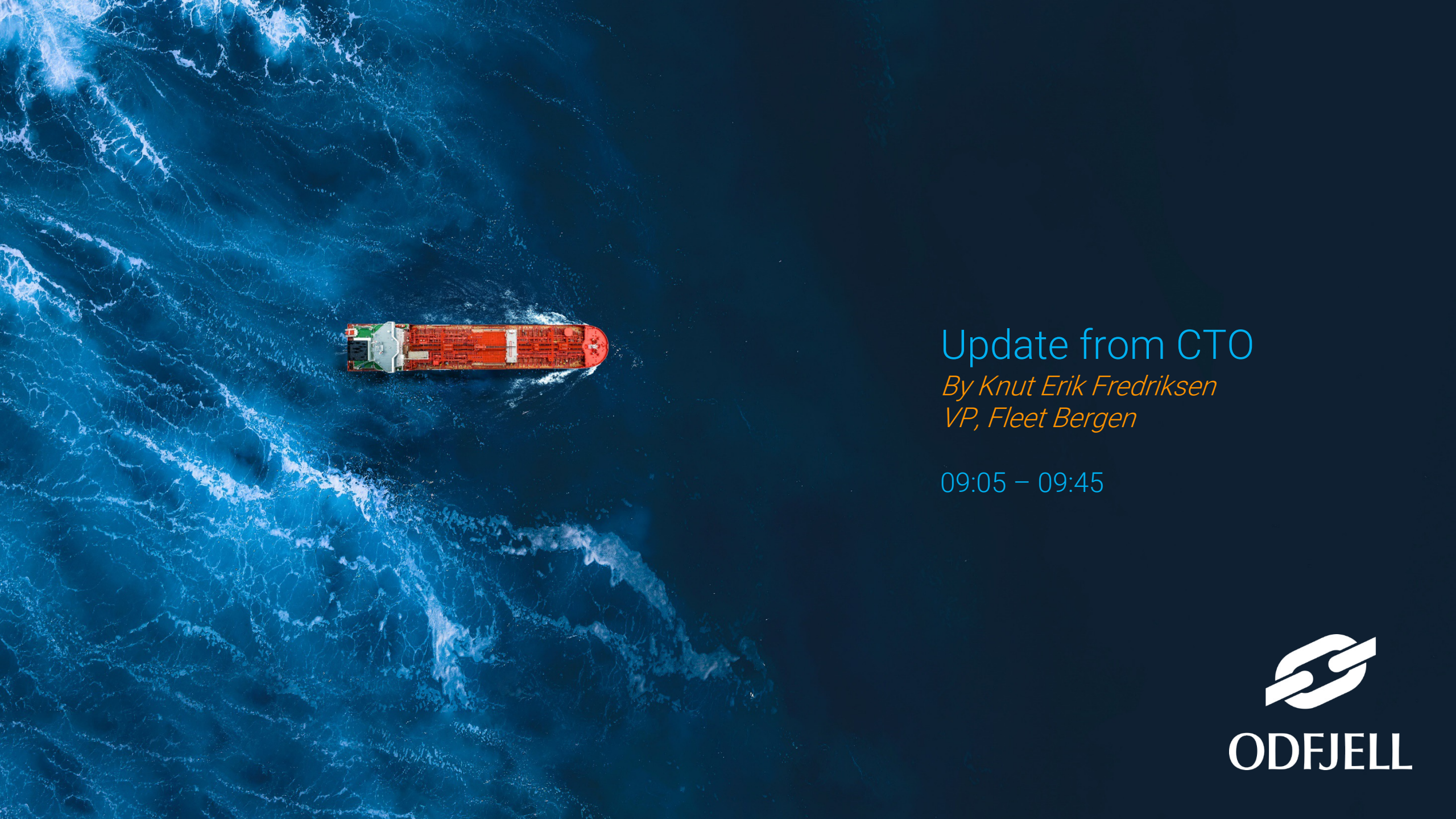
SM OpTech #2 2023

Quality Hotel Edvard Grieg, September 14, 2023

ODFJELL



Update from CTO

By Knut Erik Fredriksen
VP, Fleet Bergen

09:05 – 09:45

ODFJELL

SM overall status

Knut Erik Fredriksen
VP Fleet Management

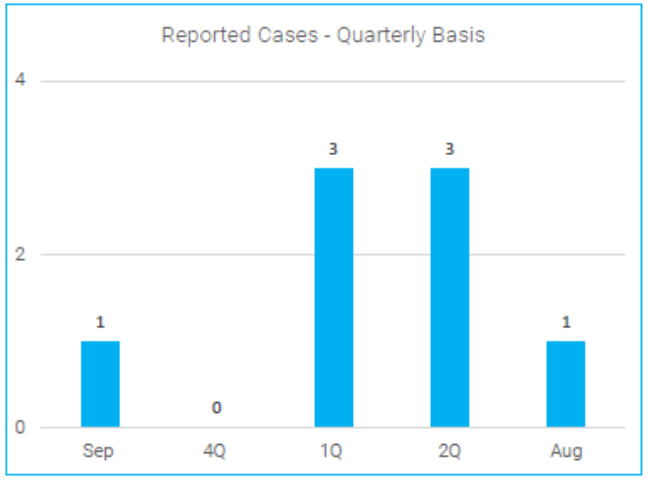
Safety	• Bottom touches during cargo/bunkering ops • LOP – off-spec LSMGO (Sun) • LOP – main engine failure (Architect + Capricorn)	• Fire in junction box for aux.eng (Oceanic) • LTI – CSS droplet in eye (Atlantic) • Cut in finger stitched – (Star)
Quality	• Average SIRE and CDI results are very good • Average PSC results are acceptable	• DPA report from one ship about behaviour issue • Work environment and harassment – FOCUS!
Quality	• 6 x alleged cargo contaminations – real increase?	• Cargo contamination during tank cleaning (Elm)
Cost	• End July the combined OPEX for 3 fleets = 8835 USD per day vs budget = 8581 USD per day • Approx 3% above budget	• For ref: end Q1 approx 5.3% above budget • Detailed accruals for year-end are required
Strategy	• SM Strategy Model – base for our activity • Safety – Quality – Cost are our deliveries	• Annual adjustment of the SM Strategy Model will be done during Fleet Week in Manila
Organization	• Well-functioning SM organization	• Organizational review ongoing with HR

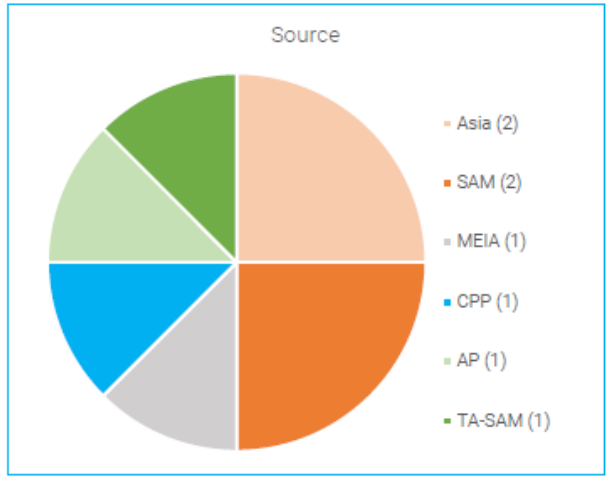
SM overall status

Lost opportunities

Torger Trige
Chief Technical Officer

Odfjell Tankers – Lost Opportunities / Rejections – 01.09.2022 – 31.08.2023





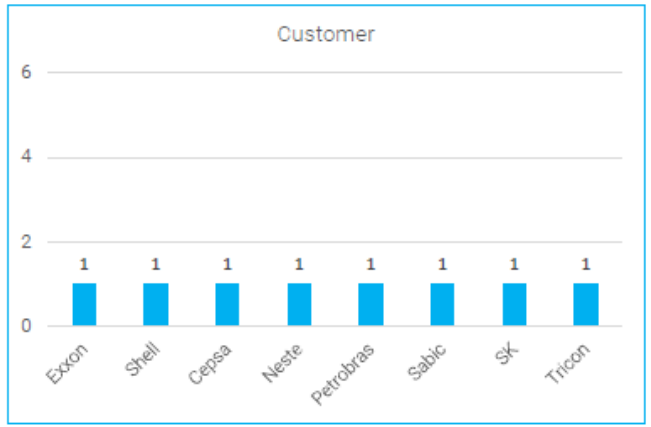
Comment:

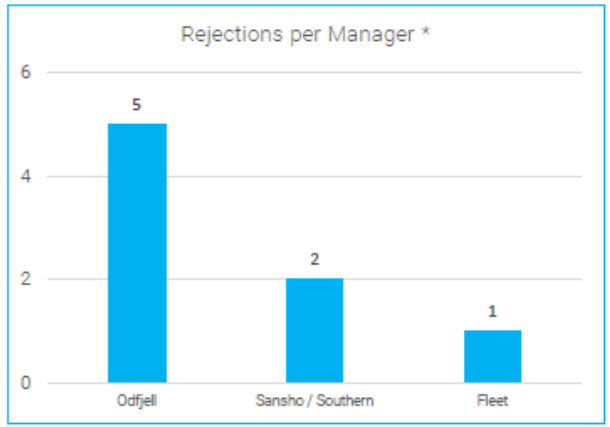
One rejection in 3Q 2023

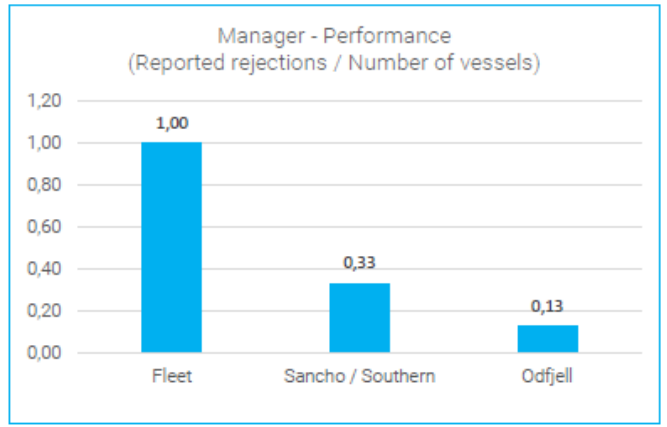
Reporting:

Kindly include following when reporting:

- Vessel name
- Location (Intended load port)
- Date of the event
- Product Name
- Nominated quantity
- Charterer
- Reason for the rejection







Source: event@odfjell.com

** Following managers are without reported "Lost opportunities" the last 12 months:* ***Bernhard Schulte, Synergy, Thome and Utkilen***

SM overall status

Unscheduled off-hire 2Q

Torger Trige
Chief Technical Officer

Voyage	Schedule Type	Reason	Offhire Days	Remarks	Actions
202302	Unscheduled	OPO OWNERS ACCOUNT	2.3	tanks failed on chlorides	Sent email to Sup - confirmed by Supt.
202302	Unscheduled	OPO OWNERS ACCOUNT	1.9	USCG PSC report of deficiencies (see report)	Sent email to Supt- no response from Supt
202302	Unscheduled	(NA)	0.5	Fuel cons 1,6 mt LSFOCrew change - Delayed flight of on-signing crew	Sent email to Sup - confirmed by Supt.
202301	Unscheduled	OSO OWNERS ACCOUNT	1.4	Deficiencies after PSC had to be rectified b4 dept.	Sent email to Sup - confirmed by Supt.
202302	Unscheduled	OPO OWNERS ACCOUNT	0.3	Installation of EPL.	Sent SUPT email to confirm OH entry. - followed up on 06/06 - no response from TSI
202302	Unscheduled	OPE ENGINE	0.4	Stuck fuel Valve, replaced cylinder	Sent SUPT email to confirm OH entry - confirmed by Supt.
202302	Unscheduled	OPS STRUCTUAL	2.9	Repair Damaged 16T chok	Sent SUPT email to confirm OH entry - confirmed by Supt.
202302	Unscheduled	OPE ENGINE	0.2	Failure to start ME	Sent SUPT email to confirm OH entry. - as per Substitute TSI, main TSI will update next week
202303	Unscheduled	OPO OWNERS ACCOUNT	0.4		Sent email to OPS to add remarks. - OPS added remarks available now in PBI
202303	Unscheduled	OPE ENGINE	0.0	Add. bunker cost + delivery and bunker demm.	Sent SUPT email to confirm OH entry - confirmed by Supt.
202303	Unscheduled	(NA)	0.2	LSMGO at pilot off= 317.32 LSMGO at anchor aweigh =315,97 Total consumed= 1,35 MT Reason for offhire: Bunkering operation was done twice due to clogging of bunker line from midship going to aft tank.	Sent SUPT email to confirm OH entry - confirmed by Supt.
202313	Unscheduled	(NA)	0.3	ME stop due to High exhaust temp on Cylinder no.08	Confirmed by Supt
202303	Unscheduled	OPO OWNERS ACCOUNT	0.6	Servicing of S-Band Radar, agreed by owners already	Sent VP-Ext email to confirm OH entry - followed up 06.07
202303	Unscheduled	OSE ENGINE	0.9	Breakdown of fuelpump for cylinder #3, fuelpump repaired.	Confirmed by Supt
202303	Unscheduled	OPE ENGINE	0.2	Replacing the fuelpump for cylinder #3.	Confirmed by Supt
202302	Unscheduled	OPO OWNERS ACCOUNT	0.6		Sent email to OPS to add remarks. - OPS added remarks available now in PBI
202304	Unscheduled	OPO OWNERS ACCOUNT	25.3	Drydock	Sent email to OPS to amend entry to show Scheduled since reason is for Drydock. - OPS corrected entry.
202303	Unscheduled	OSE ENGINE	1.0	Off hire due to ME starting Air Failure. Vessel delayed transit at Suez Canal, Egypt.	Sent email to Supt - confirmed by Supt
202310	Unscheduled	OSO OWNERS ACCOUNT	4.3	Steaming to DD from Passing Callao	Sent email to Supt - under discussion if to be amended as offhire - yard
202303	Unscheduled	OPO OWNERS ACCOUNT	0.1	31 May. 2023 1655H= Pilot Off 1724H= Drop anchor 2105H - 2130H= Hauling store and paint. 2134H= Start heaving anchor 2145H= Anchor aweigh 2200H= S.O.S.P	Sent email to Supt - confirmed by Supt
202303	Unscheduled	OSE ENGINE	0.2	ME unplanned stoppage for 4,06hrs due to replacement of ME fuel pump No. 1 top cover complete which is having a crack consequence to continue fuel leakage	Sent email to Supt - followed up 06/07
202303	Unscheduled	OPO OWNERS ACCOUNT	0.2	waiting for crew to arrive	Sent email to Supt - followed up 06/07
202304	Unscheduled	OPO OWNERS ACCOUNT	l	Failed tanks	Sent email to Supt - confirmed by Supt
202310	Unscheduled	OSO OWNERS ACCOUNT	4.3	Steaming to Callao from DD Balboa	Sent email to TSI - Confirmed by TSI
202306	Unscheduled	OPO OWNERS ACCOUNT	8.7		Sent email to VP FE
202304	Unscheduled	OPS STRUCTUAL	2.1	Crack in cargo tank, which needs attention by certified crew	Sent email to TSI
202306	Unscheduled	OPO OWNERS ACCOUNT	7.4	INSTALLATION AND COMMISSIONING OF THE PO CHILLER 10/07/2023 06:42 Anchored AESPA, Singapore 07:00 FWE/ Pilot off - meassurements, planning, ordering materials, awaiting deliveries(materials and manifold valve) 12/07/2023 13:00 Materials received / hot work for installation commenced 13/07/2023 Manifold valve received and installed . Wiring commenced. 15/07/2023 Installation completed. Pressure tests. Commenced commissioning and troubleshooting. Burnt electric motor landed. 17/07/2023 07:00 Electric motor	Sent email to VP Ext

Odfjell SM long-term Targets

1

Zero LTI`s
Zero Major Accidents
Zero Pollutions

2

Industry-leading
Quality- and Vetting Performance

3

Competitive Costs and
Efficient Operation

4

No Unscheduled
Off-hire

5

Industry-leading
carbon intensity

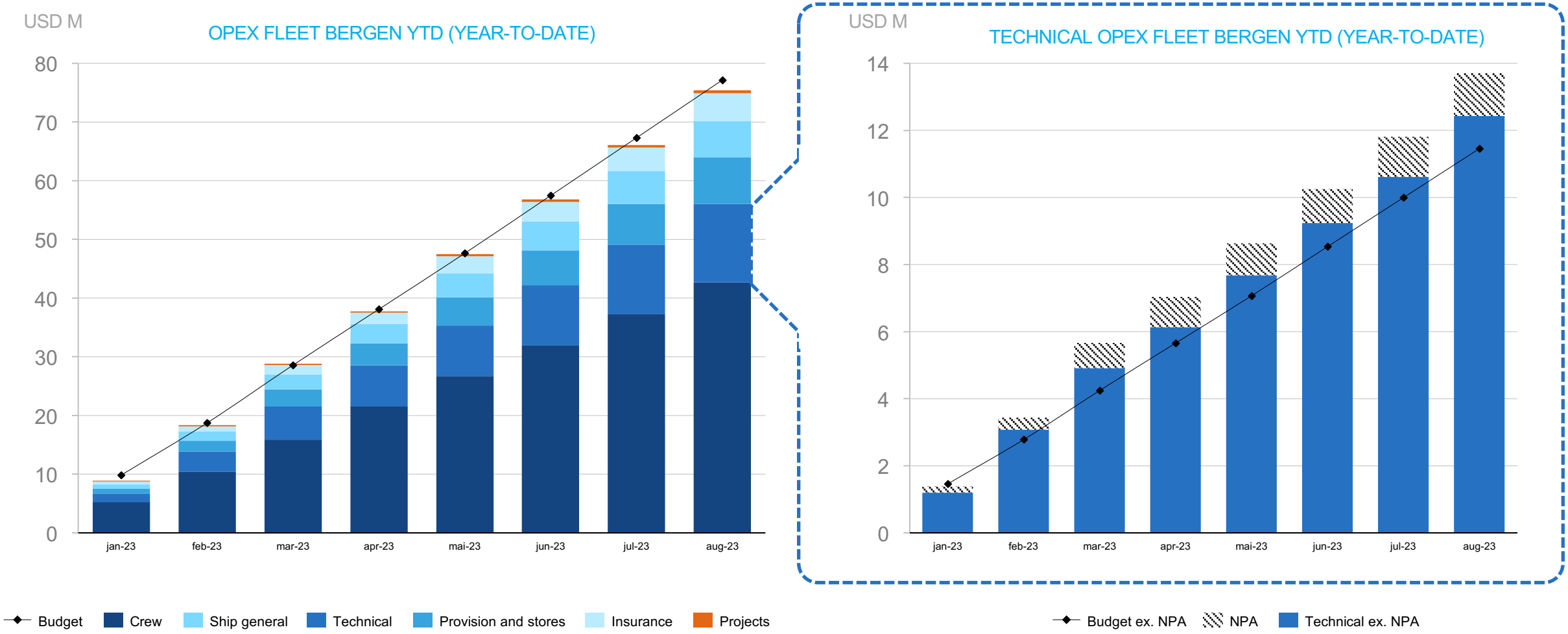
Odfjell Ship Management goals 2023 (compiled)

Knut Erik Fredriksen
VP Fleet Management

#	KPI	UNIT	LONG TERM TARGET REF.	GOAL FOR 2023	STATUS YTD 2023
	SAFETY				
1	LTIF (Lost Time Injury Frequency)	Frequency of LTI	1	0.0	0.26
2	TRCF (Total Recordable Case Frequency)	Frequency of TRC	1	≤ 1,5	1.41
3	Near Accidents (average/month)	Number	1	≥ 2,5	0.38
4	Explosions & Fires	Number	1	0	9
5	Ship Handling Accidents	Number	1	< 4	4
6	Pollution (air, sea or land)	Number	1	< 2	0
7	Ship caused cargo contamination	Number	1	< 10	5*
8	Lessons Learned issued	Number	1	> 18	21
	QUALITY				
9	Vetting – OCIMF SIRE	Observations #	2	≤ 3.4	2.90
10	Vetting – CDI	Observations #	2	≤ 4.0	3.43
11	Port State Control Inspections	Observations #	2	Zero Detentions, ≤ 0.9 deficiencies	0.89
12	Unscheduled Off-hire	Percentage off-hire/ total available time	4	≤ 1,0%	0.74%
13	Overdue Maintenance jobs	Percentage overdue / total maint. jobs	4	0.8 %	1.01%
	COST AND ENVIRONMENT				
14	Breakdown Ratio (% of all WO`s)	%	4	≤ 1.8%	1.06%
15	Aux Engine/Shaft Generator Running Hours	Number	5	27.5	27.6
16	Speed Adjusted Consumption Index	Percentage	5	≤ 110%	101
17	OPEX KPI	Percentage OPEX Cost/Budget	3	≤ 100 %	103%
18	Annual Efficiency Ratio (AER)	CO2 per dwt-mile	5	≤ 8,20	7,15
19	Carbon Intensity Indicator rating	Number of ships above D-rating	5	> 47	48
20	Port Call Deliveries	Average per vessel	3	< 8	8.89
21	Last minute orders	Percentage	3	< 20%	11.9%

*Pending further investigations

Fleet Bergen – YTD OPEX slightly below budget levels for the past two months



Contaminations YTD

Thousands of operations per year – very few conterminations caused SM vessels

Knut Erik Fredriksen
VP Fleet Management

MEG	• Several MEG cargoes off spec on Aldehyde	• Probably due to production problems causing free oxygen accelerating level of Aldehyde
TANK CLEANING	• Tank cleaning hoses wrong connected	• Lock out cleaning machines • High potential with other cargoes

Carbon Intensity Indicator (CII) on vessel level

Vessel status per September 3 2023 for the Controlled fleet (managed/owned)

Knut Erik Fredriksen
VP Fleet Management

6

VESSELS WITH EXPECTED A-RATING

Vessel	Vs C
Bow Engineer	-12.2 %
Bow Endeavor	-12.9 %
Bow Compass	-13.1 %
Bow Persistent	-13.7 %
Bow Prosper	-14.8 %
Bow Harmony	-20.8 %

21

VESSELS WITH EXPECTED B-RATING

Vessel	Vs C
Bow Olympus	-0.1 %
Bow Condor	-0.1 %
Flumar Macelo	-0.3 %
Bow Cedar	-1.2 %
Bow Faith	-1.6 %
Bow Odyssey	-2.2 %
Bow Hercules	-3.5 %
Bow Flora	-3.9 %
Bow Capricorn	-4.7 %
Bow Fagus	-4.8 %
Bow Tribute	-5.0 %
Bow Trajectory	-5.2 %
Bow Atlantic	-5.9 %
Bow Orion	-6.0 %
Bow Triumph	-6.0 %
Bow Tungsten	-6.5 %
Bow Optima	-7.4 %
Bow Palladium	-7.7 %
Bow Trident	-10.4 %
Bow Architect	-10.4 %
Bow Oceanic	-11.5 %

21

VESSELS WITH EXPECTED C-RATING

Vessel	Vs D
Bow Sky	-3.1 %
Bow Sirius	-4.8 %
Bow Sun	-5.0 %
Flumar Brasil	-5.4 %
Bow Fortune	-6.0 %
Bow Clipper	-7.3 %
Bow Cardinal	-7.6 %
Bow Lind	-8.2 %
Bow Cecil	-8.6 %
Bow Firda	-9.3 %
Bow Explorer	-9.5 %
Bow Elm	-9.9 %
Bow Aquarius	-9.9 %
Bow Platinum	-10.0 %
Bow Gemini	-10.6 %
Bow Spring	-10.7 %
Bow Titanium	-11.1 %
Bow Saga	-11.5 %
Bow Chain	-13.2 %
Bow Neon	-13.3 %
Bow Excellence	-13.4 %

3

VESSELS WITH EXPECTED D-RATING

Vessel	Vs C
Bow Star	1.9 %
Bow Summer	1.8 %
Bow Sea	1.8 %

VESSELS WITH EXPECTED E-RATING

Vessel	Vs C

STATUS

- 48 vessels assessed to be become C-rated or better
- 3 vessels at risk of D-rating
- Technical condition OK
- Explained primarily by trade (Trans-Atlantic with long port stay both ends)
- Monitored actively by CII Review Board
- Cooperation SM-OT
- Positive trend
- Concerned about trade-limitations in the years ahead of us, particularly for B-588

Expectations for remainder of the year

Knut Erik Fredriksen
VP Fleet Management

SAFETY	• Always have SAFETY FOCUS in everything you do!	• Good SAFETY WORK reduces chance for accidens and doing tasks wrong
QUALITY	• Keep up the good work and follow up overdue maintenance mothly before 10th	• Good vetting- and acceptable PSC performance • Uncheduled OH under control • Overdue Maintenance – use SM Portal correct
COST	• Keep cost focus through the year	• Guarantee claim settlement for remaining Hudong • Possible to improve significatly
BUDGET PROCESS	• Budget process 2024 on track	• Keep focus to finalize on time with quality • OH for planned maintenance to be budgeted for • Budget is the cost road map for 2024
COMUNICATION	• Communication is key for teamwork	• Communicate expectations and targets with office • Cooperate well with other departments
HAVE FUN	• Remember to have FUN at WORK!	• SM is a GREAT TEAM and you deserve it!


- End of session -
ODFJELL
ODFJELL

Project Summer

By Svend Foyn-Bruun,
VP MPS

10:00 – 10:45

ODFJELL

Project Summer

Maintaining a sustainable Crewpool

Svend Foyn-Bruun
VP Maritime Personnel

Background

- Odfjell SM shall manage approximately 40 ships +/- 2 (currently 38 Odfjell SM, 5 FLUMAR)
- Target to have 12 ships with at least 2 NWE MLOs and 2 NWE OLOs.
- The NWE crew pool shall consist of 120 persons across the Odfjell-managed fleet.
- The cadet will primarily be recruited with a bachelor's degree. Since there are no universities for this degree in Bergen and the engineering cadets have mostly lower degrees, we will need mixed recruitment from technical/maritime vocational schools and bachelor's degrees. We will also evaluate the cadet's appropriateness for positions ashore in the recruitment process .
- Effects of automation are assumed to be beyond the scope of this study.

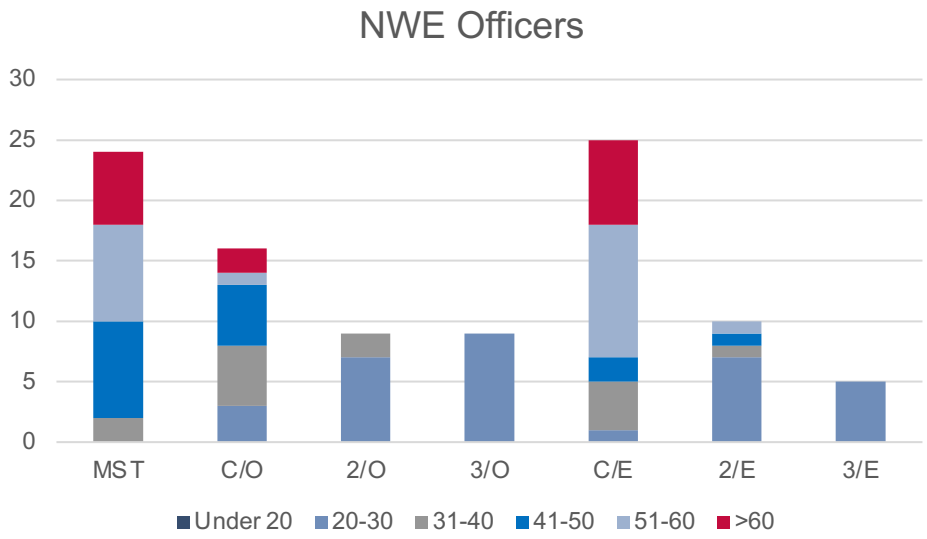
Purpose

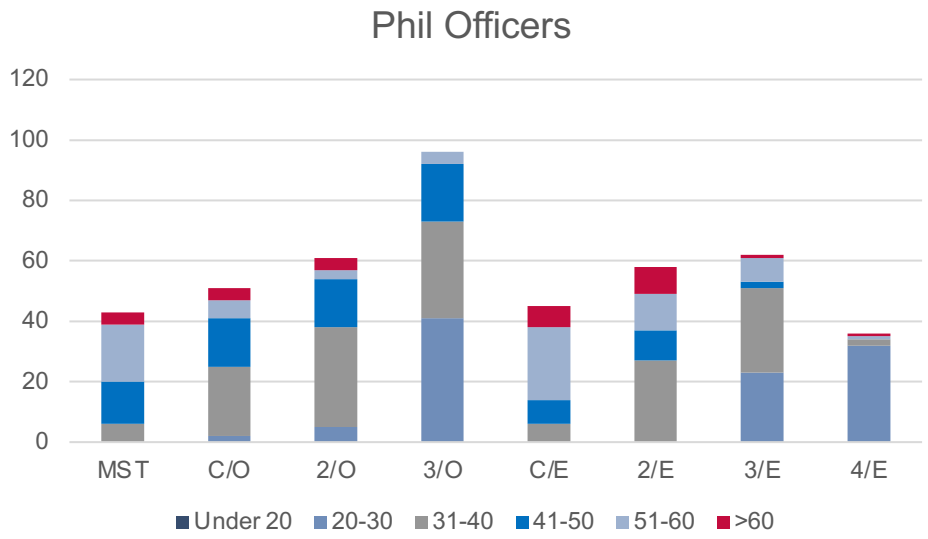
- To deliver a plan for a sustainable, loyal, qualified, competitive, and motivated crew pool to crew ship under Odfjell's management

Why Project Summer

Maintaining a sustainable Crewpool

Svend Foyn-Bruun
VP Maritime Personnel





Why
- Difficult to attain a sustainable NWE crew pool
- Percive different life cycles
- Lack of engineers and soon lack of Deck officers
- Many 60+ NWE Captains and CE
- 40% loss of NWE cadets after three years

Why
- Merging signs that we will struggle to maintain Phil Engineers
- Percive different life cycles, but later compared to NWE
- Merging early retirees

Project Summer

NWE status 2023

Svend Foyn-Bruun
VP Maritime Personnel

>60

- Eight MLOs that might will retire in the next few years

Resignations

- Nine resignations in 2023

Ready for promotions in 2024

- 4 engine cadets finish in February 2024
- 1 deck cadet finish in February 2024
- 2 engine cadets finish in May 2024
- 3 deck cadets finish in May 2024
- 2 deck cadets finish in September 2024

Project Summer

Maintaining a sustainable Crewpool

Svend Foyn-Bruun
VP Maritime Personnel

Most important observations

From Odfjell

- It takes 17 years to produce a master (slow 24, average 17, fast 9)
- It takes 13 years to produce a CE (slow 20, average, 13, fast 9)
- Reqruitment basis for CE are almost non existing, but newly reqruited externals helps
- On NWEs the situation is also difficult but not as bad as CE

From Intertanko

- NWEs Contract lenghts 55% strongly disagee or disagree that the contract lenghts is okay, 45% agrees or strongly arees that it is okay
- Phil Contract lenghts 7% strongly disagee or disagree that the contract lenghts is okay, 93% agrees or strongly arees that it is okay
- 50% of the Norwegians and 70% of the Phil officer respondents on chemical tankers thought that the sea career provided them with a proper work-life balance

- End of session -

Project Summer

ODFJELL

SIRE 2.0

By Jan Ove Ødegaard,
Marine Manager, Fleet Bergen

11:00 – 11:45

ODFJELL

Agenda

- A new SIRE- expectations? The Background
- Transition Phases
- What's New with SIRE 2.0?
- OCIMF Expectations
- Digitalization within SIRE 2.0
- Pre – Inspection Documents.
- Question Types
- Question Structure
- An Example
- Human Factor
- Summary

SIRE Background

"Why a new SIRE?"

OCIMF → **SIRE VIQ7** (1993-2023) → **SIRE 2.0** (2024)

Oil Companies International Marine Forum (OCIMF):

Formed in 1970 after the accident of Torrey Canyon, spilling more than 100.000mt of crude oil all along the English channel. With the **objective of safe environmentally responsible transportation** of crude oil, oil products, petrochemicals and gas by **developing best practices in the design, construction and safe operation** in takers and terminals.

Members: 111 including CEPSA, BP, SHELL, CHEVRON etc

Ship Inspection Report Programme (SIRE):

Is a comprehensive **tanker inspection regime** of **value** to **charterers,** ship operators, terminal operators and government bodies concerned with **ship safety** and to reduce the frequency and severity of accidents including spills. Since 1993, has governed over 180000 inspections reports.

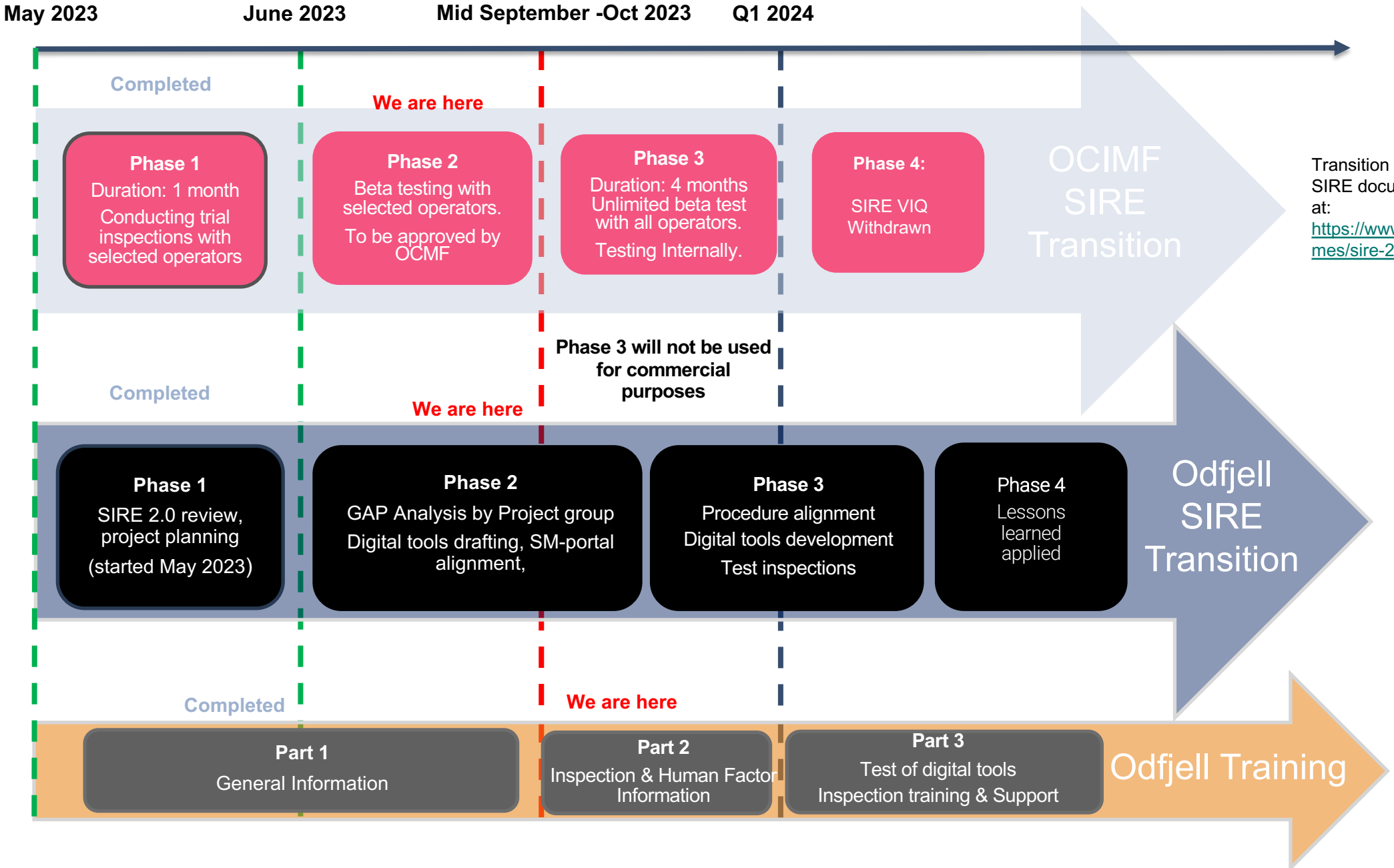
Currently version is **SIRE VIQ7**.

SIRE 2.0 :

An **enhanced**, risk-based vessel-inspection and **digitalised programme** that can be easily updated to address emerging risks and evolving regulations .Estimated to be operative Q1 2024.

"SIRE is our ticket to trade"

Transition Phases



OCIMF
Transition plan, All OCIMF SIRE documentation is found at:
https://www.ocimf.org/programmes/sire-2-0

New features of SIRE 2.0

PRE-INSPECTION INFORMATION

- **Pre-Inspection Questionary (PIQ)**
- **Photography Repository: 36 pictures**
- → Increased administrational Pre-inspection process

→ Visual elements included in report

DIGITALIZED INSPECTION

- Digitalised System: **Inspector** utilize an inspection **tablet**.
- **Complied Vessel Inspection Questionary (CVIQ),** of which 30% of questions are algorithmically compiled based on PIQ→ TMSA relation.
- Reduced number of total questions asked, allows in depth follow up of each segment: **Hardware, Process, Human Factor**

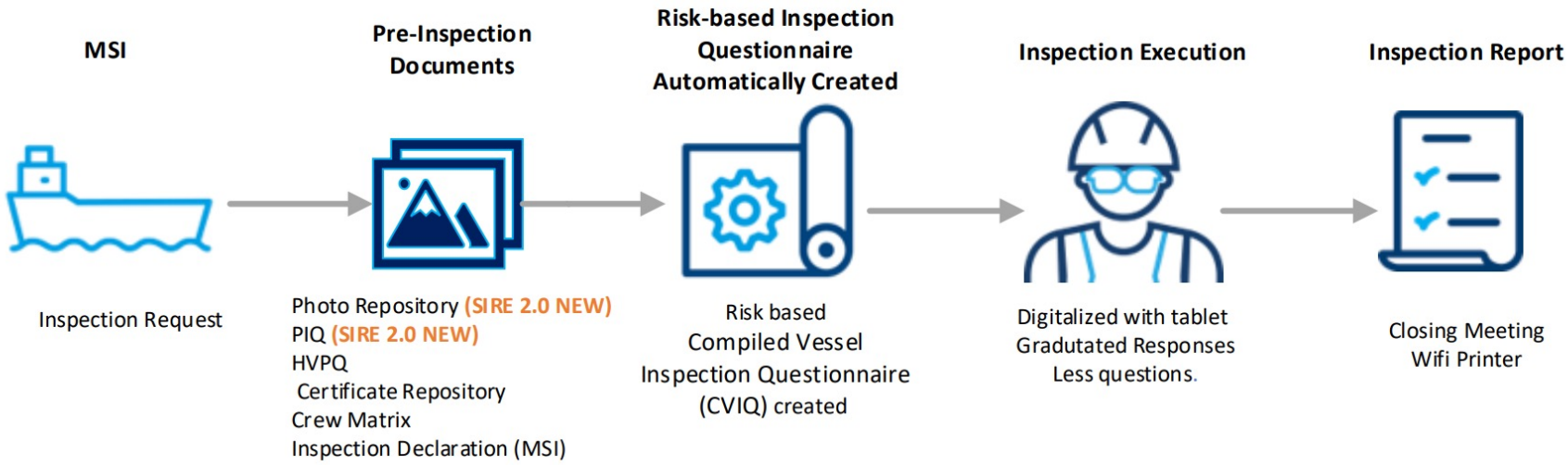
--> Observations are raised on the spot

HUMAN FACTOR

- Clear and comprehensive guidance to inspectors' expectations, actions and grounds for negative observations
- Graduated response system
- Performance influencing factors

→ **Increased interview time, with additional depth to each question.**

→ **Familiarity of all crew within operation, procedure and familiarity**



OCIMF expectations– Seizing the Opportunity

Refining our procedures through a thorough GAP Analysis and evaluation

Procedural

- VIQ is based on the regulatory framework, SIRE 2.0 is in addition including best practise and TMSA levels

→ **Comprehensive Inspectors guide, actions and grounds for negative observation**

→ **Increased interview time, with additional depth to each question**.

Odfjell's Approach- Evaluation of Procedures and Adjustment

→ GAP Analysis performed identifying SIRE 2.0 expectations to Odfjell's procedural work

→ Evaluation of analysis, as basis for adjustment of procedures

→ Connection between documentation

Digitalized Inspection– Seizing the Opportunity

The digitalised format of SIRE 2.0 allows utilization of Odfjell's digital systems to extract information and reduce administrational load

Digitalized Inspection:

- Digitalised System: Inspector utilize an inspection tablet, adding pictures to negative observations
- Complied Vessel Inspection Questionary (CVIQ), of which ca 30% of questions is algorithmically compiled based on PIQ→ TMSA relation
- Reduced number of total questions asked, allows in depth follow up of each segment: Hardware, Process, Human Factor

Odfjelll's Approach – Utilization of SM-Portal

→ **Integration of Questionnaires, guidelines and Odfjell specific procedural references included in Asset Management System (SM-Portal)**

- **Establishing of Linkage between Pre-Inspection Information, Compiled Vessel Inspection questionnaire, TMSA**

- Utilizing tagging to extract specific reports
- Vessels are using tablets, EX phones delivery Q3

Pre-Inspection Documents

PRE INSPECTION QUESTIONNAIRE (PIQ)
SIRE 2.0 NEW

132 QUESTIONS:
Dynamic and static information about vessel operational history.

PHOTOGRAPHY REPOSITORY
SIRE 2.0 NEW

Set of **36 photos** of different areas of the vessel.

HARMONISED VESSEL PARTICULARS QUESTIONNAIRE (HVPQ)

Permanent and **infrequently changing information** relating to a vessel, construction, outfitting and certification and vessel particulars

CERTIFICATE REPOSITORY

Defined set of certificates to upload to SIRE Portal by MSI

INSPECTION DECLARATION
SIRE 2.0 NEW

MSI will make a declaration that all data, photographs and certificates provided are accurate.

Odfjell's Approach – reduction of administrational workload

→Utilize SIRE 2.0 API's and Asset Management Software/Q88 to counter the increased administrational load

→Extraction of dates last done

→Company specific SIRE 2.0 Guideline as Reference Document for vessels outlining process and responsibilities

Question types

Questions are selected from the Compiled Vessel Questionnaire (CVIQ) Library, which consist of the following question types:

Rotational 1:

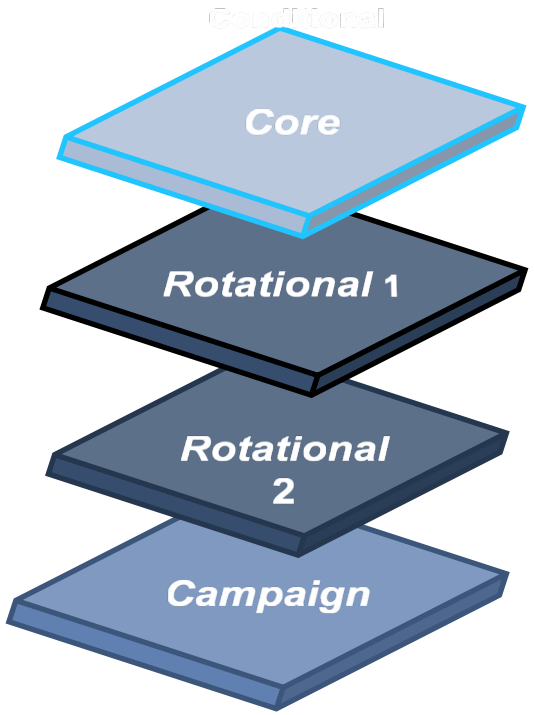
Questions allocated approximately **every third or fourth inspection**.

Rotational 2:

Questions allocated approximately **every sixth inspection**

20-30 QUESTIONS

"Rotational questions will be selected based on the information provided on the Pre-Inspection Questionnaire"



CORE Questions:

Will be **allocated to every inspection.** Negative observations under CORE questions raised in the previous inspection will be detailed in the subsequent inspections

70 QUESTIONS

Campaign:

Questions permits OCIMF to respond to **emerging industry trends** (E.g., Mooring accidents) by modifying the way the question set is managed and questions are allocated to individual inspections.

The total number of questions asked will reduce from 323 questions to around 90 questions.

Question Structure

Each question is divided into: Hardware, Process and Human

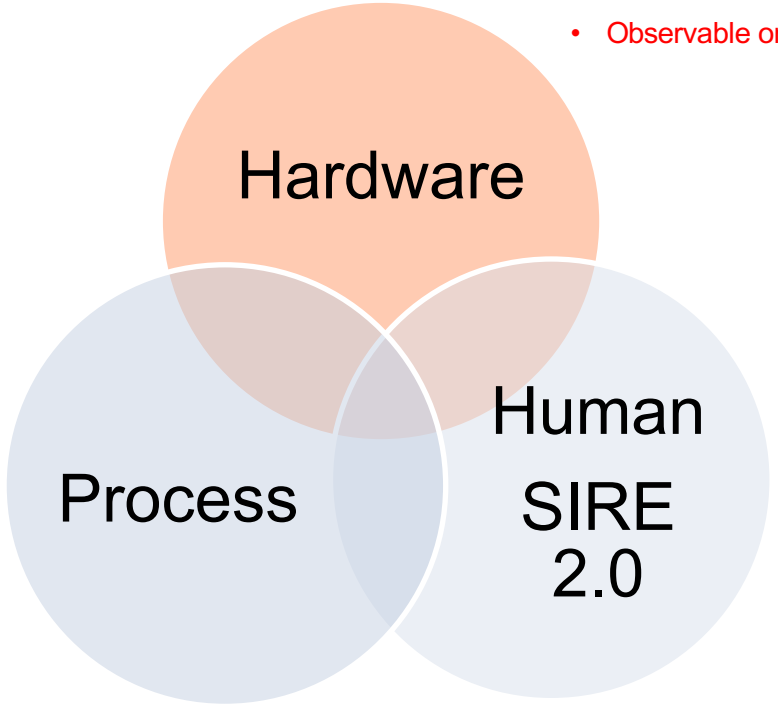
Refers to vessel structure machinery, outfitting and equipment.

Binary

- Free from obvious deterioration
- Observable or detectable deficiency

Graduate response:

- Free from obvious deterioration
- Slight superficial deterioration. No comment needed.
- Slight superficial deterioration. (Mandatory comment or photo)
- Observable or detectable deficiency: mandatory comment and optional picture.



Refers to vessel procedure or documented process.

Types of answer:

Binary: As expected, or not as expected.

Graduated response: Not as expected, largely as expected and as expected

Familiarity of crew with procedures and operation of machinery or equipment

All observations are tagged with Rank

Always graduate answer:

- Exceeded normal expectations
- As expected.
- Largely as expected
- Not as expected

Subject of Concern (SOC) : The deficient procedure, equipment or appropriate PFI.
Nature of Concern (NOC) : The reason for the deficiency.

An Example:

VIQ 7 (Current SIRE)

5.32 Are lifejackets in good order and correctly located?

A lifejacket shall be provided for every person on board and, in addition, a sufficient number of lifejackets shall be carried for persons on watch and for use at remotely located survival craft stations. The lifejackets carried for persons on watch should be stowed on the bridge, in the engine control room and at any other manned watch station. (SOLAS III/7.2.1)
The lifejackets used in totally enclosed lifeboats, except free-fall lifeboats, shall not impede entry into the lifeboat or seating including operation of the seat belts in the lifeboat. (SOLAS III/7.2.3)

Lifejackets selected for free-fall lifeboats and the manner in which they are carried or worn, shall not interfere with entry into the lifeboat, occupant safety or operation of the lifeboat. (SOLAS III/7.2.4)

Each lifejacket shall be fitted with a whistle firmly secured by a lanyard.
Lifejacket lights and whistles shall be selected and secured to the lifejacket in such a way that their performance in combination is not degraded.
A lifejacket shall be provided with a releasable buoyant line or other means to secure it to a lifejacket worn by another person in the water.
A lifejacket shall be provided with a suitable means to allow a rescuer to lift the wearer from the water into a survival craft or rescue boat.
The requirements apply to lifejackets provided on board ships constructed (having their keel laid) on or after July 1, 2010 when providing new lifejackets to vessels with a keel laying date before July 1, 2010. (LSA Code II/2.2)

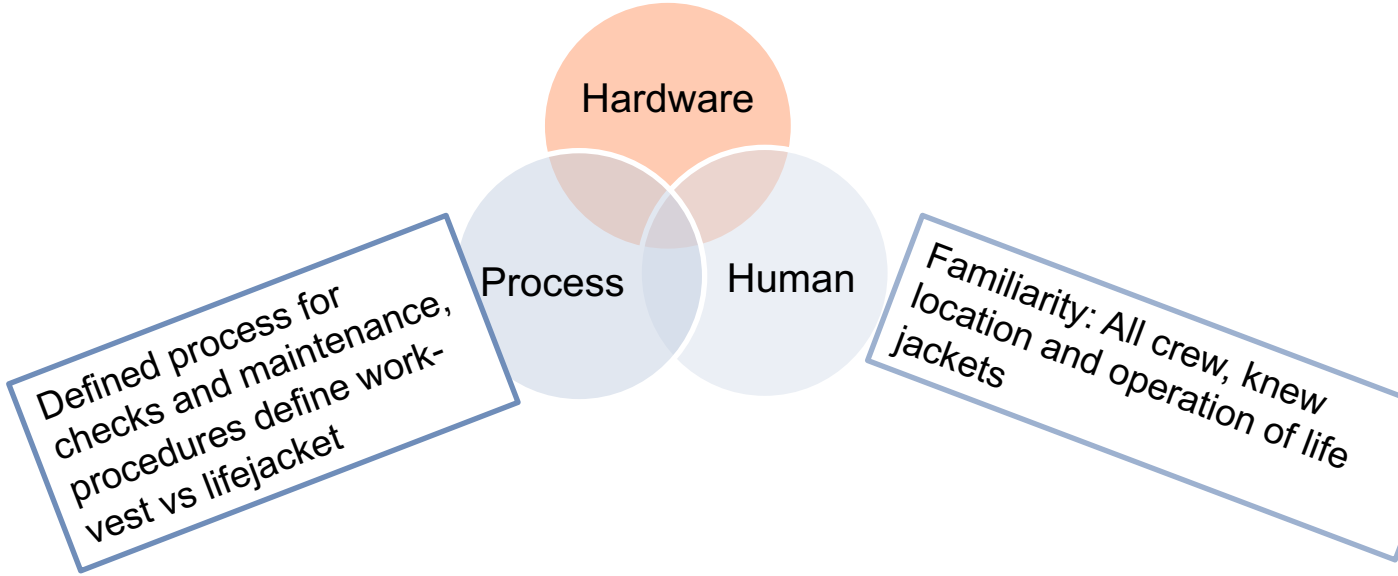
SIRE 2.0

Human

5.4.8 Were **the Master, officers and ratings familiar** with the lifejackets and personal flotation devices (PFDs) provided on board, and was the **equipment in good condition**, and **properly maintained**?

Hardware *Process*

Condition assessment: Deteriorated, clear markings,



All crew members can be asked about safety and duty related items

DATA ITEMS

Chapter	4
Question No.	4.1.13

SIRE 2.0 Vessel questionnaire reference

Due Date	4/4/2022
Task Status	Reviewed

Company procedures to support answers

SMM No.	1707B16, 190701 RD
Item Type	Both
Qstn Type	Rotational 2
Priority	3
Element Reponsible	Sergio Rodriguez Drobinski
Technical Acct.	424.001

Types: core, rotational and campaign

SAVE

NEXT

Compliant	No
Responsible	Eirik Berg

Responsible Comment

Agree with GAP summary/internal remarks, no further comments.

Final assessment to verify all GAPs founded and determine if the compnay procedures needs to be update or the question is compliant

Rank Applicable

Who the inspector can ask the question

- [x] Master
- [ ] Ratings
- [ ] Sr. Deck Officer
- [x] Jr. Deck Officer
- [ ] Sr. Engine Officer
- [ ] Jr. Engine Officer

Verification By	Eirik Berg, Thomas Lieske

PM Code	1-Month Condition control, VHF PM Code S-RB-04-1M-01 1-Month Condition control, Portable VHF PM S-RB-05-1M-01

Code for finding Work Order related to inspector guidance

GAP Summary

The VHF frequencies and/or channels that must be monitored on a continuous basis while the vessel is at sea and/or at anchor not covered.

The use of VHF and compliance with the International Regulations for Preventing Collisions at Sea (COLREG). Suggestion: include in the procedures ICS Section 3.12.2 Risk of Collision Due to the risk of confusion and error, VHF radio and AIS should not be relied on for collision avoidance.

TMSA	5.1.2

SIRE 2.0 questionnaire is linked to TMSA3

Question Text

Were the Master and navigation officers familiar with the company procedures for the operation and testing of the VHF/DSC transceivers fitted to the vessel, and were records available to demonstrate that periodic tests and checks had been completed in accordance with company expectations?

Summary of the GAps founded for easier review

Guidance for seafarers to answer and where to find company procedures related to each item covered by the inspection.

INSPECTION | HIDDEN | REFERENCES

Guidance and steps that inspecotr might go though the inspection

Guide	Suggested Action	Expected Evidence	Potential Grounds for Negative Obs	Internal Remarks
The vessel operator should have developed procedures which define how the VHF/DSC equipment fitted to the vessel will be used, operated and tested. These procedures may include: •The VHF frequencies and/or channels that must be monitored on a continuous basis while the vessel is at sea and/or at anchor. •The periodic checks and tests to be carried out to verify that the VHF/DSC equipment is fully functional. •The record-keeping requirements for the routine and emergency use of the VHF/DSC equipment. •The company expectations regarding radio etiquette when using the VHF/DSC equipment. •The use of VHF and compliance with the International Regulations for Preventing Collisions at Sea (COLREG).	• Sight, and where necessary review, the company procedures for the use and operation of the VHF/DSC equipment fitted to the vessel. • Review the records for the testing of the VHF/DSC equipment and verify that the equipment was tested and found functional in accordance with company expectations. • Review the GMDSS Radio Log Book or other operational records for the previous voyage and verify that the appropriate VHF channels were being monitored and records were being maintained of all significant communications as defined by the company procedure. • Review the data inputs to the VHF/DSC equipment and verify that the static data was correctly programmed, and the dynamic data was being correctly received from external feeds.	• The company procedures for the use and operation of the VHF/DSC equipment fitted to the vessel. • The GMDSS Radio Log Book or other records which documented which VHF channels were being monitored and details of significant communications. • The Master's standing orders. • Checklists that demonstrated that periodic checks and tests required to be carried out on the communications equipment, including VHF/DSC units had been	• There was no company procedure which defined the expectations for the use and periodic testing of the VHF/DSC units fitted to the vessel. • The accompanying navigation officer was unfamiliar with the company procedure for the use or testing of the VHF/DSC units fitted to the vessel. • The accompanying navigation officer was unfamiliar with the operation of the VHF/DSC units fitted to the vessel. • The accompanying navigation officer was unfamiliar with the hazards and limitations of using VHF radio during collision avoidance situations. • Records indicated that periodic checks and tests required to be carried out for the VHF/DSC units had not been completed as required by the company procedure. • Records indicated that details of	The periodic checks and tests to be carried out to verify that the VHF/DSC equipment is fully functional. . 190701 RD Navigation 1707B16 Bridge Watch Handover 1707B6 Preparation for Sea •The record-keeping requirements for the routine and emergency use of the VHF/DSC equipment. 190701 RD Navigation 1707B16 Bridge Watch Handover •The use of VHF and compliance with the International Regulations for Preventing Collisions at Sea (COLREG not covered •The need to identify any VHF units not connected to the Voyage Data Recorder and any restrictions on their use for critical communications. Not mentioned anywhere on the procedures • There was no company procedure which defined the expectations for the use and periodic

Human Factor

SIRE 2.0 is focused on the human element

- **Increased interview time, with additional depth to each question.**
- **Familiarity of all crew within operation, procedures and familiarity**

Performance Influencing Factors (PFIs):

The Inspector will select these PFI's

Safety Critical: Recognition of safety critical elements of the task.

Procedures: Structured understandable practical and helpful.

Interactions in a team:

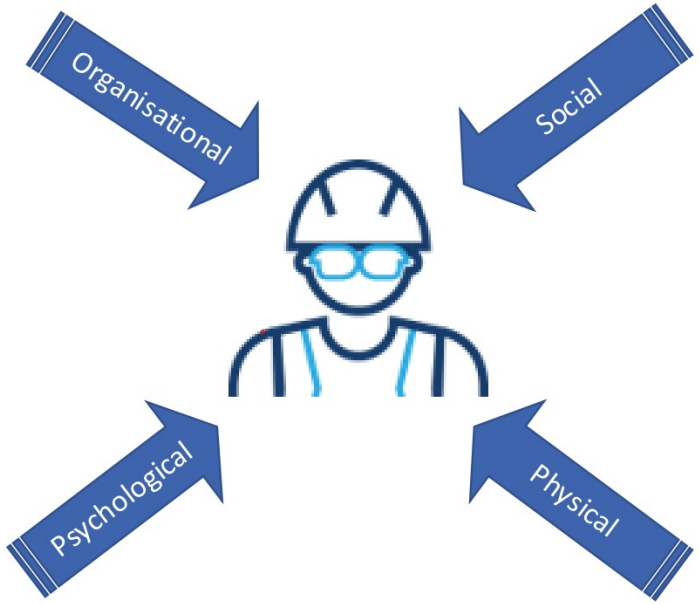
- ❑ Team dynamics, communication and coordination.
- ❑ Stress, workload, fatigued, fearful.
- ❑ Morale, motivation, nervousness.

Physical things:

- ❑ Workplace ergonomics.
- ❑ Human Machine Interface.

Practice:

- ❑ Unfamiliar operations, lack of training



Human factors are the **interaction** with **machinery, systems, processes other individuals and teamwork**

Odfjell's Approach

- → Empowering voices with initiatives such as
  - Speak easy, Peer mentoring
- → 3-Phased Information and Training Campaign for vessels and Ship Management,
- → CBT Training
- → Discussions and training in Officers Summits and Ship Visits
- → Cross Departmental Engagement and Strategies

Summary- What to expect

ON BOARD

- Familiarization with the information and training material
- Start taking pictures wherever possible acc. To SIRE 2.0 specs
- Pre-inspection preparation and documentation will take more time
- Close co-operation with MSI during test inspections
- Prepare the deficit list- mitigate
- **Understand the development ongoing and the linked updates of procedure, SM-portal tool test phase**

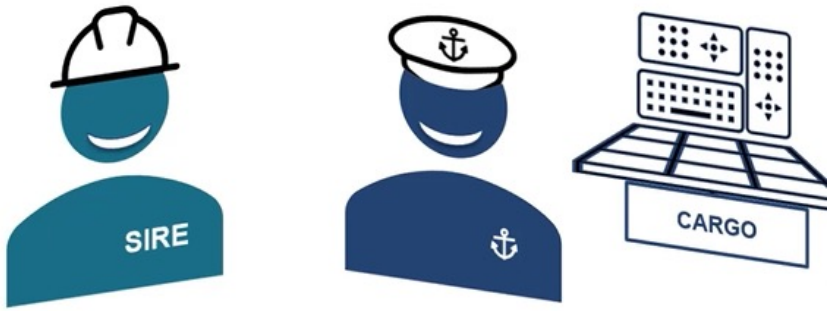
WHAT SHOULD YOU DO?

- Show them what **you normally do.**
- Accompany the inspector with sufficient persons, being aware that observations are made **on the spot**
- Use the procedures and SIRE tools/ MSI/TSI during inspection
- If there are problems. **Say how you will solve them**

WHAT THE INSPECTOR WILL REPORT?

- **Rank,** never the name.
- They will say what needs to improve.
- Positive and negative observations.

Inspector may only ask questions appropriated to your rank and duties.



Collaboration for success: Bridging shore and ships

Title

Subtitle

Jan Ove Ødegård

Marine Manager

- End of session -

SIRE 2.0

Lunch break
(11:45 – 12:30)

ODFJELL

Workshop: Lifting Safety

By Jan Opedal, Manager Projects/Technology Section

Introduction:	12:30 – 13:15
Group work:	13:30 – 15:00
Discussion/Summary:	15:00 – 15:45

ODFJELL

Jan A. Opedal
Manager Projects

Objective

- Provide an overview of the ongoing Lifting Safety Project
- Give a background for the group session

Jan A. Opedal
Manager Projects

Agenda

- Background / Introduction
- Summary Phase I
- Overview Lifting Safety Phase II
- Wire Ropes
- Hook Blocks
- Loose Gear
- Limit Switches
- Maintenance
- Training and Lifting Procedures
- SM Portal
- Group Work

Background

Jan A. Opedal
Manager Projects

Background	• Due to several severe lifting related incidents, a working group was established in December 2021	• Latest accident was on Bow Tungsten in 2021 – 2 persons severely injured
Other Accidents	• Falling hook block on Bow Capricorn in 2021 (similar on Bow Gemini in 2017) • Bow Querida 2017 – cylinder hinge failure	• Bow Atlantic 2020 – wire failure • Falling hook block on Bow Star – May 2023
Accidents	• ~26 Accidents reported in SM Portal • Dominated by wire failures and hose burst	• Some with significant risk for injuries for crew.
Near Misses	• ~162 Near Misses SM Portal • Operational Issues - Swinging loads, mis-communication, walking under hanging load	• Some technical issues – crane controls, corrosion, leaks, safety latches etc. • Maintenance?

Introduction cont.

Risk involved – lifting operations

Severe: Fatality, PTD or PPD Pollution. Significant external resources or involvement. Cost > 250' (Also Insurance matters/claims). Offhire: > 5 days. Management on hold				
Major: Lost Workday Case. Pollution, reportable quantity. External resources or involvement. Cost : 50'- 250' (Also Insurance matters/claims). Offhire:1 – 5 days (Unsch) Vessel approval lost. Investigation report required				
Moderate: Restricted Work Case or Medical Treatment Case. Pollution < reportable quantity. Spill with cleanup time > 12 hrs. Cost 10' – 50' (Insurance matters/claims). Offhire: 12 – 24 hrs. Notification required.				
Minor: First Aid Case. Spill. Cleanup required. Cost < 10' (Insurance matters/claims). Offhire Up to 12 hrs. No Customer response.				
Consequence / Probability	**Remote / unlikely:** Has happened in the Odfjell fleet, but very seldom. Not experienced within SMT. Some examples from shipping industry.	**Possible:** Happens in Odfjell fleet 1 – 5x per year. Experienced among SMT Cannot be ruled out	**Probable:** Happens in Odfjell fleet 5 – 15x per year. Experienced among SMT during last 3 years. Many examples recalled from shipping industry	**Frequent:** Expected to happen several times per year per ship. Experienced 1 – 3x among SMT during last year.

HAZARD CONSEQUENSE

- Avoid having people under hooks and suspended load whenever possible – VERY EFFECTIVE
- PPE – less effective..

HAZARD PROBABILITY

- Technical solutions
  - Limit switches
  - Wire specifications
  - Loose Gear
  - Controls
- Maintenance
  - Lubrication
  - Wire and sheave replacements
  - Overhauls
- Status training of people
  - Crane operator competence
- Procedures
  - Can operations be done without having people under hooks?
  - Clear roles and mandate
  - As few people on deck as possible

Jan A. Opedal
Manager Projects

Introduction cont.

Jan A. Opedal
Manager Projects

Toxic gas leak in Jordan leaves 13 dead and hundreds injured

RISK IN LIFTING OPERATION

- A broken wire can have huge consequences
- Important that equipment are in good order
- Risk assessment is important
- Some lifts are too dangerous for a standard crane!

Introduction – Regulations for lifting equipment

Jan A. Opedal
Manager Projects

Background	• Lifting Equipment onboard vessels are regulated in International Labour Office (ILO) Convention number 152, issued 1985.	• Adopted in flag state requirement and all Class societies requirements
Requirements	• Design requirements • Material to be traceable	• Requirements for testing and inspection
Certification	• All Lifting Equipment to be tested, examined and certified by competent person/ competent body before being taken in use	• Annual inspection by Chief engineer (no testing) • 5 yearly thorough examination and re-certificaion by competent body. Not only overload testing

International Labour Organization

Main Conclusions and observations from Lifting Safety Phase I

Jan A. Opedal
Manager Projects

Overall conclusion	• Many cranes are of poor quality • Several non confirmities to class requirements and vendor requirements	• Odfjell lacks centralized control of the status of certified lifting equipment • Serious safety concerns!
Equipment	• Many of cranes and davits are of Asian brands and have poor design, questionable quality, inconsistent operator controls etc.	• Acessories of poor quality and specification
Maintenance and operation	• Some cranes and gear heavily corroded • Wires with wrong specification installed	• Non approved shackles used • Non-functioning limit switches • Over-spooling of winches
Internal procedures and training	• Procedures related to lifting are fragmented and too generalized • Training and competence seems random	• No centralized control of certificates for lifting equipment and their accessories • No common onboard systems for certificates
Summary	• Room for improvement on most aspects related to lifting safety in Odfjell	• Improvement required to limit risk for future lifting accidents

Lifting Safety – Phase II

Sub-project organization

Jan A. Opedal
Manager Projects

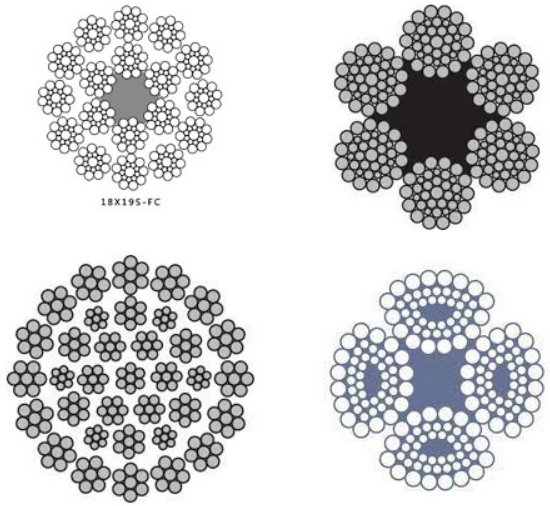
Lifting Safety Phase II
Lead
Jan Arne

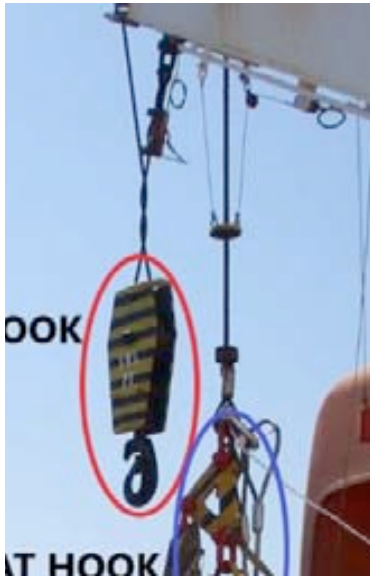
- **#1** Wire Rope Purchasing Project — Lead: Krister
- **#2** Hook Blocks and Loose Gear — Lead: Jan Arne
- **#3** Hook Stops and Limit Switches — Lead: Adrian and Jørgen
- **#4** Crane Operations and Training — Lead: Karianne
- **#5** Maintenance — Lead: Jørgen and Adrian
- **#6** SM Portal infrastructure — Lead: Robert

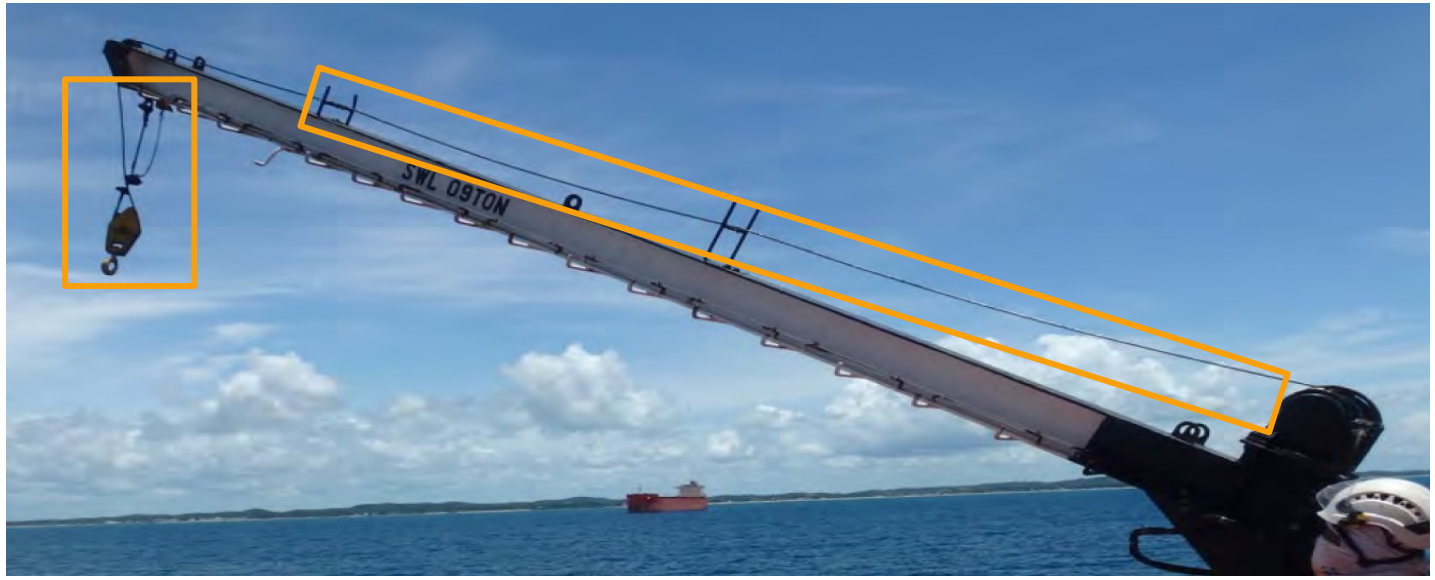
#1 Wire Ropes

Jan A. Opedal
Manager Projects

Wire Rope - current situation	• 26 different wire certifcate issuers/brands • Some bought from wholesale companies, wire maker is actually unknown	• Large range in different wire constructions, strength classes • Quality and suitability of some wires unacceptable
Mandate	• Purchase wire from one or two supplier(s) • Maker list with a few makers • Standardize on 1 lifting wire, 1 luffing wire	• We have ~17.000 m of wire. Volume important! • Agree on- and approve standard certificate form • Wire certificates to be available in cloud solution
Status	• Discussing with a few suppliers about frame agreement	• Storage, delivery conditions, delivery ports etc to be agreed. • Replacement intervals to be kept at 30 months



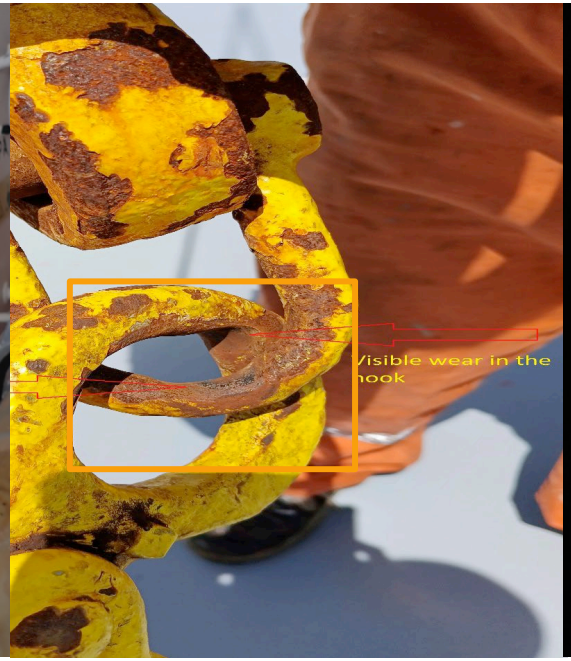


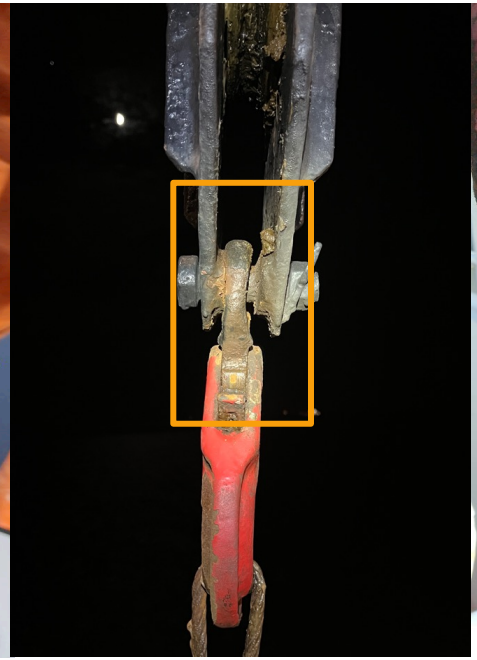


#2 Hook blocks

Jan A. Opedal
Manager Projects

Hook Blocks – current situation	• Several hook blocks in the fleet is of either poor design and/or very rusty and worn • Safety latches not working! Must work!	• Some designs considered dangerous – should be replaced (Provision crane Sinochem and AVIC and Hose handling block on Bow Santos)
Mandate	• Define discard criteria • Mid life replacement of 15 years	• Purchase all new hook blocks from one reputable maker





#2 Loose lifting gear

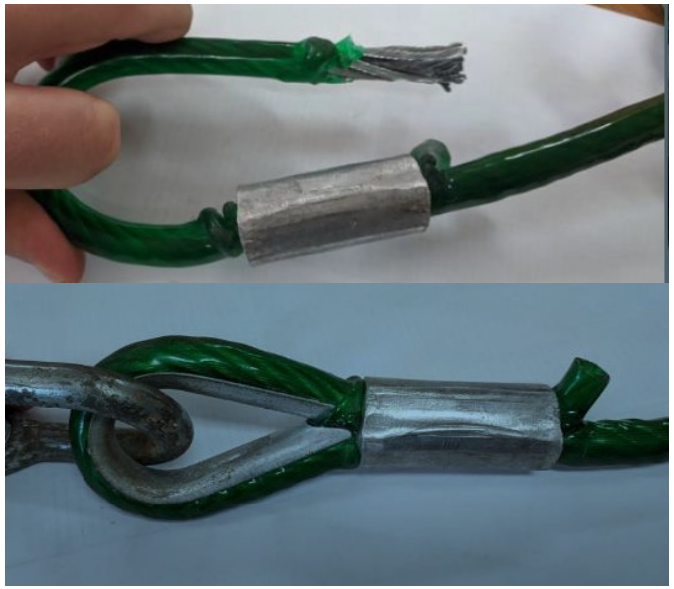
Jan A. Opedal
Manager Projects

What is loose lifting gear?	• Everything between crane hook and load • Slings, chains, eyebolts, shackles, lifting cages etc	• Every piece in use must be certified and fully traceable!
Other lifting equipment onboard	• Chain- and wire hoists (loose and permanent)	• Also subject to certification and periodical thorough examination with complete opening/dis-mantling.

#2 Loose gear

Jan A. Opedal
Manager Projects

Current situation for loose gear	• Insufficient systems around registration and maintenance of loose gear and chain hoists	• Non-certified components in use onboard for lifting purposes. Must be avoided!
Mandate	• Update 170524 Loose Lifting Gear Procedure • Need to ensure a transparent control of certificates of in-use and discarded loose gear	• Review purchase process for loose gear
Suggestions	• Color coding system may be a «sleeping pillow» • Standard list of loose gear onboard? • Not mix lashing and lifting equipment!	• One vessel reported that (ONE) certificate in onboard folder matched of 62 loose gear in use • Loose gear without certificate is GARBAGE!



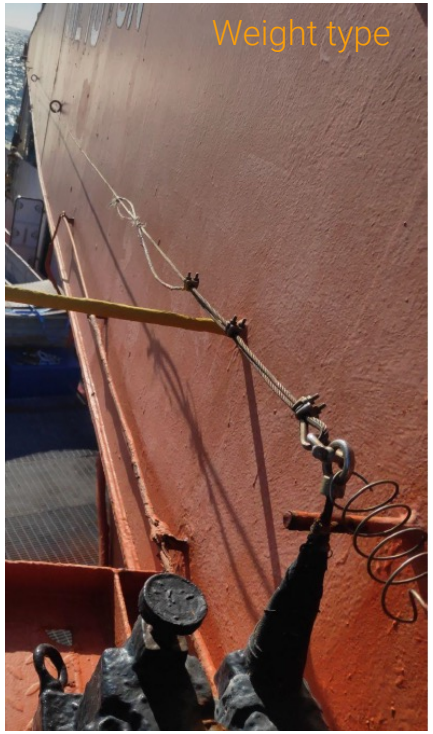
FROM CDI:

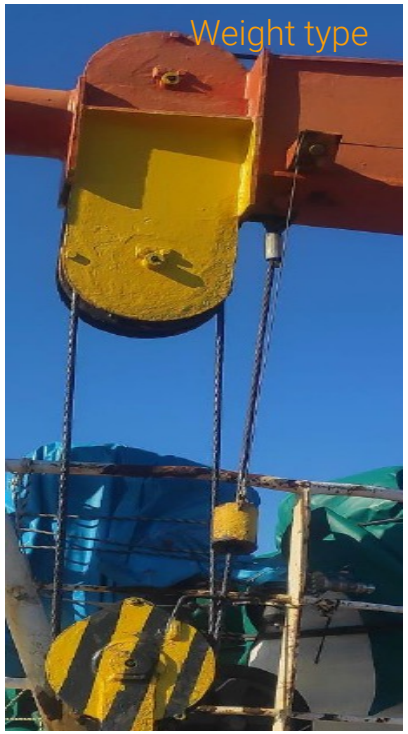
Colour coding of lifting equipment is an aid to identification and does not replace the requirement to conduct a detailed inspection of each item prior to use. It is not intended to replace other means of identifying lifting equipment, such as serial numbers, certifying stamps, etc.

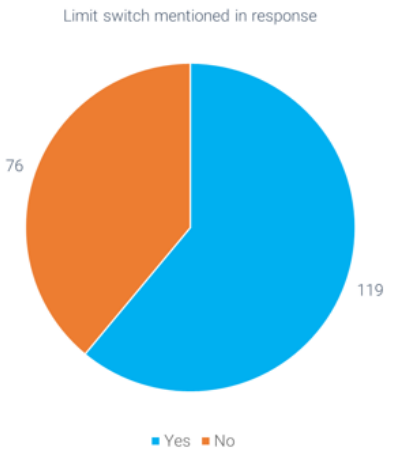
#3 Limit switches

Jan A. Opedal
Manager Projects

Limit switches	• Three main types in use on Odfjell vessels • «Weight type» , «Cam Type», «Spindle Type»	• Purpose is to automatically stop a winch (hoisting or luffing) before it comes to a mechanical stop
Observations	• Pro's and Con's with all solutions • Needs maintenance and testing to function • Crew unaware of the functionality	• High risk for equipment and personell with non-functioning hook stops



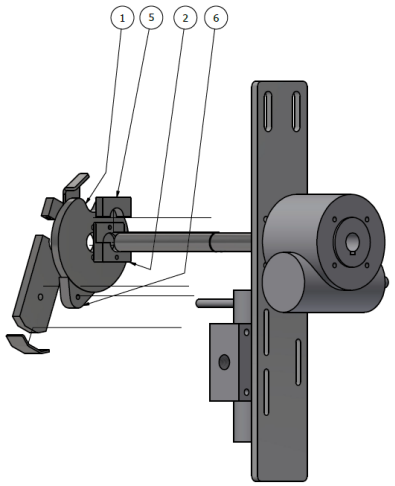


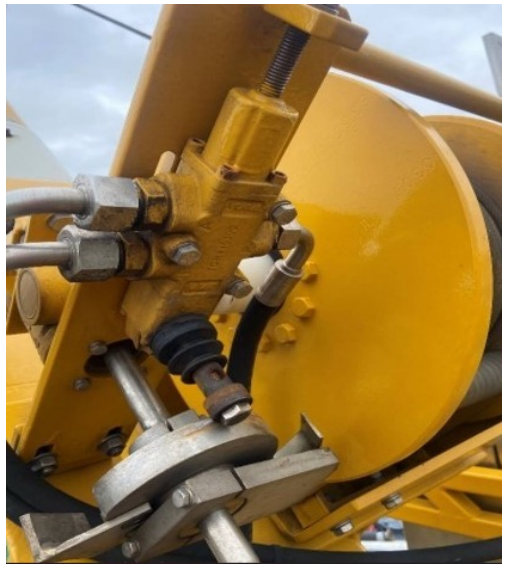


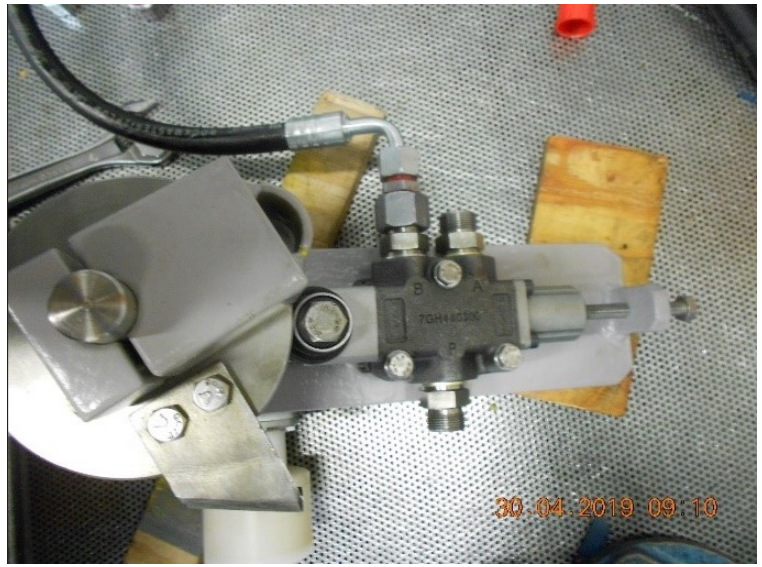
#3 Hook stop limit switches

Jan A. Opedal
Manager Projects

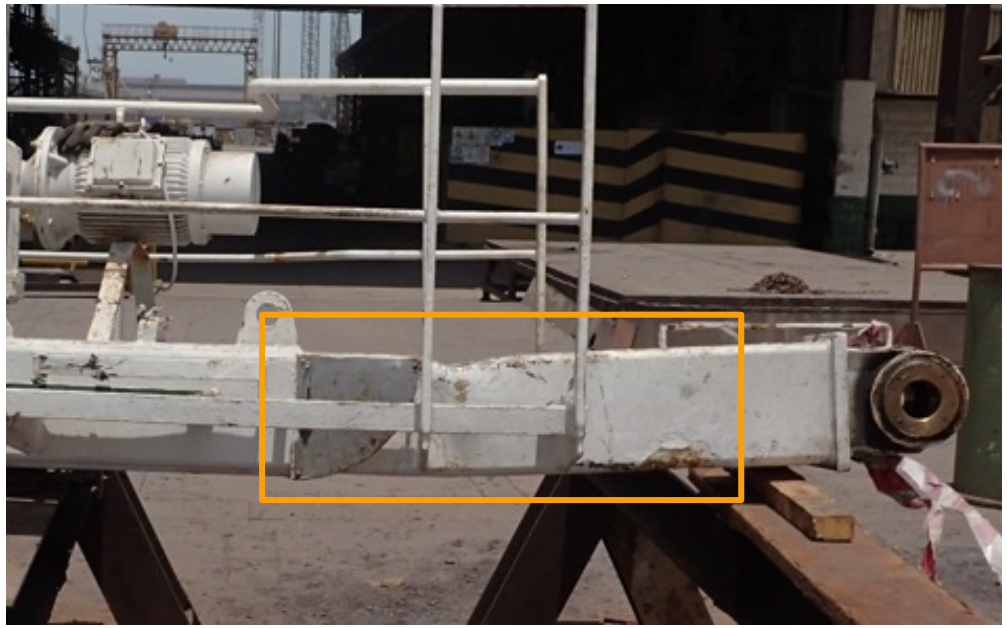
Limit switches – current situation	• Several different solutions, but most cranes have limit switch for hook stop	• Evident that many solutions are out of order • A barrier that would have prevented most of accidents we have seen
Mandate	• All hoisting and luffing limit switches must work! • Wrongly designed solutions to be modified	• WO for monthly control with clear acceptance criteria • WO reflecting onboard solution
Status	• Solutions on all cranes have been mapped • Cranes without limit switch or with non working solutions identified	• 26 cranes to be upgraded in first batch! • Specken solution proposed • Cam solution most robust

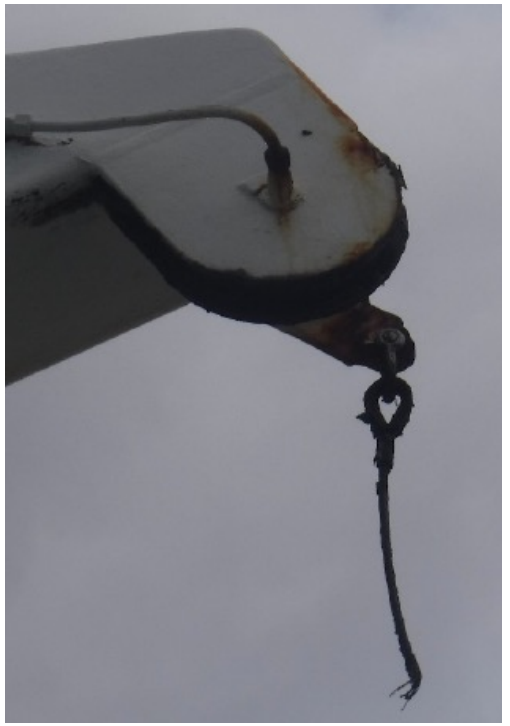






#3 Failing limit switches





#4 Crane Operations and Training

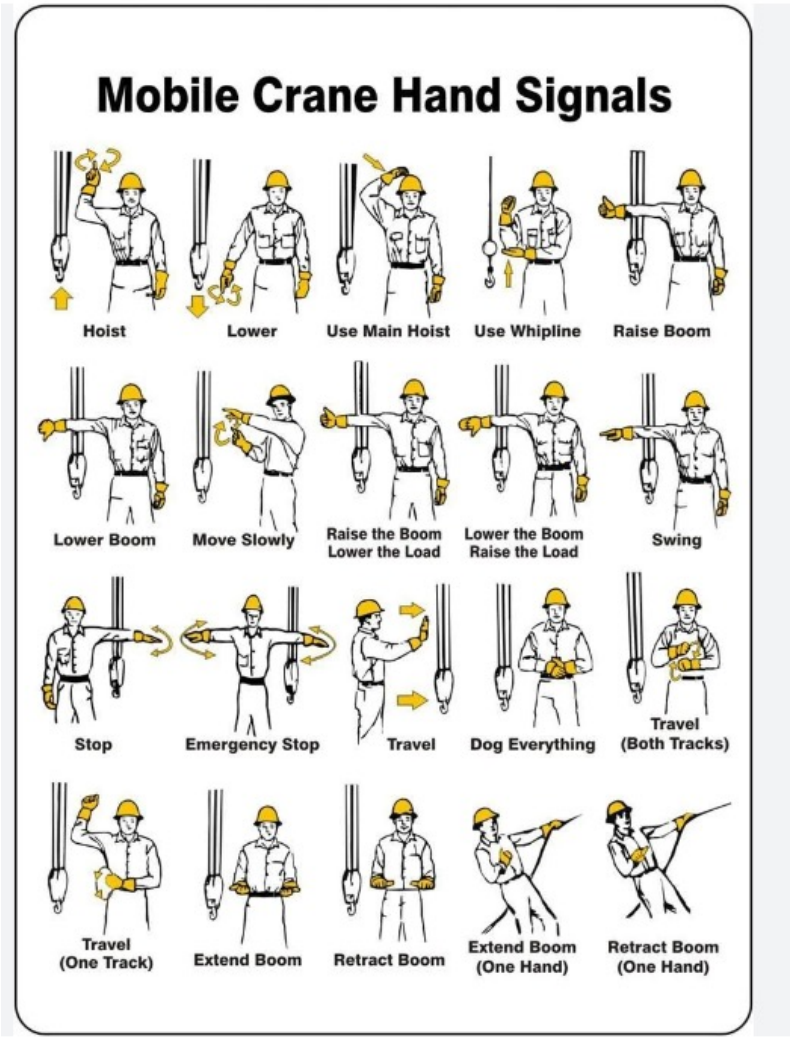
Jan A. Opedal
Manager Projects

Current status (Phase I)	• Procedure very general - update is recommended • No formal requirements for training of crane operators and crane responsibles	• Lacking clear definition of «certified/approved crane operator» • Onboard qualification requirements unclear
Suggestion Crane Operation	• Revise procedure • Redefine non-routine lift? Only linked to >250kg? • Align handsignals with CDI	• Lifting of Personnel – NOT allowed • Clearer guidance on risk elements to be considered in a TRA
Suggestion Training	• Crane Responsible (bosun) to attend onshore G-20 Fixed Shipboard Crane course	• Define competence requirements - crane operators • Develop onboard training checklist and approved crane operator templates.

#4 Crane Operations and Training (Signs)

OLD ODFJELL POSTER:

NEW ODFJELL POSTER:



#4 Crane Operations

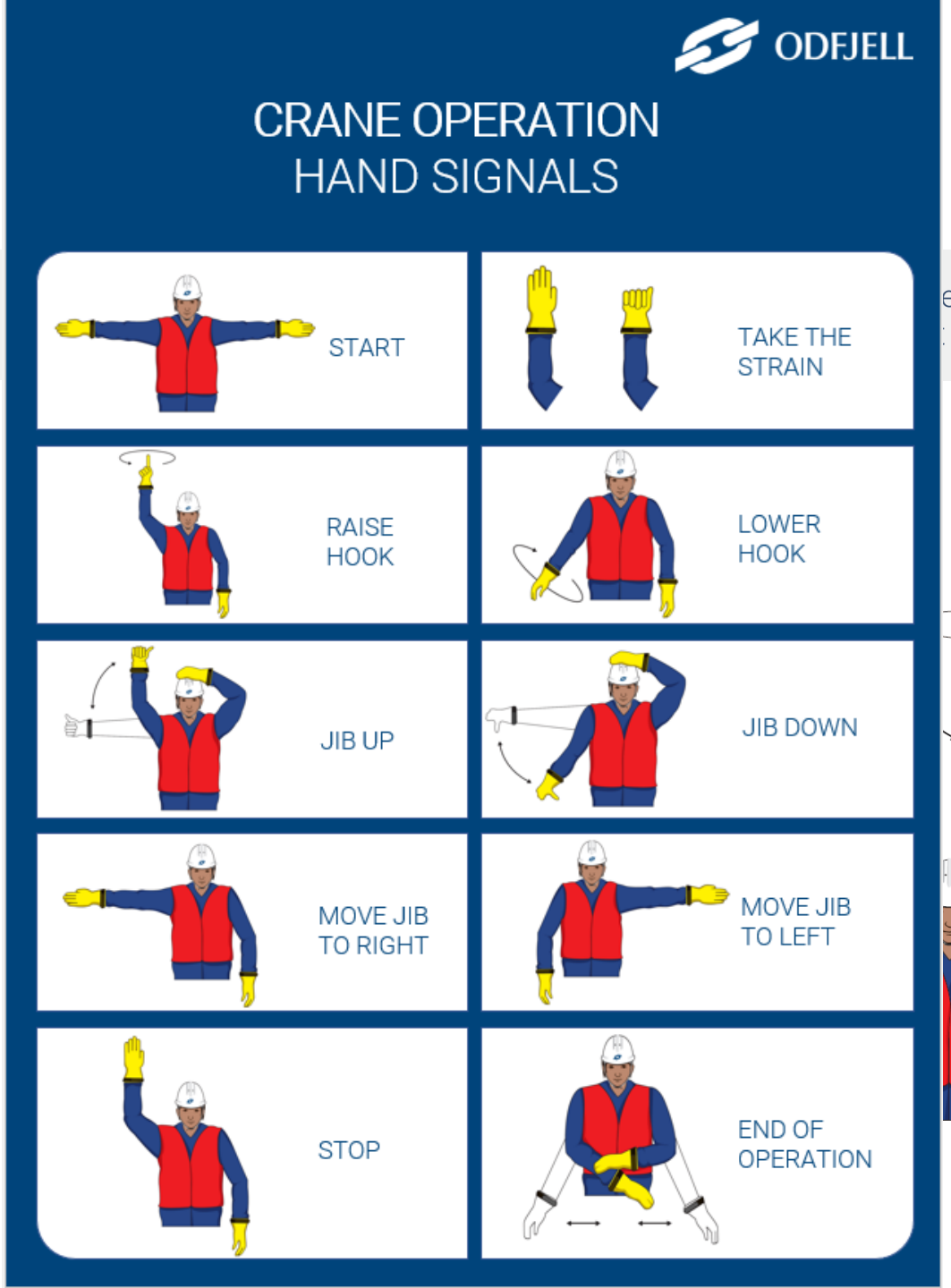
Jan A. Opedal
Manager Projects

Hand signals

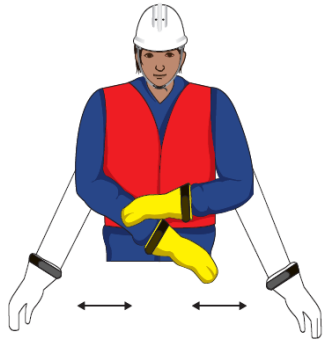
ed Odfjell Signal Poster with only signals
for our type of cranes is prepared

Start

Raise hook



Jib down



End of operations

Move jib to left (direction of arm)

Stop

#5 Maintenance

Jan A. Opedal
Manager Projects

Current situation	• Maintenance procedures are covering most aspects • A lot of text and unclear requirements	• WOs does not reflect differences in products and solutions • No standardized scope during 5,10,15 and 20 DD
Mandate	• Checklist for Annual Thourough Examination of cranes with clear acceptance requirements. • Make standardized scope for DD overhauls	• Align work descriptions with equipment • New job with 2 monts testing limit switches
Suggestion	• Updated Tagging in SM Portal to utilize all opportunities	• Make checklist for offline use on IPAD/IPHONE. • Document with pictures?

#6 SM Portal Infrastructure

Jan A. Opedal
Manager Projects

Current situation	• No individual control on certified components • No overview of certificates for certified lifting equipment	• Loose gear is not registered in SM Portal • Missing tagging and systems on lifting equipment
Mandate	• Establish individual control on certified lifting equipment. Similar ONIX Work…. • Interface towards chosen suppliers for wire, LG	• Utilize functionalitly for offline WO and checklist • Electronic Tagging – QR-code or similar
Status	• IPAD and IPHONE being rolled out • Interface with suppliers under discussion • Crane categorization being implemeted	• Register and business-rules for certificate handling to be implemented

Jan A. Opedal
Manager Projects

Allegation on Safety Culture

- Odfjell has a strong safety culture on cargo operation

- Safety culture for lifting could be improved – SMT, supported by shore organization, are key to increase awareness onboard

Organizing of group work

Jan A. Opedal
Manager Projects

- Group 1, 2 and 3 – To work on Task 1 and Task 2
- Group 4 and 5 – To work on Task 3, 4 and 5

Group 1
Room: Beyer (Secretary J.O Ødegård)
- Løftingsmo, Marius
- Carace, Gary Villacorta
- Fernandez, Henry Odiaman
- Edvardsen, Jan
- Gjelsvik, Jan Inge
- Bjerknes, Tor Gisle

Group 2
Room: Kammer (Secretary B. Lie Berland)
- Olsen, Roald Johan
- Weaver, Jeric Subade
- Wersall, Carl Henrik
- Dimalaluan, Alex Jr Lagunday
- Grønlund, Stefan
- Rodrigues, Marcos

Group 3
Room: Klaver (Secretary J.A Opedal)
- Hepsø, Ken
- Gabriel, Brando Dela Cruz
- Johansen, Arne
- Hevrøy, Kjell Arne
- Dilig, Macario Taton
- Dahl, Christian

Group 4
Room: Symfoni (Secretary Bård Lysen)
- Adamczyk, Slawomir
- Svendsen, Svenn Rune
- Geving, Kjartan
- Stenslid, Agnar
- Kristiansen, Jan
- Oen, Runar
- Tverderøy, Sigbjørn

Group 5
Room: Welhaven (Secretary Robert Øksnes)
- Nygård, Lars Sverre
- Trusewicz, Andrzej
- Nordstrand, Hans Olav
- Johansen, Aleksander
- Helle, Karl Erik
- Træet, Stefan

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Work Shop Summary

By Jan Opedal, Manager Projects

15:00 – 15:45

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Task 1

Group 1, 2 and 3 only

Task 1 (Operational):

1. Which lifting operations are executed safely onboard Odfjell vessels and which lifting operations are not executed safely?
2. What are in your opinion/experience main risk factors and should trigger a non-routine lift and TRA?
    a. Weight of load above certain threshold or % of SWL?
    b. Vessel movement?
    c. Crew under hook and load?
    d. Blind lifts?
    e. Others?
3. How can the safety level for lifting operations be improved?
    a. What can crew do to improve situation, and why is it not addressed during SMT inspections?
    b. What can Office do to improve situation (TSI, MSI, AMG etc…)?

Come up with some specific actions.

Task 2

Group 1, 2 and 3 only

Task 2 (Operational):

1. How is the competence level in Odfjell fleet for crane operators, signalmen etc
    a. What is good enough?
    b. What improvements are needed?
2. Propose what can be done to improve the competence level.
    a. Onboard training?
    b. External courses
    c. Computer Based Training?
    d. Mentoring?
    e. Others?
3. Minimum requirements to be approved for operation crane onboard?

Task 3

Group 4 and 5 only

Task 3 (Limit Switches):

Limit switches are an important barrier to avoid serious lifting related accidents. If operator continues lifting when hook is in upper position, system should stop movement. The technical campaign shows systems out of order and equipment that is not working. Also shows that some vessels are unaware of technical solutions on cranes.

1. Anyone has experience with non-functional limit switches?
2. What is wrong on the below pictures?
3. What can the consequences be?
4. Why is this allowed to happen onboard Odfjell vessels?
5. Proposals for ensuring limit switches always working?

Task 4

Group 4 and 5 only

Task 4 (Wires, hooks and loose gear):

Hooks, wire and loose lifting gear are very important elements for safe lifting. Campaign shows equipment in poor condition, wrong wire diameters and wire types installed and non-certified lifting equipment in use.

1. What is wrong on the below pictures?
2. What can the consequences be?
3. Why is this allowed to happen onboard Odfjell vessels?
4. Proposals for assuring proper condition over time on all vessels?

Task 5

Group 4 and 5 only

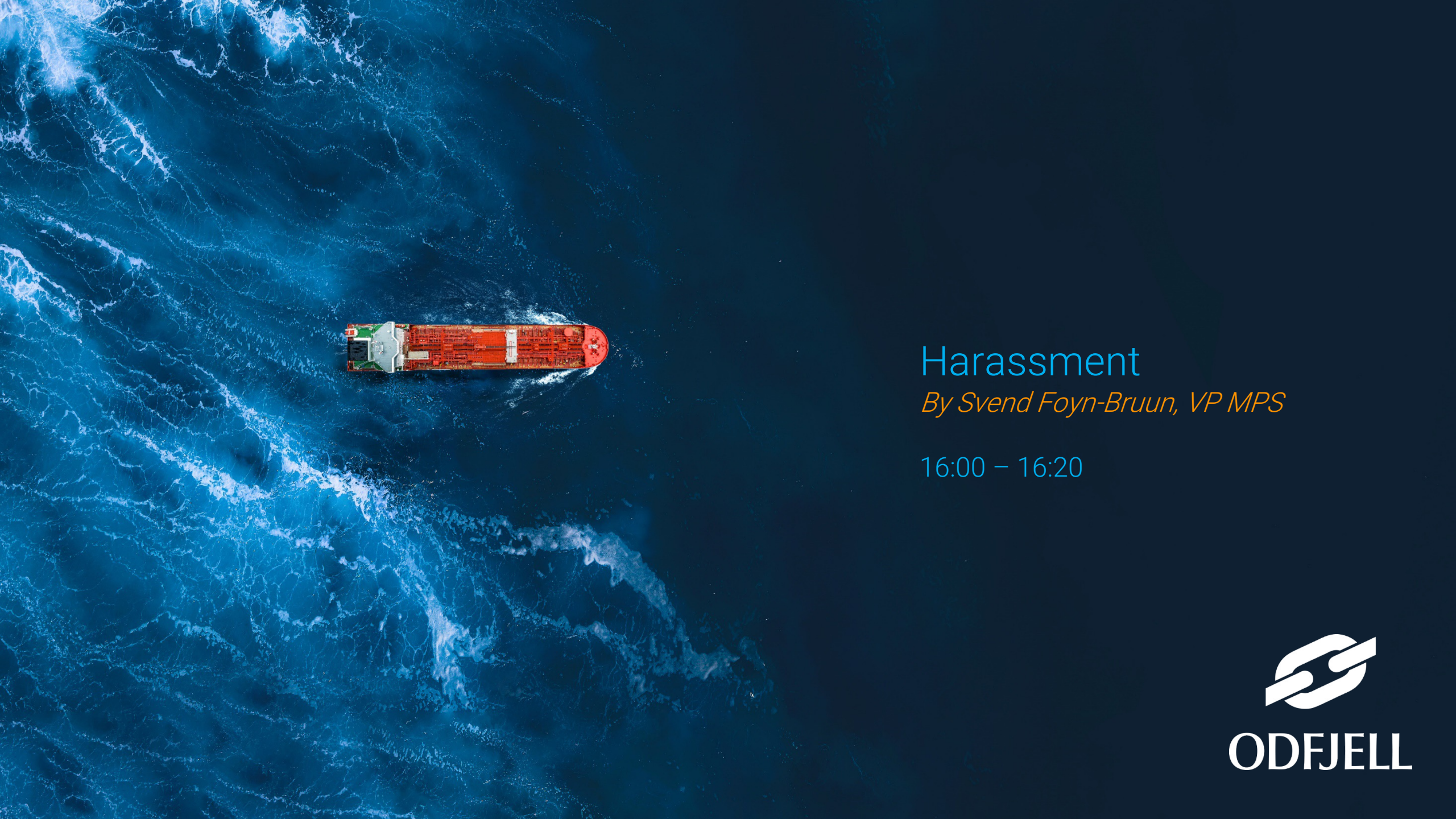
Task 5 (Maintenance):

1. What failures have you experienced on cranes on your vessels?
2. Should planned maintenance have detected this before these problems occurred?
3. What changes to PM for cranes do you recommend?
    a. Number of jobs?
    b. Intervals?
    c. Detail level?
    d. Would checklists improved the quality of the job?

- End of Session -

Workshop – Lifting Safety

ODFJELL



Harassment

By Svend Foyn-Bruun, VP MPS

16:00 – 16:20

ODFJELL

Harassment

A serious challenge in the industry?

Svend Foyn-Bruun
VP Maritime Personnel

Background

- Industrial surveys indicate that harassment is a severe problem onboard
- We had some 4-5 cases in the last 12 months ranging from bullying, stalking (sexual), immediate and impulsive scolding, and bullying under the alcohol influence

Consequence

- Stress
- Lack of motivation
- Reduced work performance
- Absence from duties; and
- Resignations

ICS:
Harassment is a form of discrimination which has the purpose or effect of violating a person's dignity and creating an intimidating, hostile, degrading, humiliating or offensive environment.

Data quality?

A serious challenge in the industry?

Svend Foyn-Bruun
VP Maritime Personnel

Surveys

- Some surveys serves other purposes?

Type mobbing	Fullt spørsmål	Resultat (ja)		Forskjell	
		Odfjell	Øvrige	Differanse	Prosentvis forskjell
Seksuell trakassering	Har du i løpet av de siste 12 månedene blitt utsatt for uønsket seksuell oppmerksomhet ved din arbeidsplass, eller andre steder du har vært med dine kolleger?	4,3%	2,4%	1,9	79,2%
Utestengelse	Har du blitt utsatt for utestengelse på arbeidsplassen i en lengre periode i løpet av de siste 12 månedene?	1,4%	4,2%	-2,8	-66,7%
Personrettet kritikk	Har du blitt utsatt for personrettet kritikk på arbeidsplassen i en lengre periode i løpet av de siste 12 månedene?	10,7%	12,4%	-1,7	-13,7%
Gjentatte påminnelser om tidligere feil	Har du blitt utsatt for gjentatte påminnelser om tidligere feil på arbeidsplassen i en lengre periode i løpet av de siste 12 månedene?	9,3%	6,6%	2,7	40,9%
Vedvarende kritikk av arbeidsinnsats	Har du blitt utsatt for vedvarende kritikk av arbeidsinnsats på arbeidsplassen i en lengre periode i løpet av de siste 12 månedene?	6,4%	5,0%	1,4	28,0%
Upassende morsomheter	Har du blitt utsatt for upassende morsomheter på din bekostning på arbeidsplassen i en lengre periode i løpet av de siste 12 månedene?	13,6%	9,7%	3,9	40,2%
Baksnakking/ ryktespredning	Har du blitt utsatt for baksnakking og/eller ryktespredning på arbeidsplassen i en lengre periode i løpet av de siste 12 månedene?	14,3%	14,5%	-0,2	-1,4%
Mobbing totalt	*Ja på minst én av typene over*	*36,4%*	*26,7%*	*9,7*	*36,3%*

Data quality?

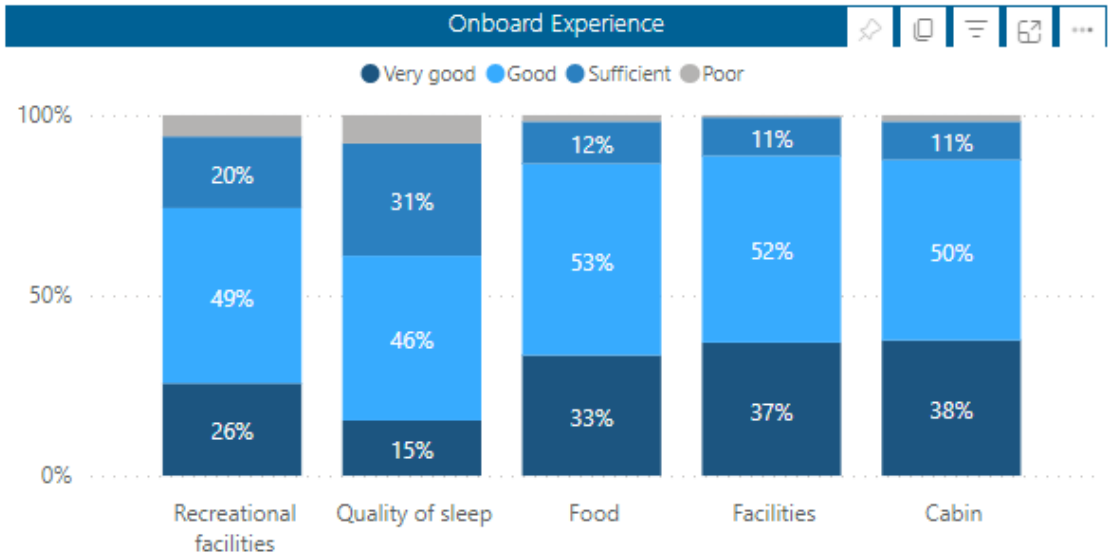
A serious challenge in the industry?

Svend Foyn-Bruun
VP Maritime Personnel

Surveys

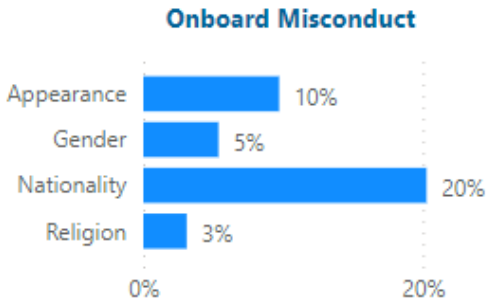
- Some surveys serves other purposes?

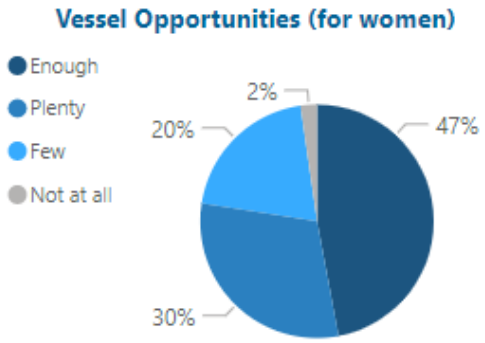
YOUR LIVING CONDITIONS

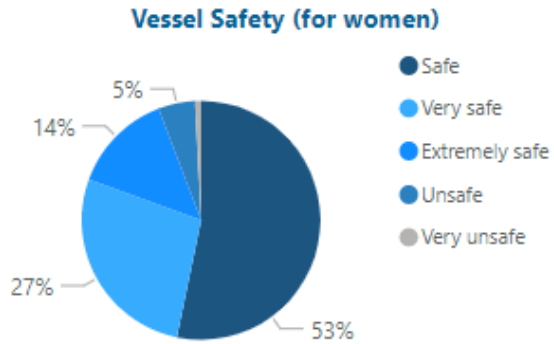


Seafarers generally have a positive living condition on board vessels, with satisfactory ratings in all categories. However, there is a room for improvement to address concerns raised by seafarers who rated certain aspects as "Sufficient" or "Poor"

Seafarers have reported or experienced various form of discrimination, harassment, or bullying related to their nationality, appearance, gender, or religion. It appears the presence of potential issues that need attention to ensure a safe and inclusive working environment for all seafarers







https://app.powerbi.com/groups/me/reports/b1eaf6de-6fb8-4f1e-914d-ee64f393e88d/ReportSection?experience=power-bi

What to consider?

A serious challenge in the industry?

Svend Foyn-Bruun
VP Maritime Personnel

Why do we have this as a focus

- Safety first, Harassment will threaten this
- NSA's recent survey indicated that 27% of the responders have experienced harassment in the last 12 months; among 200 Odfjell responders, the rate was higher
- Recent cases indicate that this is a real problem in our fleet
- INTERTANKO survey gives a more diverse picture

What is harassment

- Harassment includes any act which creates feelings of unease, humiliation, embarrassment, intimidation, or discomfort to the person on the receiving end
- Harassment does not include corrective actions or admonishment (act of good will/good intent)

Ask yourself

- Do you consider that your way of doing a job is always right?
- Do you raise your voice to others?
- Are you sarcastic or patronizing to others?
- Do you criticize individuals in front of others?
- Do you criticize minor non-safety critical errors and fail to give credit for good work?
- Do you shun any others or spread rumors or malicious gossip?

If you are concerned that aspects of your behaviour could be considered harassment or bullying, your company can help you to eradicate these aspects – don't wait until a complaint is made against you!

What to do?

Svend Foyn-Bruun
VP Maritime Personnel

Responsible reporter

Those that experienced harassment or those that have observed harassment need to flag it!

- Open up talks with friends/crew mate onboard and seek advice
- Ask the captain or other MLOs for help, and consider reporting
- Contact CFA Phil or Eva, Elisabeth to ask for confidential talks and consider reporting
- Use DPA and report as a person
- Use DPA as an anonymous reporter

Be a responsible reporter, colleague or friend.

- End of Session -

Harassment

ODFJELL

Open Hour

By Knut Erik Fredriksen, VP Fleet Bergen

16:20 – 17:00

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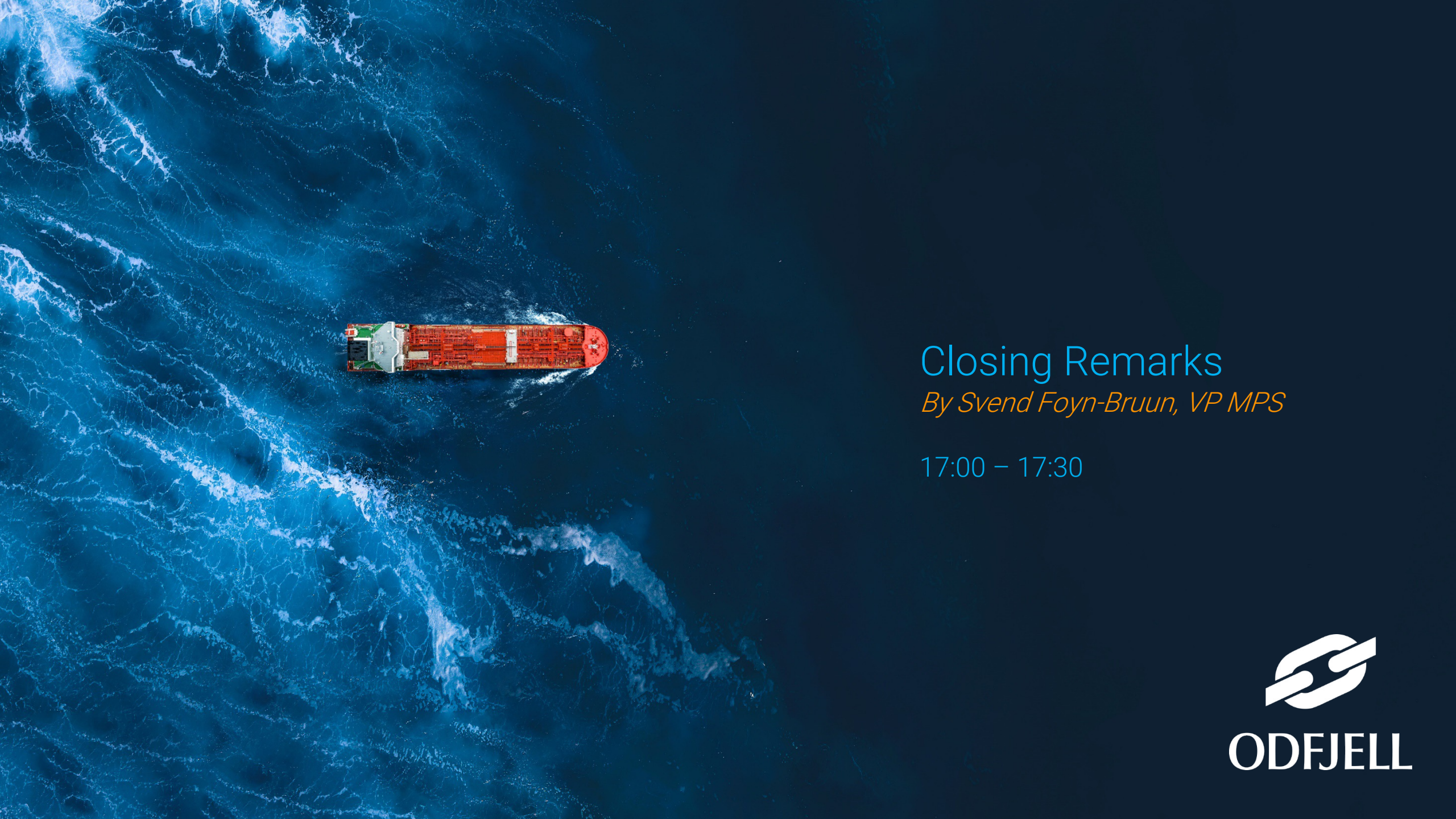

Closing Remarks

By Svend Foyn-Bruun, VP MPS

17:00 – 17:30

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End of
OpTech # 2 2023

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