

ZENETHIA HEALTHCARE PVT. LTD.

Occupational Health Care Specialists

BUSINESS PROPOSAL

Comprehensive Occupational Health & Compliance Services
For Factories, Warehouses & Corporate Units — Mumbai MMR

ONE PARTNER. COMPLETE CARE. ZERO COMPROMISE.

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1. EXECUTIVE SUMMARY

Zenethia Healthcare Pvt. Ltd. is a dedicated Occupational Health Care organization serving Factories, Warehouses, and Corporate establishments across the Mumbai MMR Region. We specialize in delivering end-to-end employee health, safety, and statutory compliance solutions — tailored to the specific needs of your workforce and facility.

This proposal outlines how Zenethia can serve as your single, trusted health and compliance partner — helping you stay fully aligned with the Factories Act, 1948, DISH regulations, and all related statutory requirements, while simultaneously protecting the health and wellbeing of every employee on your floor.

Serving	Factories, Warehouses & Corporates — 40 to 4,000+ employees
Region	Mumbai Metropolitan Region (MMR)
Core Focus	Occupational Health, Emergency Response & Statutory Compliance
Compliance	Factory Act 1948, DISH Regulations, Form 7 & Certified Surgeon Sign-offs
24/7 Coverage	Full-time OHC available — round-the-clock medical support for your workforce
Key Advantage	Digital Health Profiles + Golden Hour Emergency Protocol + SOS System

2. ABOUT ZENETHIA HEALTHCARE

Zenethia Healthcare Pvt. Ltd. was founded with a singular mission: to make world-class occupational health care accessible to every factory and industrial establishment — regardless of size. We combine clinical excellence, regulatory expertise, and cutting-edge technology to deliver health services that are proactive, compliant, and life-saving.

Our Mission

We believe in Saving Lives & Creating Impact — regardless of the size of your organization. This is not just a tagline — it is the principle that drives every service we deliver, every protocol we implement, and every life we protect.

Our Vision

To be the most trusted occupational health partner for the industrial sector across Mumbai and Maharashtra — setting the gold standard for workplace health compliance and emergency preparedness.

Who We Serve

- Manufacturing Factories & Industrial Plants
- Warehouses & Logistics Hubs
- Corporate Offices & Business Parks
- Small to Large Scale Enterprises (40 to 4,000+ employees)

Our Geographic Coverage

We currently operate across the Mumbai Metropolitan Region (MMR), covering Mumbai City, Mumbai Suburban, Thane, Navi Mumbai, and surrounding industrial corridors — with rapid on-site response capability across the entire region.

3. THE COMPLIANCE CHALLENGE FOR FACTORIES

Operating a factory in Maharashtra without full compliance under the Factories Act, 1948 and DISH regulations is not just a legal risk — it is a financial and reputational liability. Yet many factories continue to operate with significant compliance gaps, often unknowingly.

Risk Area	Consequence of Non-Compliance
No Certified Medical Officer on Site	Direct violation of Factories Act — punishable with fines & shutdown orders
Missing Form 7 & Certified Surgeon Sign-offs	Inspection failure — legal notice, penalties & license suspension risk
Inadequate First Aid Room	DISH non-compliance — operational suspension risk
No Emergency Response Protocol	Liability in case of workplace accidents & fatalities
Absence of Annual Health Checkup Records	Audit failure — company & director held personally liable
No BLS/ALS Ambulance Provision	Violation of emergency care mandates under the Factory Act

Zenethia Healthcare eliminates every one of these risks — comprehensively, professionally, and proactively.

4. OUR FULL SERVICE PACKAGE

Zenethia offers a fully integrated suite of occupational health services. Whether your requirement is a single service or a complete health management partnership, we have the capability and the team to deliver — at every scale.

4.1 On-Site Factory Medical Officer (FMO) — 24/7 Available

We deploy qualified MBBS/AFIH certified doctors directly to your facility — supported by trained nursing staff and paramedical personnel. Full-time, part-time, or 24/7 round-the-clock OHC (Occupational Health Centre) coverage is available based on your operational needs.

- **MBBS Doctor with AFIH certification** — as mandated by the Factories Act
- Regular **on-site OPD**, health monitoring & injury management
- **24/7 Full-time OHC** option available — continuous medical coverage for shift-based and round-the-clock operations
- **Nursing staff & paramedic** support included
- Full documentation, records & statutory registers maintained on-site

4.2 Pre-Employment & Annual Health Check ups

Comprehensive medical examinations conducted systematically to ensure your workforce is fit for duty and all records are audit-ready.

- Pre-employment medical screening for all new joiners
- Annual / Periodical health examinations as per Factory Act Schedule
- Specialist consultations coordinated through our hospital network
- Digitally stored, instantly retrievable health records for every employee

4.3 Fully Equipped First Aid Room Setup

We design, equip, and manage a First Aid Room that fully meets DISH and Factory Act specifications — so you are always inspection-ready.

- Room layout and equipment as per prescribed statutory standards
- Regular replenishment of medical supplies & consumables
- Trained first aid personnel posted at the facility
- Inspection-ready documentation and equipment registers

4.4 BLS/ALS Ambulance Support — On-Site Stationed & Network Dispatched

Zenethia offers two tiers of ambulance coverage—ensuring your facility is never without emergency transport, regardless of size or budget.

Stationed On-Site Ambulance	Hospital Network Dispatched
Dedicated BLS/ALS ambulance permanently stationed at your facility	24x7 ambulance dispatched from our partner hospital network upon alert
Ideal for large factories, high-risk industries & shift operations	Ideal for smaller units or facilities without on-site parking/space
Staffed with trained paramedic & driver at all times	BLS & ALS certified vehicles with trained paramedics
Fastest possible response — zero transit time to the patient	Dispatched within minutes of SOS alert activation
Includes monthly maintenance checks & compliance documentation	Pre-shared employee health profiles sent to crew before arrival

4.5 Emergency Response Protocol (ERP) & Digital SOS System

We design and implement a structured Emergency Response Protocol specific to your factory and back it with a fully digital SOS system that connects your floor to the nearest hospital in real time.

- Site-specific ERP development, documentation & implementation
- Digital SOS System — one-tap emergency alert activates the entire response chain instantly
- Upon SOS trigger: employee's complete digital health profile is automatically dispatched to the designated
- hospital BEFORE the patient arrives — hospital team is prepared and ready
- Trained Emergency Response Team (ERT) from your own workforce
- Mock drills, refresher training & simulation exercises
- Structured hospital coordination, triage protocols & handover procedures
- Timestamp-based incident logging — every event recorded with exact date, time & responder details
- Post-incident analysis reports & corrective action tracking

5. FACTORY ACT & DISH COMPLIANCE SERVICES

Statutory compliance is not optional — it is the foundation of legal, ethical, and safe factory operations. Zenethia provides end-to-end compliance management so that you never face an inspection with gaps.

Compliance Area	What Zenethia Provides
Factories Act, 1948— Health Provisions	Complete implementation of all health-related sections including cleanliness, ventilation, lighting, first aid, and welfare facilities.
Form 7 — Health Register	Accurate maintenance and timely submission of Form 7 (Register of Accidents, Dangerous Occurrences & Diseases).
Certified Surgeon Sign-offs	All mandatory medical examinations conducted and certified by a Competent Person / Certified Surgeon as required by law.
DISH Compliance Audit Support	Pre-inspection audit, gap analysis, corrective action plan & representation support during DISH inspections.
Statutory Registers & Records	Maintenance of all prescribed registers — medical, accident, health checkup, first aid — in the required format.
Periodical Health Examination Records	Structured documentation of all mandatory periodic health examinations for specified hazardous process workers.
Occupational Disease Reporting	Monitoring, detection, and statutory reporting of any notifiable occupational disease as required under the Act.
Workplace Safety Notices & Signage	Provision of all required statutory health & safety notices as mandated by Factory Act and DISH guidelines.

With Zenethia, your factory is not just compliant — it is inspection-ready, every single day.

6. OUR DIGITAL HEALTH PLATFORM

Zenethia's Digital Health Platform transforms the way your organisation manages employee health data — moving from paper-based chaos to a fully digitized, audit-ready, intelligent system accessible from anywhere, at any time.

<p>Digital Employee Health Profiles</p> <p>Every employee gets a secure personal digital health profile — complete medical history, examination reports, medications, allergies & emergency contacts — accessible instantly when needed.</p>	<p>Audit-Ready MIS Reports</p> <p>All health data is organized into management dashboards and exportable reports — ready for DISH inspections, internal audits, or board reviews at the click of a button.</p>
<p>Anywhere Access for HR / Owner / Admin</p> <p>Owners, HR managers, and administrators can securely access complete employee health data from anywhere — office, home, or on the move — via our digital portal. No dependency on paper files or on-site presence.</p>	<p>Timestamp-Based Incident Records</p> <p>Every workplace incident, injury, or medical event is logged with an exact timestamp — date, time, location, employee details & responder actions — creating an irrefutable, legally sound incident trail.</p>
<p>Digital ERP & SOS System</p> <p>One-tap SOS alert instantly dispatches the employee's health profile to the designated hospital — ensuring the medical team is fully prepared before the patient even arrives. Every alert is time-stamped and tracked.</p>	<p>Personalized Employee Health Trends</p> <p>Each employee receives a personalized health trend dashboard — tracking vitals, BMI, blood pressure, sugar levels, and checkup history over time. Early warning flags are raised automatically for high-risk individuals.</p>
<p>Incident Tracking & Analytics</p> <p>All incidents are tracked, analyzed, and reported — enabling trend identification, root cause analysis, and proactive workplace risk reduction across your facility.</p>	<p>Secure Cloud-Based Storage</p> <p>All health data is encrypted and stored securely on the cloud — with role-based access control ensuring only authorized personnel can view sensitive employee information.</p>

7. WOMEN-CENTRIC HEALTH SERVICES

Zenethia recognises that women in the workforce have unique, often underserved, health needs. Our dedicated Women's Health Programme ensures every female employee receives the focused care, awareness, and screening she deserves — at the workplace itself, with complete privacy and dignity.

Programme	What We Offer
AntenatalCare (ANC)	Structured antenatal care support for pregnant employees — regular check-ups, nutrition counselling, risk monitoring, and coordination with gynaecologists. Ensures maternal health and workplace safety throughout pregnancy.
Breast Cancer Awareness & Screening	On-site breast health awareness sessions, clinical breast examination by trained medical professionals, and referrals for mammography where indicated. Early detection saves lives.
Cervical Cancer Awareness & Screening	HPV awareness education, Pap smear facilitation, and referral support for follow-up investigations. All conducted with complete confidentiality and sensitivity.
Menstrual Health Monitoring	Confidential tracking of menstrual health, screening for conditions like PCOS, anaemia, and dysmenorrhoea. Individual health counselling and specialist referrals as needed.
General Women's Wellness Counselling	Dedicated counselling sessions addressing hormonal health, reproductive health, menopause, mental wellbeing, and lifestyle-related health issues specific to women.

**Every woman in your workforce deserves health care that understands her.
Zenethia delivers it — at her workplace.**

8. CORPORATE WELLNESS & CHRONIC DISEASE MANAGEMENT

A healthy employee is a productive employee. Zenethia's Corporate Wellness and Chronic Disease Management programs are designed to proactively identify, manage, and reduce the burden of lifestyle diseases — the leading cause of absenteeism and long-term workforce loss in Indian industry today.

8.1 Corporate Wellness Programme

A structured, ongoing wellness initiative tailored to your workplace culture and workforce demographics.

- Health & wellness workshops — nutrition, fitness, sleep hygiene, and preventive care
- Regular health camps & BMI / vitals screening drives
- Mental health & stress awareness sessions
- Ergonomics assessment & musculoskeletal health guidance
- Quarterly wellness reports & engagement tracking
- Personalized wellness recommendations delivered through the digital platform

8.2 Stress Management & Mental Health Support

Workplace stress is one of the most under-reported and under-managed health risks in the industrial sector. Zenethia addresses it head-on.

- Individual and group stress assessment & counselling sessions
- Confidential one-on-one mental health support with trained professionals
- Burnout identification & management protocols
- Work-life balance guidance & resilience-building workshops
- Mental health tracking through the digital platform — flagging high-risk individuals early

8.3 Hypertension Management Programme

Undetected and uncontrolled hypertension is a silent threat in factory workforces. Our program brings it under control.

- Routine BP monitoring for all employees — with digital trend tracking
- Identification and registration of hypertensive employees
- Personalized dietary and lifestyle counselling
- Medication compliance tracking & follow-up
- Specialist referrals for advanced cases
- Monthly hypertension management reports for HR / management

8.4 Diabetes Management Program

Diabetes management in the workplace reduces absenteeism, prevents complications, and protects your most valuable asset — your people.

- Fasting blood sugar & HbA1c screening for all employees
- Identification and enrollment of diabetic and pre-diabetic employees
- Individualized diet, exercise, and lifestyle counselling
- Medication and insulin compliance tracking
- Regular monitoring with digital health trend dashboards per employee
- Coordination with endocrinologists & diabetologists through our hospital network

***Healthier employees. Lower absenteeism. Higher productivity.
Better compliance. That is the Zenethia difference.***

9. WHY ZENETHIA IS DIFFERENT

Many health service providers offer pieces of what you need. Zenethia is the only partner in the Mumbai MMR region that delivers all of it — integrated, compliant, and customized to your specific factory.

★ Hospital Tie-Ups Near Your Site

We partner with leading hospitals located close to your facility. In any medical emergency, your employee goes to the best doctor at the best hospital — within the fastest possible time.

★ The Golden Hour Advantage

When every second matters, zenethia ensures the treating hospital team is fully briefed on your employee's medical history BEFORE the patient arrives. The team is prepared. The outcome is better.

★ Digital SOS — No Ambulance? Still Covered

One tap on the SOS system alerts our hospital network, dispatches an ambulance, and sends the patient's health profile — simultaneously. No confusion. No delays. No waiting

★ Stationed Ambulance Option

For high-risk or large-scale operations, we offer a dedicated BLS/ALS ambulance permanently stationed at your facility — staffed, equipped, and ready around the clock.

★ Anywhere Access for Management

Owners, HR, and admin teams can monitor employee health data, compliance status, and incident records from anywhere in the world — real time, on any device.

★ Tailored to YOUR Organisation

We do not offer one-size-fits-all solutions. Every health and emergency strategy is customized to your specific workforce size, industry type, risk profile, and facility layout.

★ Complete Compliance Ownership

We own your compliance end-to-end — from documentation and registers to DISH inspection readiness and certified surgeon sign-offs. You focus on your business. We handle the rest.

10. SERVICE MODEL & ENGAGEMENT PROCESS

Step	Stage	What Happens
01	Discovery Meeting	We schedule a 15-30 minute call or factory visit to understand your current setup, workforce size, compliance status, and specific challenges.
02	Compliance Gap Analysis	Our team conducts a thorough assessment of your current health & compliance setup — identifying all gaps against Factory Act and DISH requirements.
03	Customized Proposal	We present a tailored service plan — built specifically for your factory size, risk profile, and compliance needs, with transparent pricing.
04	Agreement & Onboarding	Once agreed, we sign a Service Level Agreement and begin onboarding — deploying our team, setting up infrastructure, and activating your Digital Health Platform.
05	Go-Live & Compliance Activation	Your facility is now covered — Medical Officer on-site, First Aid Room operational, Digital Profiles active, ERP & SOS system live, and full compliance documentation maintained.
06	Ongoing Management & Reporting	Monthly MIS reports, quarterly compliance reviews, and continuous monitoring ensure your facility remains covered, compliant, and protected — always.

11. INVESTMENT & PACKAGES

Zenethia's service packages are structured by workforce size — ensuring you pay for exactly what your facility needs, nothing more and nothing less. All packages are fully customizable and include our Digital Health Platform as standard.

Starter Up to 50 Employees	Essential 50 – 200 Employees	Advanced 200 – 500 Employees	Enterprise 500+Employees
Part-time FMO (MBBS/AFIH)	Part-time FMO (MBBS/AFIH)	Full-time FMO (MBBS/AFIH)	Full-time FMO + 24/7OHC
Basic First Aid Room Setup	First Aid Room Setup	First Aid Room Management	Full Medical Centre Setup
Pre-employment Checkups	Pre-employment & Annual Checkups	Pre-employment & Annual Checkups	Comprehensive Health Programs
Basic ERP Documentation	ERP + Digital SOS System	Full ERP + SOS + Drills	Advanced ERP + Stationed Ambulance
Factory Act Compliance	Factory Act + DISH Compliance	Full Compliance Management	Enterprise Compliance Management
Digital Health Profiles	Digital Platform + MIS Reports	Digital Platform + MIS + Trends	Full Enterprise Digital Platform
<i>Hospital Network Ambulance</i>	Hospital Network Ambulance	Hospital Network Ambulance	Stationed + Network Ambulance
-----	Basic Women's Health	Women's Health Programme	Full Women's Health Programme
-----	-----	Wellness + Chronic Disease Mgmt	Full Wellness + Chronic Disease Mgmt
-----	-----	Stress Management Programme	Full Stress & Mental Health Support
<i>On Request</i>	On Request	On Request	On Request

Note: All packages include Digital Health Platform access and statutory compliance documentation as standard. Final pricing is confirmed following an initial site visit and needs assessment. Packages can be upgraded at any time as your workforce grows.

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12. TERMS & CONDITIONS

- **All services are governed by a formal Service Level Agreement (SLA) signed at the time of engagement.**
- **Service packages are customizable and can be scaled up or down based on changing workforce requirements.**
- **Payment terms: Monthly retainer basis. Advance payment cycle as agreed in the SLA.**
- **Zenethia ensures full confidentiality of all employee health data in compliance with applicable data protection laws.**
- **Either party may terminate the agreement with 30 days written notice, unless otherwise specified in the SLA.**
- **All medical personnel deployed are fully qualified, registered, and insured as per applicable regulations.**

13. NEXT STEPS & CONTACT

We would be delighted to schedule a brief 15-30 minute introductory call or a complimentary factory visit at your convenience — to understand your current health and compliance setup and demonstrate exactly how Zenethia can add measurable value to your organisation.

Contact Us Today

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