

Our Safety Culture Charter

Throughout its history, our industry has involved dealing with the inherent dangers of working at sea and so working safely is quite literally the top of our agenda.

Across our international network of more than 44,000 seafarers, covering all areas of ship management and crewing, supported by an onshore team of over 3,000 across 30 countries, we have developed systems and processes to ensure that everyone, working onshore or at sea, including our visitors, goes home safely.

No part of our business works in isolation, there is a complex web of relationships and interdependencies that make V.Group work. However, these complexities and relationships also create their own challenges for each of our offices in terms of delivering continuous improvement in safety performance.

The Safety Culture Charter is designed to establish a set of shared values and commitments that all colleagues, both at sea and on shore, can agree to in order to promote a shared safety culture for everyone's benefit.

Commitments

All colleagues shall agree to:

1 Lead from the front

The Managing Directors/General Managers shall write a statement highlighting their commitment to building a safety culture and demonstrating their personal commitment to safety. Safety culture must be defined and all senior management shall take every opportunity to discuss safety with colleagues.

2 Ensure operational safety is managed effectively

Safety culture filters from the top down and all colleagues, whether at sea or ashore, are encouraged to raise concerns, challenge unsafe behaviours and, by intervention, stop unsafe practices. Colleagues are empowered to intervene in situations and where necessary 'stop the job' to reduce accidents. Appropriate and up to date training will be provided to all colleagues and communication within the Company should be open, honest and transparent to support working towards a safer organisation.

3 Drive a 'just culture'

The Company is committed to creating an atmosphere of trust in which colleagues, both ashore and afloat, are assured that:

- They can report the unsafe actions of those involved in events without retribution and regardless of position or rank
- Where their safety performance falls below expectations, the process for managing any unsafe actions taken will be in a transparent, consistent and fair manner
- Safe behaviours will be recognised and celebrated

The Company recognises the need to hold persons accountable for their actions but appreciates that incidents do not always occur because of individual misconduct and can be a result of system or process failures. This is the foundation of a just culture, which is an important component of a positive health and safety culture. The term 'Just Culture' refers to a way of safety thinking that promotes a questioning attitude, is resistant to complacency, is committed to excellence, and fosters personal accountability and company self-regulation in safety matters. Observation and near miss reporting is well established within the Company's procedures to build greater confidence and trust within V.Group resulting in fewer accidents.

4 Implement a positive safety culture

The ethos of a good safety culture should be present across V.Group, and not limited to on board vessels only. Safety should feature in all Company and on board meetings as a prime consideration that underpins all work and decisions. Safe behaviours, innovative safety ideas and near miss reporting are recognised and rewarded to encourage greater participation in safety.

Safety Culture Charter commitment actions

- We are all responsible for safety in our workplace - safety will not be compromised
- We will encourage both seagoing and shore side colleagues to consider safety daily
- We will actively listen to our colleagues, value their views and beliefs on safety, and provide support to make the right safety choices
- We will be consistent in what we say and what we do
- We will build trust through consistent actions in line with our Just Culture policy
- We will learn through observation and communication
- We will continually review and improve our work practices and processes to ensure they are fully safety compliant
- We will strive to make the safety management system effective through clear and concise documentation

This Safety Culture Charter is an industry wide initiative led by the UK Chamber of Shipping to establish shared values and best practices for implementing Safety Culture across the maritime industry.



Colleague Signatures