

# Our HSSEQ Excellence Charter

Our industry is an inherently hazardous one. Therefore ensuring the safety and wellbeing of our personnel, our planet, our stakeholders, and the assets under our care is quite literally our licence to operate in the modern maritime world.

As a result, these expectations and those of our organisation require complex management systems to assure compliance in our service delivery. However, these complexities create challenges in ensuring we all live and breathe HSSEQ excellence to the highest possible standards at all times.

It is with these complexities in mind that V. has issued our HSSEQ Excellence Charter. The Charter details the expectation that all colleagues commit to ensuring flawless service delivery and outstanding HSSEQ leadership throughout V.



## THE KEY BEHAVIOURS OF GREAT HSSEQ LEADERSHIP

The following outlines the fundamental behaviours, standards, and deliverables that V. expects from all colleagues, in executing our duties and delivering on our HSSEQ obligations to colleagues and stakeholders.

 <b>VISION</b>	 <b>ACCOUNTABILITY</b>	 <b>COLLABORATION</b>	 <b>ACTION</b>	 <b>COMMUNICATION</b>
<p><b>All V. colleagues are expected to understand and illustrate the priority of HSSEQ Excellence for V. through:</b></p> <ul style="list-style-type: none"> <li>Truly living the values of this HSSEQ Excellence Charter and holding each other accountable to them;</li> <li>Ensuring HSSEQ is clearly promoted and discussed as the highest priority in our flawless service delivery;</li> <li>Understanding, using, and assuring success in the V.VP and HSSEQ goals and targets set by our Board;</li> <li>Proactive engagement with our dedicated HSSEQ team to ensure successful execution of our HSSEQ duties, obligations, and policies.</li> </ul>	<p><b>Every V. colleague is fully empowered and accountable in the ownership and influence of our HSSEQ Excellence, by:</b></p> <ul style="list-style-type: none"> <li>Setting strong visible examples of HSSEQ leadership at all times, in all locations to continually grow our HSSEQ Excellence;</li> <li>Using our "V.Rules" as a means to prevent incidents and promote safe working practices at all times;</li> <li>Correctly using our "Stop Work" policy to prevent unsafe acts and conditions and to reinforce HSSEQ Excellence;</li> <li>Reinforcing the use of our V.MS for all colleagues to consistently adopt and apply the same standards across V.</li> </ul>	<p><b>We are one V., and through effective collaboration we enable HSSEQ Excellence by:</b></p> <ul style="list-style-type: none"> <li>Ensuring our decisions and actions are not made in isolation and that outcomes actively promote our HSSEQ Excellence values at all times;</li> <li>Providing HSSEQ reporting schemes that share findings to drive collaborative continual improvement;</li> <li>Utilising and engaging with our Assurance program to provide coaching and assessment of our compliance and working practices;</li> <li>Conducting 'Safety Stand-downs' and walkabouts that encourage team participation and action in identifying HSSEQ improvement opportunities.</li> </ul>	<p><b>Every V. colleague is expected to take effective action to address HSSEQ concerns through:</b></p> <ul style="list-style-type: none"> <li>Providing an 'Open Door' that encourages all colleagues to proactively discuss HSSEQ;</li> <li>Reinforcing our 'Just Culture', enabling all colleagues to report without fear of repercussions;</li> <li>Reporting Incidents, Near Misses, and Safety Observations via ShipSure or our mobile apps, to identify HSSEQ risks and improvement opportunities;</li> <li>Utilising our 'Speak Up' open-reporting program to anonymously raise concerns.</li> </ul>	<p><b>Across V., we communicate effectively and transparently to consistently reinforce and drive HSSEQ excellence through:</b></p> <ul style="list-style-type: none"> <li>Our annual Safety Culture Survey and communicating regular updates on actions and ideas from this;</li> <li>Our HSSEQ Excellence Committee, that provides an open forum for colleagues to engage, participate and contribute;</li> <li>Communication of bulletins, updates, and 'HSSEQ Thoughts' to keep HSSEQ at the front of everyone's mind;</li> <li>Hosting conferences and workshops to engage and update our critical frontline colleagues.</li> </ul>
<p><b>"Status quo is regress."</b></p>	<p><b>"If you see it, you own it."</b></p>	<p><b>"Report in a timely manner."</b></p>	<p><b>"Deliver!"</b></p>	<p><b>"We Win Together!"</b></p>

### OUR HSSEQ PARTNERSHIPS

In our drive for safety excellence, V. doesn't rest on its successes or rely solely on our own self-assessments. We are involved in a number of key partnerships with external stakeholders to ensure we have constant, objective feedback and guidance on our continual improvement to supplement the ideas, initiatives and feedback received directly from our colleagues and internal programs.



### FOR MORE INFORMATION...

Onshore colleagues can scan this QR code to access a dedicated SharePoint site:



Seafarer colleagues can access the same material via their dedicated website:

**[vcare.vcrew.com](http://vcare.vcrew.com)**