

Employees Compensation Insurance Policy

PROSPECTUS

The Insurance provides for Indemnity against legal liability for accidents to employees under the Employees Compensation Act, 1923 (the said "Act") and subsequent amendments of the said Act prior to the date of the issue of the policy including Employees Compensation (Amendment) bill 2009 and under Common Law only.

Scope of Cover

This Policy indemnifies the Insured in respect of:

The Company will indemnify the Insured against all sums for which the Insured shall be so liable and will in addition be responsible for all costs and expenses incurred with its consent in defending any claim for such compensation that may arise during the period of insurance due to any employee in the Insured's immediate service sustaining personal injury by accident or disease arising out of and in the course of his employment by the Insured in the Business

Basis of Indemnity

As per Employees Compensation Act, 1923 and the amendments thereof and liabilities incurred by the insured under Common Law only upto limit of indemnity agreed.

Conditions:

It is warranted that

- The Insured shall take reasonable precaution to prevent accidents and diseases and shall comply with all statutory obligations.
- In the event of any occurrence which may give rise to a claim under this Policy the Insured shall as soon as possible give notice thereof to the Company with full particulars. Every letter claim writ summons and process shall be notified or forwarded to the Company immediately on receipt. Notice shall also be given to the Company immediately when the Insured shall have knowledge of any impending prosecution inquest or fatal enquiry in connection with any such occurrence as aforesaid.
- No admission offer promise or payment shall be made by or on behalf of the Insured without the consent of the Company which shall be entitled if it so desires to take over and conduct in its name the defence or settlement of any claim or to prosecute in its name for its own benefit any claim for indemnity or damages or otherwise and shall have full discretion in the conduct of any proceedings and in the settlement of any claim and the Insured shall give all such information and assistance as the Company may require.

Extension Covers

On payment of additional premium, the following coverage can be opted:

- Coverage for Medical Expenses
- Coverage for Occupational Disease
- Coverage for Contractors workers/employees.
- Medical Expenses Max

1. COVERAGE FOR MEDICAL EXPENSES

In consideration of the payment of additional premium, it is hereby understood and agreed that this Policy is extended to cover the Insured's liability towards medical expenses for treatment of Injury arising out of accident in respect of which indemnity is granted under the Policy otherwise applies.

Provided always that the liability of the Company under this endorsement shall be limited to INR ___ in respect of each Employee per accident and the aggregate liability of the Company for all accidents during the Period of Insurance to INR___.

Subject to otherwise to the terms, provisions and conditions of the within Policy.

2. COVERAGE FOR OCCUPATIONAL DISEASES

In consideration of the payment of additional premium, it is hereby understood and agreed that indemnity herein granted is extended to cover the legal liability of the Insured to Employee for Occupational Diseases solely and directly contracted due to employment under the Insured in the Business in respect of which the within Policy is granted.

Provided always that the liability of the Company under this endorsement shall be limited to INR ___ in respect of each Employee per accident and the aggregate liability of the Company for all accidents during the Period of Insurance to INR___.

Subject to otherwise to the terms, provisions and conditions of the within Policy.

3. COVERAGE FOR CONTRACTORS WORKERS/EMPLOYEES

In consideration of the payment of additional premium, it is hereby understood and agreed that the indemnity herein granted is

extended to cover the legal liability of the Insured to Employees in the employment of the Contractors performing work for the Insured while engaged in the Business in respect of which the within Policy is granted, but only so far as regard claims under the Employees Compensation Act, 1923 and subsequent amendments of the said Act prior to the date of issue of this Policy.

1. Contractors Name:

Registered Address:

Sr. No.	Description of the Work done by the Employees	Declared Number of Employees	Declared Wages/Contract Value during the Period of Insurance	Place / Places of Employment

2. Contractors Name:

Registered Address:

Sr. No.	Description of the Work done by the Employees	Declared Number of Employees	Declared Wages/Contract Value during the Period of Insurance	Place / Places of Employment

Subject to otherwise to the terms, provisions and conditions of the within Policy.

4. MEDICAL EXPENSES MAX

In consideration of the payment of additional premium it is hereby understood and agreed that this Policy is extended to cover Insured's liability towards medical expenses for treatment of Injury arising out of an accident in respect of which indemnity is granted under the Policy otherwise applies.

Provided always that the liability of the Company under this endorsement shall be limited to INR ___ in respect of each Employee per accident and the aggregate liability of the Company for all accidents during the Period of Insurance to INR _____ as specified in policy schedule.

Specific Condition

Exclusion no. (e) "Under any Law for medical expenses in connection with treatment of any Injury sustained by an Employee" shall not be applicable to the extent of coverage offered under this Add On Cover.

Subject to otherwise to the terms, provisions and conditions of the within Policy.

Premium

The rate of premium depends upon the number of workmen, nature of duties discharged by the employee for whom cover is sought, the industry in which the workmen are employed and claims experience.

Major Exclusions

This Policy shall not cover liability of the Insured:

- For Injury caused to Employee by accident directly or indirectly caused by or arising from or in consequence of or attributable to war, invasion, act of foreign enemy, hostilities (whether war be declared or not) civil war, mutiny, insurrection, rebellion, revolution or military or usurped power, nuclear weapons material, ionising radiations or contamination by radioactivity from any nuclear fuel or from any nuclear waste from the combustion of nuclear fuel.
- Accidents occurring at any other place than the Place or Places of Employment specified in the Schedule, unless the Employee was at such other place whilst on duty for the purpose of Business and on the directions of the Insured or any of its official authorised to exercise control and supervision over the Employee.
- For Occupational Diseases contracted by an Employee
- For interest and/or penalty imposed on the Insured under any law or otherwise.
- Under any Law for medical expenses in connection with treatment of any Injury sustained by an Employee

- f) For persons employed in the Business under a Contractor or Sub-Contractor of the Insured unless specifically covered in the Schedule
- g) For Injury sustained by person whilst in the employ of the Insured otherwise than in the Business and/or who has is not declared for insurance under this Policy.
- h) Assumed by agreement which would not have attached in the absence of such agreement
- i) For any sum which the Insured would have been entitled to recover from any party but for an agreement between the Insured and such party.
- j) For any accident occurring whilst the Employee is under the influence of intoxicating liquor or drugs.
- k) For any incapacity or death of an Employee resulting from his/her deliberate self-injury or the deliberate aggravation of an accidental Injury.

Disclaimer: The above information is only indicative in nature. For full details of the coverage & exclusions please contact our nearest office and refer to the policy.

Information about our Claims Services

- The Company's dedicated and experienced claims team aim to deliver a differentiated customer service of a fast, fair, convenient and transparent claims process for the management and settlement of your claim.
- The Company's philosophy is to always look for ways to pay valid claims in a fair and timely manner.
- Keep you informed of the progress of your claim
- The Company will act efficiently to ensure you get back to normal as quickly as possible

Grievance Redressal Procedure

If you may have a grievance that requires to be redressed, you may contact the us with the details of the grievance through,

Stage 1

If you are dissatisfied with the resolution provided above or for lack of response, you may write to head.customer@sbigeneral.in. We will look into the matter and decide the same expeditiously within 14 days from the date of receipt of your complaint. Toll Free - 1800 22 1111 / 1800 102 1111 (24/7)

Stage 2

In case, you are not satisfied with the decision/resolution communicated by the above office, or have not received any response within 14 days, you may send your Appeal addressed to the Grievance Redressal Officer at : gro@sbigeneral.in or contact at 022-45138021.

List of Grievance Redressal Officers at Branch: Our branch Grievance Redressal Officer's list is available at the link:

<https://content.sbigeneral.in/uploads/0449cac1bcd144bbb160d3f6b714fbbd.pdf/>

Stage 3

In case, you are not satisfied with the decision/resolution communicated by the above office, or have not received any response within 14 days, you may register your complaint with IRDAI on the below given link:

<https://bimabharosa.irdai.gov.in/Home/Home>

Stage 4

If your grievance remains unresolved from the date of filing your first complaint or is partially resolved, you may approach the Insurance Ombudsman falling in your jurisdiction for redressal of your grievance. The details of the Insurance Ombudsman can be accessed at

<https://www.ciains.co.in/Ombudsman>

INSURANCE ACT 1938 SECTION 41- Prohibition of Rebates

No person shall allow or offer to allow either directly or indirectly, as an inducement to any person to take out or renew or continue an insurance in respect of any kind of risk relating to lives or property in India, any rebate of the whole or part of the commission payable or any rebate of the premium shown on the policy, nor shall any person taking out or renewing a policy accept any rebate, except such rebate as may be allowed in accordance with the published prospectus or tables of the insurer.

ANY PERSON MAKING DEFAULT IN COMPLYING WITH THE PROVISIONS OF THIS SECTION SHALL BE PUNISHABLE WITH PENALTY WHICH MAY EXTEND TO TEN LAKHS RUPEES.

Disclaimer: In the event of any question relating to interpretation of the insurance coverage, the policy document will prevail.