

Risk assessment on human rights and decent work conditions

Company: Sea-Cargo AS

Year: 2024

Identified risk area	Applies to	Risk category	Risk description	Risk rating	Mitigating actions taken	Mitigating action planned
Safe working conditions	Shipyards, ship owners (crewing contracts)	Industry risk	(1) Working conditions for work force at ship yards. (2) Safety culture at yards	2	Yard specification includes provisions to request HSE information from yard, for use in assessing the yard as an approved supplier.	(1) Introduce the SCoC to the yard specification. (2) Update yard comparison tool to include risk evaluation and comparison of yards' QHSE performance.
Decent working conditions	Shipyards, crew agencies, ship owners, suppliers	Industry risk	(1) Fair income that provides a decent standard of living (2) Security in the workplace, including safe working conditions and protection against discrimination (3) Social protection for workers and their families (4) Better prospects for personal development and social integration (5) Freedom for workers to express their concerns, organize, and participate in decisions that affect their lives (6) Equal opportunity and treatment for all workers, regardless of gender	1	(1) SCoC (2) Compliance assessment by use of screening tools.	(1) Revision of process for supplier evaluation, to include a provision for self-assessment for the supplier. (2) Make provisions for Customer self-assessments
Child labor	Shipyards, crew agencies, ship owners, suppliers	Industry risk	Use of child labor in production of services and products, and in the downstream value chain (customers).	1	(1) SCoC (2) Compliance assessment by use of screening tools.	(1) Revision of process for supplier evaluation, to include a provision for self-assessment for the supplier. (2) Make provisions for Customer self-assessments
HSE Culture	Shipyards, crew agencies, ship owners, terminals, suppliers	Industry risk	Perception and understanding of a good HSE culture differs among cultures. May lead to dangerous working	1	(1) Cultural awareness training performed during officers conferences, with focus on internal cultures.	(1) General cultural awareness training, with focus on more than internal culture. (2) Bridging processes (e.g. bridging safety cultures between ship and terminals/yards/etc).

			conditions/risk of incidents and accidents			
Whistleblowing mechanism	All units	Company specific	Risk of not receiving justified important information through whistleblowing	2	(1) Acquired a new reporting portal.	(1) Complete rollout of reporting portal.
Business ethics	Vessels	Geographical risk	Corrupt practices during port stays: Facilitation payments and bribery.	1		(1) Corruption risk assessment for corrupt practices on-board ships is in process to be released.
HSE Culture	Ships, offices, terminals	Industry risk	Safety breaches and risk of incidents at shore, onboard and at terminals.	1	Continuous evaluation of safety procedures. External specialists hired to conduct safety training.	Working to obtain ISO standards for HSEQ for all terminals
Workload	Offices	Company specific	Excessive use of overtime may jepordize decent working conditions for office staff	2	Monitoring use of overtime to identify excessive use. New shiftrotations used at terminals were critical.	
HSE Culture	Terminals	Product and service	HSE culture at terminals not consistent. Risk of incidents and accidents	1	Substantial more focus on Aberdeen and Husøy as developing terminals.	Working to obtain ISO standards for HSEQ for all terminals