



Island Tug and Barge and ITB Subsea's number one priority is its employees. Because we put our people first we must be committed to the health, safety and well-being of every one of our employees. This requires a mandate to build an industry leading health and safety program. Every aspect of ITB's health and safety program is based on the safety philosophy statements presented below. The success of ITB in managing personnel health and safety to the highest standards will be dependent upon all personnel believing in this common philosophy.

1. All injuries and occupational illnesses are preventable.
2. All operating exposures that could result in injuries or illnesses can be controlled.
3. When it comes to safety there is no hierarchy. Every person in the company, from the President to first-line supervisors, operators, mechanics and clerks, is responsible and accountable for preventing injuries to themselves, their coworkers, contractors, customers and visitors.
4. Safety is a culture and must be integrated as a core business and personal value, with each person understanding the value of not just their own safety, but the safety of everyone on the worksite.
5. Safety is a condition of employment for all personnel.
6. We cannot walk past an unsafe act – ever.
7. All incidents must be reported and elevated quickly.
8. Safety must be measured. Audits must be performed in the workplace to assess safety program success.
9. Whenever a safety deficiency is found – either by an audit or investigation or during the normal course of work – prompt action must be taken to correct the deficiency and reinforce the priority of safety.
10. Safety is not only a part of every person's job, but also a part of every person's life. Off-the-job health and safety is important as well.
11. Employees must be provided with the correct tools for the job, trained and motivated to work safely.
12. The combined energy of the entire organization is necessary to continuously improve and excel in safety performance.
13. Safety is good business, creating a competitive advantage, and is expected by our customers.

The success of our safety program depends upon everyone taking personal ownership of both our Health and Safety Policy and Philosophy Statements. It is only through integrating these key elements into our own daily activities, in a way that offers true commitment and support for the process, that successful safety performance can be assured.

Adrian Samuel
President