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## SAFETY CULTURE AND STOP WORK AUTHORITY

### 1. SAFETY CULTURE

Safety culture is the term used to describe the way in which safety is managed on board the ship and often reflects the attitudes, beliefs, perceptions and values that seafarers share in relation to safety. Safety culture is a philosophy promoting safety as the ultimate consideration for all company personnel and applied to all activities undertaken, both ashore and at sea.

In simple terms safety culture means doing the job safely even when you are not being watched.

Our commitment to safety is in our actions. Where a safety culture operates, there is zero tolerance for hazardous conditions, unsafe practices, short cuts that compromise safety, or noncompliance with safety procedures.

An organization with a "safety culture" is one that gives appropriate priority to safety and realises that safety has to be managed like other areas of the business. For the shipping industry, it is in the professionalism of seafarers that the safety culture must take root.

A Safety Culture will not happen by itself. It requires leadership, example and commitment to safe working practices and an incident-free environment from on-board management, plus the active participation of all employees.

A Safety Culture is pro-active. Personnel, from the Master to the deck / engine trainee, are actively looking to spot hazards and unsafe practices both in their own jobs and elsewhere on board. Once identified, these hazards can be eliminated or mitigated.

There must also be a willingness and motivation to analyse and draw intelligent conclusions from safety reports and feedback, and take action to implement appropriate corrective action. This requires enthusiasm and commitment to a safe and incident-free operation on the part of all concerned.

Company will monitor and review the safety and health procedures onboard to ensure operations comply with company requirements and industry guidelines.

The safety culture can be promoted through:

- Prioritization of safety over any operation.
- Personal commitment from top, engagement of all managers in maintaining, developing safety attitudes, leadership and sound management practices.
- Development of an "informed, reporting and just" culture, ensuring fair treatment for all employees.
- A positive, encouraging and trusting environment between shore and vessels.
- Encouraging interpersonal meetings with seafarers and exchange of information on safety and wellbeing on board.

- Maintaining a high profile for safety in meetings and in work.
- Good relation between shore personnel and ship staff.
- Safety controls on works.
- Delegation of responsibility for safety.
- Face to face meeting with seafarers to discuss topics related to safety.
- Maintaining a blame-free environment where each crew member is able to report errors (unsafe acts/ conditions, near misses or voice concerns and ask questions) without negative consequences.

Managers, in conjunction with the Shipboard Management Team, must encourage development of a proactive safety culture. The vessel's senior management team shall be actively involved in promoting a strong safety, health and hygiene culture on the vessel.

It is the responsibility of each employee to support safety and health objectives, policies and procedures with responsible actions and thereby prevent injury to themselves, their colleagues, property and the environment.

We encourage staff to report their own errors and near misses. Senior officers and visiting shore management shall always lead by example and set a good example to vessel crews by wearing the correct PPE and strictly complying with safety practices and procedures.

Furthermore, every crew member can make safety comments or suggestions for the improvement of safety culture directly to the safety officer or putting forward his comment/ suggestion during any forthcoming HSQE meeting.

## 2. STOP WORK AUTHORITY

Company authorizes all crew members to immediately stop work when unsafe conditions, equipment, or behaviour is observed and report the matter to the Head of the Department or Safety Officer. The stop work is brought to the attention of Master. Personnel who exercise SWA in good faith should be protected from any form of disciplinary action or retaliation.

It applies to all shipboard operations, including but not limited to cargo handling, maintenance, and shore personnel. Stop Work Authority is to be exercised under the following circumstances:

- Unsafe equipment operation (e.g. unsafe operation of equipment or cargo gears).
- Hazardous environmental conditions (e.g., environment pollution threat, poor visibility, adverse weather).
- Unsafe behaviour (e.g., failure to use PPE, working unsafely)
- Violation of established safety procedures or international maritime regulations.
- Any situation posing imminent danger to personnel, environment, cargo, or the vessel.

Operations may recommence only when:

- Unsafe conditions or behaviours have been corrected and verified by the Head of the Department or Safety Officer.
- A joint safety review between ship's officers and stevedores confirms risk mitigation.
- All affected personnel are to be notified of the corrective actions implemented
- The Master (or delegated officer) authorizes the restart of operations.

The Stop Work Authority exercised is to be recorded in the Deck/Engine logbook stating details of unsafe condition, corrective action taken and resuming the work.

#### DO NOT:

- Attempt to perform a job alone when safe working and seamanship practices indicate that assistance is required.
- Take shortcuts or ignore steps in safety procedures and standards.
- Use makeshifts, damaged or inappropriate equipment that could compromise safety.
- Inhibit alarms or shut down devices, which are there for your safety or for the safety of others.
- Attempt to do any task that is beyond your knowledge or ability, without obtaining proper assistance.
- Assume that you have all the information necessary to take chances.
- Violate permit-to-work systems.
- Over rely on automation.
- Touch rotating parts.
- Stand or walk under over hanging load of working cranes.
- Lean on railings or barriers which may not be fully secured.
- Operate a lifeboat or use any emergency equipment, unless for the purpose it is meant for.
- Smoke in the area where it is not permitted.
- Neglect duties or interrupt other members of their duties.
- Remove any guard, protection or shielding for repair or maintenance except when the machinery to which it relates has been stopped and isolated.
- Restart the machinery until the protection or shielding has been replaced and secured.

***Any person on board irrespective of rank, who feels or observes that a job is being carried out in an unsafe manner has the authority to intervene and stop the job and report the matter to the Safety Officer or the Master who will review the prevailing conditions and controls existing, prior resuming the job.***

### 3. LESSON LEARNT

- 3.1 The company sends the Lesson Learnt **via monthly circular**.
- 3.2 Lesson learnt may be broken down into different sections.
- 3.3 This will be used to share lesson learnt from accident/loss, near-miss, audit, inspection and NCR experienced within the fleet. It will also be used to report incidents that have been reported by external source (such as industry magazine, website, etc.).
- 3.4 All Lesson Learnt are to be reviewed by Ship Management Team and Safety, Health and Environmental Committee, these are to be discussed at the Safety meetings and logged in the minutes of the meeting. This will be used to confirm that the ship staff have read the Lesson Learnt and that it has been replicated.
- 3.5 Safety, Health and Environmental Committee: Lesson learnt are to be included under section 5 Review of Circulars, company memos, HSEQ stops topics and Lesson learnt.
- 3.6 Lesson learnt will be distributed by the HSEQ Department.

### 4. HSEQ CAMPAIGNS / ON THE JOB TRAINING / FLEET ADVISORIES:

Company strongly promotes Health, Safety, Environmental and Quality protection culture in the organization. The concept of HSEQ excellence is actively and practically supported through general awareness on HSEQ topics.

Company regularly reviews the safety culture on board through near miss reports, inspection and audit results, PSC deficiencies, incidents to reveal the area requiring improvement.

In this direction, company regularly broadcasts monthly Safety Campaigns, On Job Training, Fleet Advisories to increase the general awareness level on board and to promote HSEQ culture.

The Master and other senior officers shall review the contents and where appropriate provide their feedback in Safety Meeting Minutes.