

# April 2020 Safety Message

## **STOP WORK AUTHORITY**

E.N. Bisso is a responsible and caring employer at all of its locations and on every vessel. The Company is committed to providing a safe workplace for its employees both afloat and ashore. The safety of persons, vessels and the environment are to be given the greatest consideration in reaching any decision, or before the undertaking of any operations. In supporting the safe execution of work, assigned duties or tasks, all personnel have the following rights and responsibilities:

1. There is the responsibility and authority in any employee to stop work or to decline to perform an assigned unsafe job or task without fear of reprisal, in order to discuss and resolve any safety concerns. The decision to “Stop Work” should involve Captains, Supervisors and Company Management to resolve safety concerns/work related issues, address potential unsafe conditions, clarify work instructions, propose additional controls, etc. prior to resuming work or attempting an assigned task.
2. The right, responsibility and authority to initiate a “Stop Work” action IMMEDIATELY, without fear of reprisal, when the employee reasonably believes a situation exists which places himself/herself, coworker(s), the vessel, or the environment in danger or at an unacceptable risk of some harm.
3. The responsibility to report any activity or condition that the employee reasonably believes is unsafe or for which they have exercised their right to Stop Work. Notification should be immediately made to the Captain, officer on watch, the relevant Supervisor and any other affected employees where the activity or condition exists.

While the responsibility for enforcing safety compliance rests largely upon Captains, Supervisors and Management, it also concerns all employees because safety compliance is a condition of employment. Each employee, afloat and ashore, is to ensure that safety processes and rules are followed. No work assignment or task is to be attempted unless each employee involved has followed every reasonable safety precaution and rule.

In addition to Stop Work Authority, every employee has the right to discuss their concerns for personal safety, conditions on vessels or ashore as well as to suggest safety improvements with the “Designated Person Ashore.” This person currently is Michael F. Vitt, an E.N. Bisso Vice President with the ability to reach the highest levels of the Company’s management. If you cannot resolve the issue with your Captain or Supervisor first, you can always contact the Designated Person Ashore or his designee during regular business hours at the Main Office or at any other time by requesting the Dispatcher on duty to call him/her and in order to promptly respond to those concerns, conditions or suggestions. Do not let safety concerns or unsafe conditions go unaddressed or let yourself feel forced to work unsafely; that’s why you have Stop Work Authority and the right to contact the Designated Person Ashore.