Electrocutation 2. Minor & Major injuries. 3. Fire & Explosion 4. Product loss	1. Insulated electrical supply/ connection 2. Covered D.B/ Panel 3. Inspection records 4. Fire extinguisher/ Sand buckets. 5. PPEs (Shock resistant gloves and safety shoes)	2	2	4				
		P	Unguarded rotary parts (Drives gears, motor belts, pumps & blowers)	Worker may entangled into rotatory parts. 1. Permanent disability. 2. Minor & major injury.	1. Loose cloths & kerchief are not allowed 2. Safe guard of rotatory parts.	1	3	3				
		HLR	Harassment	Employee turnover	1. Hiring of trained employees 2. Grievance mechanism procedure	1	2	2				
		HLR	Staff discrimination	Negative attitudes	1. Hiring of trained & merit based employees 2. Grievance mechanism procedure	1	2	2				
		HLR	Child labor	Accidents / suffer education / illiteracy	1. Child labor (blow 18 years age) are strictly prohibited. 2. Verification of age by CNIC. 3. Human/ Labor Right Policy (SOP-0423)	1	1	1				

Sr No	Activities/ Processes	Hazard Type. Physical (P), Chemical (C), Biological (B), Food Safety (F) Environment (E), Human & Labor Rights (HLR)	Hazards	Hazard Effect/ Risk	Existing Controls	Risk Evaluation			Additional Controls	Residual Risk		
						P	S	R		P	S	R
8	CO ₂ Plant	E	High noise	1. Chronic effects ears, hearing loss.	1. PPEs (Use of ear plugs to prevent from hearing loss) 2. Ear protection safety signages.	2	2	4				
		P	Electric shock/ Short circuit	1. Electrocutation 2. Minor & Major injuries. 3. Fire	1. Insulated electrical supply/ connection 2. Covered D.B/ Panel 3. Inspection records 4. Fire extinguisher/ Sand buckets. 5. PPEs (Shock resistant gloves and safety shoes) 6. Safety signages	2	2	4				
		C	Biocide Dozing	Product may contaminated due to biocide dozing	COA	2	2	4				
		E & C	Effluents/ Waste water.	Water polution	1. Waste management SOP 2. Internal & external analysis report/ record 3. NEQ record.	2	2	4				
		B	Raw water	Presence of impurities and contaminants	COA Use treated water	1	2	2				
		HLR	Harassment	Employee turnover	1. Hiring of trained employees 2. Grievance mechanism procedure	1	2	2				
		HLR	Staff discrimination	Negative attitudes	1. Hiring of trained & merit based employees 2. Grievance mechanism procedure	1	2	2				
		HLR	Child labor	Accidents / suffer education / illiteracy	1. Child labor (blow 18 years age) are strictly prohibited. 2. Verification of age by CNIC. 3. Human/ Labor Right Policy (SOP-0423)	1	1	1				
9	Boiler Operation	E & P	Biogas gas leakage	1. Fire 2. Product loss 4. Damage to environment (air pollution)	1. Regular maintenance of the boiler and its components. 2. Gas detector 3. Fire alarm 4. Emergency route highlighted with arrows 5. Fire extinguisher/ Sand buckets. 6. Safety signages 7. PPEs 8. Proper supervision & system monitoring	2	2	4				
		P	Boiler tube & piping leakage	Process interrupt, steam generation reduction.	1. Proper inspection & maintenance of boiler tubes & piping. 2. Boiler drum level control by automation	2	2	4				

Sr No	Activities/ Processes	Hazard Type. Physical (P), Chemical (C), Biological (B), Food Safety (F) Environment (E), Human & Labor Rights (HLR)	Hazards	Hazard Effect/ Risk	Existing Controls	Risk Evaluation			Additional Controls	Residual Risk		
						P	S	R		P	S	R
9	Boiler Operation	E & C	Burning of Bagasse	May effect on GHG	1. Flue gas control system. 2. Emission test report. 3. Wet scrubber	2	2	4				
				Respiratory problems due to bagasse dust, fly ash and methane leakage	Use of Dust mask	2	2	4				
		E	High noise.	Noise pollution, Chronic effects ears, hearing loss.	1. Proper maintenance of equipments & lubrication to reduce noise. 2. Personal protective equipment (Use of ear plugs to prevent from hearing loss). 3. Ear protection safety signages. 4. Area noise record.	2	2	4				
		P	Confined space works 1. Excessive heat 2. Unauthorized person. 3. Electrocution. 4. Hot surface 5. Improper lighting	1. Permanent disability. 2. Minor & major injuries. 3. Slip / trip & fall . 4. Skin burns	1. Unauthorized Person Entry is prohibited. 2. Entry prohibited until surface temperature cool down. 3. Take breaks within each 1 hour. 4. Conduct confined space training with work force and share the hazards. 5. Ensure safe access and egress. 6. LOTO must be ensured if required. 7. Use proper specific PPEs.	2	2	4				
		P	Unguarded rotary parts (Drives gears, motor belts & sprockets)	Worker may entangled into rotatory parts. 1. Permanent disability. 2. Minor & major injury.	1. Loose cloths & kerchief are not allowed 2. Safe guard of rotatory parts.	1	3	3				
		C	Chemical dosing (Caustic soda)	1. Skin burn 2. Major & minor injury	1. MSDS 2. Training of staff 3. Personal protective equipment (Chemical coverall, splash goggles, helmet, face mask, rubber gloves & gum boots). 4. Safety signages	2	2	4				
		E & C	Hazardous waste (Chemical bags)	Empty chemicals bags, Hazardous waste effects on health (infections & diseases)	1. Training on chemical handling of staff. 2. Allocate hazardous waste collection spot. 3. Personal protective equipment for cleaning and handling.	2	2	4				
		P	Steam, hot water leakage & hot surface.	1. Skin burn 2. Major & minor injury	1. Proper inspection & maintenance record of boiler tubes & piping. 2. Safety signages 3. PPEs	2	2	4				
		HLR	Harassment	Employee turnover	1. Hiring of trained employees 2. Grievance mechanism procedure	1	2	2				
HLR	Staff discrimination	Negative attitudes	1. Hiring of trained & merit based employees 2. Grievance mechanism procedure	1	2	2						

Sr No	Activities/ Processes	Hazard Type. Physical (P), Chemical (C), Biological (B), Food Safety (F) Environment (E), Human & Labor Rights (HLR)	Hazards	Hazard Effect/ Risk	Existing Controls	Risk Evaluation			Additional Controls	Residual Risk		
						P	S	R		P	S	R
10	Bagasse storage	E	Air pollution	Respiratory problems due to bagasse dust	Use face mask	2	2	4				
		P	Bagasse spreading & exposed to workers.	Eye irritation	Use eye protection	2	2	4				
		P	Hot Jobs/ fabrications 1. Spark, spatter, particles, naked flame. 2. Hot surface. 3. Welding Light & Radiations. 4. Smoke produced by Welding. 5. Electrocutation. 6. Grinder disc & Drill bit broken	1. Minor & major injury (burns). 2. Fire / explosion. 3. Eye damaged/ Irritation.	1. Housekeeping (Area cleaning check list) 2. Welding area covered. 3. Use proper PPE's face shield, welding hood, goggles, heavy duty gloves & safety shoes. 4. Safety signages. 5. Air ventilation. 6. Keep fire extinguisher/ sand bucket. 7. Training of workers. 8. Check list of grinder tool. 9. Working floor dry to avoid electrocutation.	2	2	4				
		P	Smoking near bagasse	Risk of major fire	1. Area cleaning checklist. 2. Energized fire hydrant system. 3. Fire extinguisher placed/ sand bucket. 4. Fire watch. 5. Close monitoring at bagasse storage. 6. Safety signages 7. No smoking area	2	2	4				
		HLR	Harassment	Employee turnover	1. Hiring of trained employees 2. Grievance mechanism procedure	1	2	2				
		HLR	Staff discrimination	Negative attitudes	1. Hiring of trained & merit based employees 2. Grievance mechanism procedure	1	2	2				
11	Power Generation	P	Electric shock/ Short circuit	1. Electrocutation 2. Minor & Major injuries. 3. Fire	1. Insulated electrical supply/ connection 2. Covered D.B/ Panel 3. Inspection records 4. Fire extinguisher/ Sand buckets.	2	2	4				
		p	Fall of load & Overhead crane failure, pinch point.	1. Minor & Major injuries. 2. Property loss. 3. Permanent disability.	1. 3rd party certification of crane. 2. 3rd party certification of lifting accessories. 3. 3rd party certify operator and rigger. 4. Tag line to control the load movement. 5. Safety signages. 6. PPEs	2	2	2				

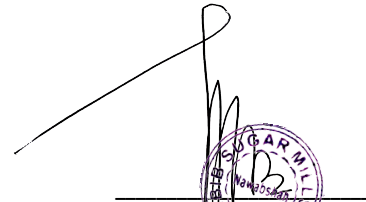
Sr No	Activities/ Processes	Hazard Type. Physical (P), Chemical (C), Biological (B), Food Safety (F) Environment (E), Human & Labor Rights (HLR)	Hazards	Hazard Effect/ Risk	Existing Controls	Risk Evaluation			Additional Controls	Residual Risk		
						P	S	R		P	S	R
11	Power Generation	P	Turbine tripping	Steam turbines operation tripping / power cut off , plant shut down	1. Maintain set point of Lubrication oil. 2. Prevent overload by maintaining electrical equipments.	2	2	4				
		E	High noise.	Noise pollution, Chronic effects ears, hearing loss.	1. Proper maintenance of equipments & lubrication to reduce noise. 2. Personal protective equipment (Use of ear plugs to prevent from hearing loss). 3. Ear protection safety signages. 4. Area noise record.	2	2	4				
		HLR	Harassment	Employee turnover	1. Hiring of trained employees 2. Grievance mechanism procedure	1	2	2				
		HLR	Staff discrimination	Negative attitudes	1. Hiring of trained & merit based employees 2. Grievance mechanism procedure	1	2	2				

Reviewed On	13-01-2020	Food safety related risks and opportunities added
Reviewed On	01/10/2022	ISO 9001: 2015, ISO 22000:2018, PS 3733:2019 and Certification process of Bonsucro production standard (V-5.1) & Chain of custody standard (V-5.1)

Probability X Severity = Risk Rating (6 to 9 = High) (3 to 4 = Medium) (1 to 2 = Low)	P: Probability S: Severity R: Risk
--	---



Prepared by
Amin Ullah Memon
Dy. Manager HSE



Reviewed & Approved by
Mr. Israat Hussain
Director Production & M.R