

2021 Objectives and Targets

Code: **Q** = Quality **H** = Health **S** = Safety **E** = Environment **En** = Energy **IS** = Information Security

No.	Category	Objective	Target	Activity	Responsible
1	E/En/H	Reduce companies carbon footprint	Reduce environmental impacts of existing company operations and improve the value of existing products	<ul style="list-style-type: none"> Track, trend, and promote shore power usage Promote variable frequency drive capabilities through client meetings Maintenance to install Battery on Board (BoB) technology to a vessel and measure results 	<ul style="list-style-type: none"> Operations (Hank Dufrene) QHSE Department (Kacey Youens)
2	Q	Increase employee competency through the improvement of the Performance Appraisals process	Job-specific responsibilities to be added to all vessel Performance Appraisals templates by year-end	<ul style="list-style-type: none"> Review and revise company job descriptions to begin incorporating job-specific responsibilities into the Performance Appraisals process 	<ul style="list-style-type: none"> Human Resources (Brett Borne)
3	E/H/Q/S	Improve regulatory compliance	Reduce the number of recorded deficiencies in 2021	<ul style="list-style-type: none"> Operations to conduct vessel inspections prior to USCG inspections to identify and self-report deficiencies Regulatory to submit Quarterly reporting to the fleet on top deficiencies 	<ul style="list-style-type: none"> Operations (Hank Dufrene) Regulatory Department (Warren Sanamo)
4	E/H/S	Improve safety and environmental performance of the company	Reduction of 15% of serious marine incidents as defined by USCG 2692 reporting criteria /// Reduction of First Aid events by 10%	<ul style="list-style-type: none"> Safety Bulletins Experience Transfers / Experience Feedback Human Performance integration into IMS 	<ul style="list-style-type: none"> Operations (Hank Dufrene) QHSE Department (Kacey Youens)
5	En/Q	Improve companies ability to manage energy risks	Establish a framework to develop future energy goals	<ul style="list-style-type: none"> Perform a GAP analysis to ISO 5001:2018 standard to establish a baseline and opportunities for improvement 	<ul style="list-style-type: none"> QHSE Department (Kacey Youens)
6	E	Promote environmental friendly practices	Reduce the severity of spills	<ul style="list-style-type: none"> Promote fleet best practices by providing historical incidents and mitigations Distribute Bulletins on spill events to raise awareness 	<ul style="list-style-type: none"> QHSE Department (Kacey Youens)
7	Q	Increase customer satisfaction	Decrease downtime due to mechanical failures	<ul style="list-style-type: none"> Educate vessel engineers on common failures and mitigations (top 5 issues and solutions) 	<ul style="list-style-type: none"> Maintenance Department (Carlos Gaspard)

No.	Category	Objective	Target	Activity	Responsible
8	Q	Improvement of the procurement process by allowing for electronic follow up to pending materials	Track lead times of materials to the warehouse by suppliers	<ul style="list-style-type: none"> Design, test, and implement a tool within the Requisition portal that will enable electronic follow up on pending materials Track lead times by suppliers 	<ul style="list-style-type: none"> Purchasing Department (Keith Cheniere)
9	Q/E	Improvement of the battery core collection process	Validate battery core process by electronically tracking the battery and its collection	<ul style="list-style-type: none"> Test and implement a tool within the Requisition portal that will enable us to electronically follow up on outstanding battery cores and track them being received 	<ul style="list-style-type: none"> Purchasing Department (Keith Cheniere)
10	IS	Understanding strategic and operational information security risks; reducing or eliminating those risks	Complete 75% or greater of the Risk Treatment Plan	<ul style="list-style-type: none"> Use the Risk Treatment Plan to identify necessary projects to further enhance the security of our company Track and record progress in the ISMS Management Review 	<ul style="list-style-type: none"> Information Technology Department (Stephen Dye)
11	IS	Minimize downtime to ensure availability of information assets in support of business operations	Have less than 24 hours of unplanned server downtime	<ul style="list-style-type: none"> Monitor server uptime continuously, and investigate and address any issues Record metrics in the ISMS Management Review 	<ul style="list-style-type: none"> Information Technology Department (Stephen Dye)
12	IS	Increase employee security awareness to reduce the organizational risk factors	Have 100% information security awareness training completion, and reduce organizational risk score by 10%	<ul style="list-style-type: none"> Complete training Track training and organizational risk score Report to Executive Management 	<ul style="list-style-type: none"> Information Technology Department (Stephen Dye)

Objectives and Targets shall be reviewed for completion by mid-December of the year initiated.

No references