



Aethon Marine Services LLC

NO BLAME CULTURE POLICY

Applicability

This policy applies to all employees and other contractual employees

The Policy

All are encouraged to report incidents using the accident, incident, near miss reporting procedure.

Reported events will be documented by each person directly involved with the event, and reported to the QHSE manager who will carry out an initial review. Where the QHSE manager considers that there may be regulatory or other significant reporting issues involved, the matter will become confidential and controlled subject to management discretion.

Where the event reported is regarded as a 'normal' event involving genuine error or learning issues the matter will be discussed with the following key objectives:

- Encourage any employee / contracted employee directly involved to present the item;*
- Encourage an honest and open discussion without a consideration of fault;*

- *Identify the nature and cause of the incident;*
- *Identify any actions required immediately to rectify the situation and to prevent a similar recurrence;*
- *Discuss and document the nature of the incident, how processes and procedures may be changed to improve safety or efficiency;*
- *Discuss how and when changes may be implemented;*
- *Agree implementation and a suitable review period to ensure that any changes have been firmly embedded within normal practice.*

The company management also believes in investigating for the root cause of problem and taking corrective and preventive measure.

Managing Director
Approved: _____

03 January 2021
Date: _____