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## **SAFETY, HEALTH AND ENVIRONMENTAL (SHE) RISK ASSESSMENT AND STRATEGIES TO CREATE A SUSTAINABLE SAFETY CULTURE IN DIVERSIFIED HVAC INDUSTRY**

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### **Abstract**

This article incorporates the various diversified challenges faced by industries which results in major incidents. These incidents impact the performance and brand image of the organization in the competitive market. To understand the challenges one of Asia’s biggest Heating, Ventilation & Air conditioning (HVAC) industry has been selected, existing safety culture was analysed and based on that a 3 phase action plan was devised to bring cultural shift. First phase consisted of immediate action plan to bring the current situation under control, the second phase was intermediate action plan to establish the safety management systems and the third phase was a long term action plan to implement the cultural tools and sustain them. With this a practical approach to resolve safety, health and environment (SHE) challenges helped the organization to change the culture which resulted in improvement of major parameters like training man-hours, reporting and closure of observations, reporting of Near Miss and Audits. It also helped in reduction of lagging parameters like Loss Time Injury (LTI’s) - a lost time injury is an injury sustained on the job by an employee that results in the loss of productive work time, Loss Time Injury Frequency Rate (LTIFR) – the number of lost time injuries that occurred during the reporting period. Most companies choose to calculate LTIFR per 1 million man hours worked and All injury frequency rate (AIFR) – it is the number of all injuries per 1.000.000 hours worked.

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