

BOURBON believes that all incidents are preventable.

All persons, employees and contractors, working at or visiting any BOURBON vessels, shore bases and offices *shall* follow these two key principles with regards to working safely at all times:

1. **Engage in all work safely or not at all.**
2. **There is always time to conduct all tasks correctly and therefore SAFELY.**

All persons working at or visiting any BOURBON vessels, shore bases and offices have the right and obligation to **STOP ANY WORK** that they consider may create any unmanaged risk to personnel, the environment or assets. All persons *shall* also support the STOP WORK decisions of others.



THIS IS YOUR RESPONSIBILITY AND YOU HAVE FULL AUTHORITY.

It is also an expectation and obligation for anyone stopping work, in such circumstances, to immediately bring such conditions to the attention of his/her immediate supervisor, who is responsible for informing the Vessel and/or Operational Management (as applicable). Such Management must be involved in the assessment and resolution process.

No work will resume until all STOP WORK issues and concerns have been properly assessed and resolved.

BOURBON encourages and *shall* fully support STOP WORK decisions.

No form of retribution will be tolerated against any person who, in good faith, exercises his/her authority in conformance with the intent of this Policy.

Gaël BODÉNÈS*
BOURBON Maritime Chairman

Thierry HOCHOA*
Group Chief Financial Officer

*Original document endorsed, signatures not present to avoid fraud attempts