

2.6 Behavioral Based Safety Policy

THE COMPANY'S BEHAVIOURAL BASED SAFETY (BBS) POLICY

Main mission of Acechem Tanker on shore and shipboard management is, to assure our crew safely returns to home without any undesired incident!

Because We Know; "SAFETY IS EVERYONE'S CONCERN"

Acechem Tanker Shipboard and Company Management are: COMMITTED to provide safe work environment for our all staff and achieve ZERO GOALS. Improving the behavioral based safety and safety culture is essential to achieve our goals.

The following policy is addressed to all Acechem Tanker employees and all other relevant people.

This policy covers Speak Up, Intervention, stop work authority and right to refusing unsafe work orders concepts.

Purpose

The purpose of this policy is to encourage behavior-based safety on board the ships and improve crew safety culture. Aim of this policy is to encourage everyone, whether they are employees, agency staff, and agents, contractors to work safely and report/intervene unsafe situations and acts and refuse to unsafe job to prevent any accident and establish a safe working environment.

Policy

Anyone on board the Acechem Tanker ships must be aware that safe work is more important than production. Crew should speak up the risks and hazards freely. A tool box meeting should be done with worker and supervisor before commence the work. How to do job and potential risks should be discussed. Crew should warn his colleagues against the potential risks.

Anyone on board the Acechem Tanker ships should not tolerate any risk and must speak up loudly when observes a risk.

Crew should be aware that Intervention to unsafe acts and situations is every seaman's one of main obligation.

Speak Up for Safety: The Board recognizes that effective and honest communication is essential to maintain our safety values. The Top Management of Acechem Tanker is committed to establish a working environment that allow all employees and 3rd party contractors and all interested other parties speak up freely for safety. Acechem Tanker recognize that **free "speak up"** on safety matters is an effective tool to prevent accidents.

Stop Work Authority & Intervention is to share potential hazard, risk and dangers with the person who in unsafe condition or doing unsafe act and intervene the situation to stop unsafe work immediately. Every Acechem Tanker crew member should intervene to unsafe situations and acts and invite other crew to stop unsafe work. Ongoing work should be stopped when received such a warning. This is also called as **stop work policy**.

Refusing Unsafe Work is to refuse any kind of unsafe work orders and instructions. Every crew member has right to refuse instructions for unsafe work. If a crew member thinks that instructed task/work may cause an injury or hazard S/he should refuse to perform this work. In such case instructor should stop the work and review the risks and hazards again.

According to this policy:

- This is essential to **speak up** if the offered task/work is not safe or anyone in danger. When the job supervisor instructed to perform any job, if the employee have a reason to believe that the work, have been asked to do may endanger personal safety or the safety of those around other personal or vessel safety, personnel have the right to refuse to perform the work. The job supervisor shall deal the work with complying company requirements.
- **Raise your hands and stop unsafe work.** It is obligation of every seafarer to supervise their colleagues and warn them against the risks. As a good seaman practice, all seafarers are responsible for others safety and health.

- Do not hesitate to Speak Up/Intervene and warn the other seafarers for safety, including the Master. Every crew has Stop Work authority on board the Acechem Tanker ships. **Intervention** for safety is every seaman's obligation.
- A tool box meeting should be done before commence the work to identify hazards and mitigate the risks.
- Every unsafe act and unsafe situations shall be reported to management.
- Onboard Supervisors, Officers, Department Heads and Master should encourage all crew to speak up on safety matters.
- Onboard Supervisors, Officers, Department Heads and Master should ensure communication channels are kept open always.
- Acechem Tanker staff/crew welcomes anyone that offering advice to help prevent injuries.
- Acechem Tanker crew members always demonstrate a good safety leader behavior by following the safety procedures strictly, complying the safety rules and care people for safety
- **ZERO TOLERANCE** policy should be followed for any risks. Do not tolerate any unsafe acts or situations. Report accordingly and take the necessary actions, including disciplinary.

Procedure

You should, in the first instance, raise the matter with your immediate superior, Master or Department Head.

If you do not feel this is appropriate, directly speak to Safety Manager. All instances of speaking up will be forwarded to the DPA. If you feel unable to talk to your superiors, then you should contact the DPA who will treat the matter in confidence:

DPA
Ömer DEĞİRMENÇİ
Mob: +90 506 683 00 70
E-mail: info@acechemtanker.com

Safeguards

If requested we will take all reasonable steps to protect your anonymity. You can reject the unsafe work and report to Management accordingly. Any employee speaking up is protected against adverse employment actions (i.e., dismissal, demotion, suspension, harassment) for reporting of unsafe acts, situations or rejecting unsafe works.



SIGNED
GENERAL MANAGER

DATE: 25.01.2024