



What is it and why it is Important?

Cause no Harm is a concept and philosophy adopted by Swiber to reflect our business ethics and strategy. Everything we do will have as our first consideration, the idea that it must cause no harm. No harm to ourselves as individuals, other people, our equipment whether owned or leased, materials, others assets, the environment in which we work, the planet as a whole and future generations who will inherit the legacies we leave behind.

Cause no harm will form the foundation on which this company will be built and expanded upon to achieve our vision and beyond.

It takes our thinking away from short term gains to sustainable, ethical ideas and actions that benefit everyone. In short it moves us away from egocentricity to global-centricity, where we consider the impact of our actions broadly and take responsibility for the outcomes.

The company intends to nurture this as a core value and through an ongoing education programme and guidance, will inculcate this as part of our company's culture.

Now comes the hard bit - practical application

Cause no harm to ourselves

As Swiber employees, without being overly harsh on ourselves or judgmental, we will give thought to our personal choices and ask ourselves, "Will this choice I am making or considering, result in causing me harm"?

Preceding all action comes thought and it is at this stage that we can address the idea - will this cause harm to me? It may be a simple activity such as smoking, eating or drinking. It may be our actual work activity from leaving a filing cabinet top draw open to rigging up a heavy load on an offshore vessel. "Will this cause me harm"?

Cause no harm to others

Again, we must consider all aspects of our actions, including what we think and say - will this cause harm to another or others? "Will I damage this person's reputation by spreading a malicious rumour"? "If I do not build this scaffold correctly, will it result in someone getting hurt"? "If we make financial decisions In the board room, could we cause harm to our employees"? "If I don't clean up my spilt coffee, could someone slip over and hurt themselves"? "Will my actions cause harm to others"?

Cause no harm to our equipment or materials

Will overloading the forklift, cause damage to the equipment? If we reduce our expenditure on maintenance to increase profits, will it cause harm to the equipment? If we stack the pipe up three rows higher than permitted on the barge to reduce the number of trips, will it cause damage or undue wear and tear? If we keep an unserviceable wire rope sling in use,

can it part and cause damage to equipment? if we leave sacks of cement out in the weather, can the water get inside and ruin the cement?

Each time we must consider the outcome of our decisions, choices and actions regarding equipment and materials and ask ourselves "Will this cause harm"?

Cause no harm to other's assets

Is there a chance a tow line could part and our barge finishes up colliding with a platform? If we abuse the leased photocopier, will it result in harm? If we drive recklessly in a rented vehicle and have a crash, we have caused harm to someone else's property. Whenever we are dealing with or operating other peoples or company's assets we have to ask ourselves, "Will this cause harm"?

Cause no harm to the environment

We as a company do not need to contribute further to damaging the immediate environment in which we work and cause more harm. By acting responsibly, we can embrace recycling, re-using and substituting hazardous materials and by doing so, cut down on the impact our work activities have on the environment Before we tip a drum of used oil over the side of the vessel because no-one is around, we can ask ourselves, "Will this cause harm"? Can we eliminate or reduce the source of pollution? Can we recycle these used items? Can this hazardous material be treated so it is no longer harmful? Are our waste streams being disposed of ethically? Every one of us can contribute to good environmental management and It will start by asking - will this cause harm?

Cause no harm to the planet as a whole

This is a hot topic!! We are already seeing the adverse effects of global warming, deforestation, CO2 emissions, waste build-up and pollution to air land and water, etc, etc. This is an expanded view of the immediate environment whereby we must consider the long term effects of our decisions and actions and ask ourselves seriously, will this cause harm? As a company we must act to reduce the burden placed on this planet's ecosystems and all forms of life.

One of these ways we can do this is by putting a good waste management strategy in place, which aims to reduce the residual waste in the first place through:

- Reduction: generate less waste through more efficient practices
- Reuse: re-use waste materials in their original form
- Recycle: convert waste back into a reusable material
- Recover: extract material or energy from waste for other uses
- Residue: efficient disposal of the remaining residues.

There are many other ways in which we can contribute to arresting the polluting effects on this planet and our starting point is when considering our work and actions asking ourselves, "Will this cause harm"?

Cause no harm to future generations

For those of us with children, this idea should be at the forefront of our mind. We are borrowing this planet from our children and therefore have the responsibility to hand it to them in good condition. Whatever harm we do now will harm all future generations and they will have to deal with it. They will have to clean up our mess or adapt to a lower quality of life, therefore we have to ask ourselves, will my or our collective actions today, cause harm to future generations.

Finally, we are all equipped with the ability to make choices, which is the wonderful gift we have been endowed with. We can choose what we eat, what we read, which movie we see, what car to buy, where to go on holidays, etc, etc. Now, individually and collectively as a company, you are being invited to make choices that will cause no harm.