

## SJSPL Disciplinary Action

1) Safety violations in PPE's 1 <sup>st</sup> /2 <sup>nd</sup> /3 <sup>rd</sup>	:- Rs 100.00/500.00/1000.00
2) Misconduct to Staff/ safety Officer	:- Rs 500.00/5000.00
3) Theft	:- Rs 1000.00/Suspend
4) Racial discrimination	:- Rs 500.00/ Suspend
5) Carelessness	;- Rs 500.00/Suspend
6) Willful damage to company property	:- Rs 1000.00
7) Drug or alcohol use	:- Warning Letter/500.00/Suspend
8) Bike Parking	:- Rs 200.00/ 500.00/ 1000.00
9) Work permit	:- Warning Letter-1 , 500/-
10) Logistic Vehicles/	:- 5000.00/10,000.00/ Black list
11) Safety violations in Job	:- 100.00/ 200.00/ Suspend <b>Make sure</b>

**NOTE;- For any Violation penalty Clause will be effect from today:-**

### **LOGISTICS VIOLATION;-**

1. Driving License,	:- 500
2. Insurance, Brake system, back light,	;- 1000
3. Front and back Horn, safety seat belt,	;- 200
4. No Alcoholic	:- 500
5. No Overtake, No over Speed. speed 20KM/hr	:- 200
6. Any Accidents 1 <sup>ST</sup> /2 <sup>ND</sup> /3 <sup>RD</sup>	;- 5000.00/10000.00/BLACKLIST

NOTE :- Careless work and irresponsible behavior directly affect the quality of health and safety in the workplace. Your safety is Our responsibility.