SEACOR Marine - JOURNEY TO GOAL ZERO and the Challenge to Sustain
Safety Practice Award has been received for the development of a web based Behavior Based Safety System (PAUSE) Form which assisted in the achievement of GOAL ZERO in the calendar year 2014.

Culture of Safety Award has been received for attaining GOAL ZERO in the calendar year 2014.
Background of Industry Safety Culture

- Client driven – pressure
- Management driven - pressure
- Non – Existent Safety Culture
- Safety and Training Manuals – basic information
- Stop Work Authority – non - existent
- Job Safety Analysis – basic information
- Inaccurate incident reporting and investigation
- Lack of Company Safety Support
Safety Culture from the start - Pre-Hire Process

- Job Descriptions
- Initial Safety Culture Training
- Short Service Employee Policy
- SEACOR University
- Background Checks
- Physicals / Ergonomics
Industry Training and Competence

- SEACOR Required Refresher Training
- Standards of Training Certification and Watch Keeping
- Performance Assessments
- Promotional Outline
- Officer Competency
SAFETY and Environmental GOAL

SEACOR Marine two years and counting without any Lost Time or Medical Treatment Incidents.

- 5,822,177 Man Hours / 854 + days
- Projects and Job Task undertaken:
  - Anchor Handling Operations
  - Personnel Transfers
  - Manual Handling
  - Cargo Operations
  - Product Transfers
  - Crane Operations
  - ROV Operations
  - Driving
Serious Marine Incidents Trending Down

- Lost Time Incidents
- Medicals
- Spills
Total Recordable Incident Rate
Safety Culture – “No Job is so important that it will be pursued at the sacrifice of Safety”

- **GOAL ZERO** – Posted, Read, Trained
  - Understood
  - Belief it’s attainable
  - Supported by all levels of a safety conscious Management Team
  - Tangible Results

- **Employee Culture** - Posted, Read, Trained
  - Honesty and Integrity
  - Practical policies and procedures
  - Best Practice developed by the end user
  - Focus on Proactive safety; avoiding the “knee jerk reaction”
  - Consistent Message
  - Positive Attitude – forward thinking
SEACOR Marine 4 Pillars of Safety

SEACOR Marine Safety Orientation Video developed by the highest level of Management within SEACOR Marine.

- Quality, Health, Safety and Environmental Policy
- Drug and Alcohol Policy
- Safety is Everyone's Responsibility
- SEACOR Marine’s 4 Pillars

The 4 Pillars Supporting ZERO Accidents

- STOP WORK AUTHORITY (SWA)
- PRE-JOB PLANNING (JSA)
- SAFETY MANAGEMENT SYSTEM (SMS)
- BEHAVIOR BASED SAFETY (PAUSE)
SWA is each employee's personal responsibility to stop any situation that poses a threat to personal injury, environmental impact or property damage.

SWA is an opportunity to further discuss a job task that an individual deemed unsafe.
STOP WORK AUTHORITY

- **Stop Work Authority**
  - Line chart showing the number of stop work operations from 2010 to 2015 YTD.
  - Peak in 2013 with 157 incidents.

- **Damaged Assets**
  - Line chart showing the number of damaged assets from 2010 to 2015 YTD.
  - Peak in 2010 with 107 damaged assets.


Incidents: 0, 61, 56, 67, 37, 18, 15
Risk Assessments are developed and maintained by the end user

- Identify Hazards and then mitigate the risk
- Supporting Theory – “who’s idea is the best”
- Focus – “who knows the job hazards the best; the person performing the job”
- Training all Employees to create, maintain and update THEIR Risk Assessment Database
Risk Tolerance - The amount of risk an individual is willing to assume in pursuit of a goal

- Developed to increase the employees awareness of their own actions in relation to risk

- Focus – where does complacency lie and avoiding “creeping normalcy” with routine activities

- Theory – have employees understand there is not a “one size fits all” approach to safety and that we all accept different levels of risk, even accepting higher risk when performing common routine activities

- Twenty-one possible Hazard Influences to an employee’s risk tolerance
Safety Management System

- SMS identifies policies, procedures, and safe working practices
- Safe Working Culture taught through every employee's annual trainings
- SAFETY of themselves and others is the responsibility of each employee
ISM / SMS Internal Audit Checklist

Safety Performance and overall compliance improvements every year
Health Safety Environmental Business Improvement Plan (HSE BIP)

HSE BIP provides an overview of initiatives to achieve and sustain GOAL ZERO.

- Improve Business Processes
- Increase Productivity
- Highest HSE Standards
- Interrelation between initiatives, departments, and Project Managers
HSE / BIP – Initiatives

- Mandatory Vessel Visits
- Vessel Visit Forms
- Fleet Watch Database
- PAUSE
- Learning Points Memos
- Quality Bonus Program
- Uniform Program
- Electronic Navigation System
- Voyage Plans
- Electronic Risk Assessments
- Hazard Register
- Weekly Review Meetings
- Accident Investigation
- Planned Maintenance
- SAMM Preventer Training
- Officer Competency / Training

- DP Annual Audits
- Approved Vendor Program
- Weather Working Guidelines
- Radar Specific Training
- Task Specific Gloves
- ISO 9001 Certification
- Hearing Conservation Program
- Incipient Fire Fighting Training
- SMS Revisions
- Annual Compliance Audits
- Shore Side SMS Training
- Cell Phone Policy
- Management of Change
- Risk Tolerance Awareness
- SEACOR Marine NTVRP-SMPEP
Prevent Accidents Use Safety Equipment

- Positive and Proactive Approach to Safety identifying SAFE and At-Risk Behaviors

- PAUSE is a living process continually evolving to increase SAFE Behaviors and decrease the At-Risk Behaviors
PAUSE Management GROWTH

- PAUSE Steering Committee
- Steering Committee Meetings
- PAUSE Feedback
- PAUSE Coaching Guidelines
- PAUSE Rewards
- PAUSE Refresher Training
Each employee should want to be observed to identify any At-Risk Behaviors

STOP WORK AUTHORITY – SWA if an At-Risk Behavior is identified

PAUSE Observation Form Electronically Submitted

http://pause-seacormarine.seacorholdings.com/
The Challenge Sustaining GOAL ZERO

- Vessel Visiting and Quality Assurance
- Risk Assessments / Risk Tolerance Awareness
- PAUSE Coaching
- SMS Compliance Audits
- Safety Alerts
- SMS Revisions
- SMS Training and Drills
SEACOR Family Committed to Safety