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CUSTOMER

Site Assessment Report

Acme Logistics India Pvt Ltd

Logistics & Warehousing · SA-11111111

Delivered 25 June 2026

Sites included

· Mumbai HQ (office)
· Pune Warehouse (warehouse)

Snapshot

4 areas · 7 captures · 7 scored

Authored by

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Consult a physician for clinical diagnosis.

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Executive Summary

Two-site walk completed at the Pune warehouse and the Mumbai head-office. Posture and workstation risks dominate across both sites · seated desk work in Mumbai shows moderate RULA elevation (5-6) and lifting tasks in Pune show high-band REBA scores on the inbound dock workstation.

Headline recommendation: prioritise chair + monitor-arm intervention for Mumbai (high seated-hours · ~80% of staff) and a lift-mechanic refresher for the Pune inbound team within the next 4 weeks.

Compliance Summaries

OSH Code 2020 — Occupational Safety, Health & Working Conditions Code

OSH Code 2020 · §6 + Factories Act §34

Both sites carry a documented, time-stamped ergonomic hazard assessment on file — the worker-level exposure record the OSH Code's HIRA duty requires.

ISO 45001 — Occupational Health & Safety Management

ISO 45001:2018 · Clause 6.1.2 (ISO 11228 / 11226)

Posture and manual-handling risks were scored with the ISO-aligned methods (RULA / REBA for posture, NIOSH for lifting) — the documented control evidence an ISO 45001 audit expects.

SEBI BRSR — Business Responsibility & Sustainability Report

BRSR · Principle 3 (Employee well-being)

Every assessed area feeds the OHS coverage and risk metrics that populate BRSR Principle 3 — a defensible share-of-workplaces-assessed figure, with the records behind it.

Site Inventory

Site	Type	Areas	Workforce
Mumbai HQ	office	2	12 desks · 4 lifters
Pune Warehouse	warehouse	1	8 lifters

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Mumbai HQ

office · Bandra Kurla Complex, Mumbai 400051

Open-plan workstation pod

Office desk · analyst, engineer · Lighting · Noise

Observation

Standardised monitor arms and lumbar-support chairs would close the dominant RULA driver. Two captures showed neck flexion >15° driven by laptop-only setups.

Captures (2)

RULA WS-12 near window · analyst · Worker A — **6 · HIGH**

Note: Laptop directly on desk · no external monitor · neck flexion ~22°.

RULA WS-7 · engineer · Worker B — **5 · MEDIUM**

Note: External monitor present but positioned too low.

Reception desk

Reception · receptionist · Lighting

Observation

Chair non-adjustable; recommend swap for a fully adjustable office chair to address ROSA-medium hot-spots.

Captures (1)

ROSA Front desk · receptionist · Worker C — **5 · MEDIUM**

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Pune Warehouse

warehouse · Hinjewadi Phase 3, Pune 411057

Inbound dock

Material-handling zone · lifter, supervisor · Lighting · Temperature

Observation

REBA high-band on inbound lifts driven by floor-level grasp + trunk twist. Pallet-stack height + 90° rotation are the dominant risk factors.

Captures (1)

REBA Dock bay 2 · lifter · Worker D — **10 · HIGH**

Note: Asymmetric lift · trunk twist ~45°.

Pick-and-pack line

Repetitive-task zone · packer, sorter · Lighting · Temperature · Noise

Observation

Three method captures on the same task line show overlapping risk profiles: NIOSH LI = 2.1 on the case-stack lift (medium), OCRA OCLI = 9 on the carton-sealing motion (moderate), JSI SI = 12 on the worst-side wrist-flex strain (hazardous). Recommend mechanical assist for the case-stack lift, job rotation for the sealing motion, and a 4-week trial of an elevated work-table to reduce wrist deviation.

Captures (3)

NIOSH Case-stack lift station · packer · Worker E — **2.1 · MEDIUM**

Note: Origin H=35cm V=75cm · destination H=45cm V=150cm · 6 lifts/min · 8h band · fair coupling.

OCRA Carton-sealing belt · packer · Worker F — **9 · MEDIUM**

Note: Tally-counter measured 24 actions/min (worst-side) · static force 30% cycle · shoulder + wrist FP both moderate.

JSI Inspection-pick station · sorter · Worker G — **12 · HIGH**

Note: IE=hard · DE=30-49% · EM=15-19/min · HWP=bad · SW=fast · DD=4-8h · driven by worst-side wrist deviation + sustained pace.

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Risk Factor Roll-up

Risk factors flagged at intake

- [x] **Posture**
- [x] **Workstation**
- [ ] Load handling
- [ ] Repetition
- [ ] Force
- [ ] Environment
- [ ] Cognitive load
- [ ] Psychosocial
- [ ] Working time

Severity by area

Site	Area	Severity
Mumbai HQ	Open-plan workstation pod	HIGH
Mumbai HQ	Reception desk	MEDIUM
Pune Warehouse	Inbound dock	HIGH
Pune Warehouse	Pick-and-pack line	HIGH

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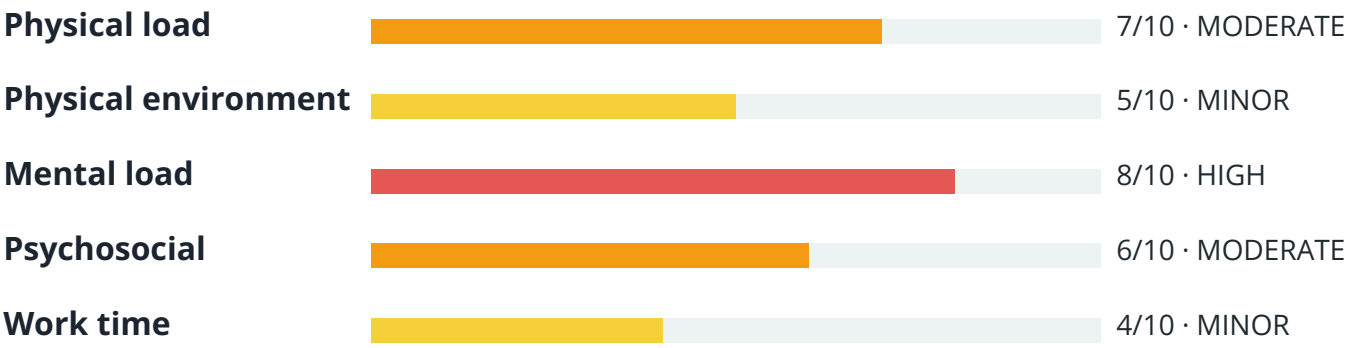
Modified LEST — dimension profile

Guélaud et al. 1975 · LEST framework, scored with validated modern instruments



0–2 satisfactory · 3–5 minor · 6–7 moderate · 8–9 high · 10 harmful — a per-axis profile, not a total.

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Methodology & Citations

Methods used

- **Rapid Upper Limb Assessment**
  McAtamney & Corlett 1993
- **Rapid Office Strain Assessment**
  Sonne et al. 2012
- **Rapid Entire Body Assessment**
  Hignett & McAtamney 2000
- **NIOSH Lifting Equation**
  Waters et al. 1993
- **OCRA Checklist**
  Colombini & Occhipinti 2007
- **Job Strain Index**
  Moore & Garg 1995

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