



## Subject Area no 1: Commitment to HSSE

**Principle:** The company promotes a strong, proactive HSSE culture in senior management and at all levels throughout the company.

Level	Expectations	Targets	Suggested objective evidence
Basic	<p>The company's senior management demonstrate a clear commitment to HSSE that reflects and recognises its importance.</p> <p>The company maintains an organisation with defined responsibilities to effectively implement the SMS.</p>	<p>Management develops policies, procedures and guidelines to ensure they are aligned to the company's priorities.</p> <p>Senior management demonstrates a clear commitment to implementing the safety management system and allocates necessary resources to HSSE matters.</p>	<p>Senior management knowledge of HSSE goals and objectives.</p> <p>Evidence to show the SMS is in place across the organisation, with priorities established, authorities and accountabilities assigned, and resources allocated.</p>



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Basic (cont'd)	Senior managers are genuinely committed to achieving and maintaining a high level of HSSE performance and are involved in setting HSSE goals & objectives. HSSE is a line management responsibility and shall be defined in the job description / role profile.	Senior managers take active roles in setting HSSE objectives and targets appropriate for their job function and area of influence.  HSSE is taken into consideration, when making business decisions.	Senior management 'ownership' of procedures.  Evidence that HSSE is included in the job description of senior managers. Evidence of management review that set goals and objectives.  Organisation charts  Job descriptions for line managers
Intermediate	The company's senior management strive to improve HSSE performance. Senior managers are actively involved in performance reviews during periodical management meetings.	Reliable performance indicators are in place and they reflect the hazards to which company's staff are exposed.  The company has a way of measuring and identifying trends in HSSE performance.  The company has a documented plan that contains specific actions to meet goals.	HSSE targets and objectives are discussed, at least quarterly, at management meetings.  Follow up on action items from management reviews.  Evidence that findings from audits are part of management meetings.  Evidence of trends in HSSE performance.



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Intermediate (cont'd)	The company has established a Stop Work Authority programme, or equivalent.	Right to stop work shall be defined in the Safety Management System (in policies, procedures, joining familiarisations, etc.) Right to stop work is communicated and understood across all levels of the organization.	Evidence of understanding by all personnel through interviews
Advanced	All vessel and shore-based personnel demonstrate their commitment to HSSE excellence.	Managers and supervisors give clear directions and, by their behaviour, demonstrate commitment to HSSE excellence and follow up on submitted ideas and suggestions.	Examples of commitment to excellence from personnel may include active participation in: <ul style="list-style-type: none"><li>• A company reward system that recognises HSSE performance.</li><li>• The submission of ideas and suggestions to enhance HSSE standards.</li></ul>



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Advanced (cont'd)	The company has a process to monitor new HSSE laws and regulations. Commitment and demonstration of stop work authority at all levels.	The company identifies regulatory HSSE requirements, determining how these apply to the company. There is a program in place that empowers personnel to exercise the right to stop work. There is visible demonstration on of the program being implemented and driven by senior management Incident reports are reviewed to see if stop work authority was exercised.	Evidence of Stop Work promotions (posters, safety talks, training) and personal recognition. HSSE statistics include stop work interventions, toolbox talks, safety observations and/or near miss reports.



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Excellence	Senior management is actively involved in building a strong HSSE culture. HSSE targets are discussed, at least quarterly, at management meetings ashore. HSSE targets are discussed onboard.	Management leads by example in matters related to HSSE including active involvement in review and follow up of <ol style="list-style-type: none"><li>1. incident investigations,</li><li>2. audits,</li><li>3. appraisals,</li><li>4. promoting HSSE culture,</li><li>5. MOC,</li><li>6. recognitions programs.</li><li>7. A behaviour-based safety system.</li></ol>	Involvement of senior management in incident investigations, audit feedback, visible demonstration of leadership, setting goals and objective, etc. Evidence of meetings between senior management discussing and actioning the above. Evidence of shipboard management meetings discussing HSSE targets.