

Risk assessment on human rights and decent work conditions

Company: Sea-Cargo Agencies AS

Year: 2024

Identified risk area	Applies to	Risk category	Risk description	Risk rating	Mitigating actions taken	Mitigating action planned
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.
HSE Culture	Ships, offices, terminals	Industry risk	Safety breaches and risk of incidents at shore, onboard and at terminals.	1	Continous evaluation of safety proceedures. 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