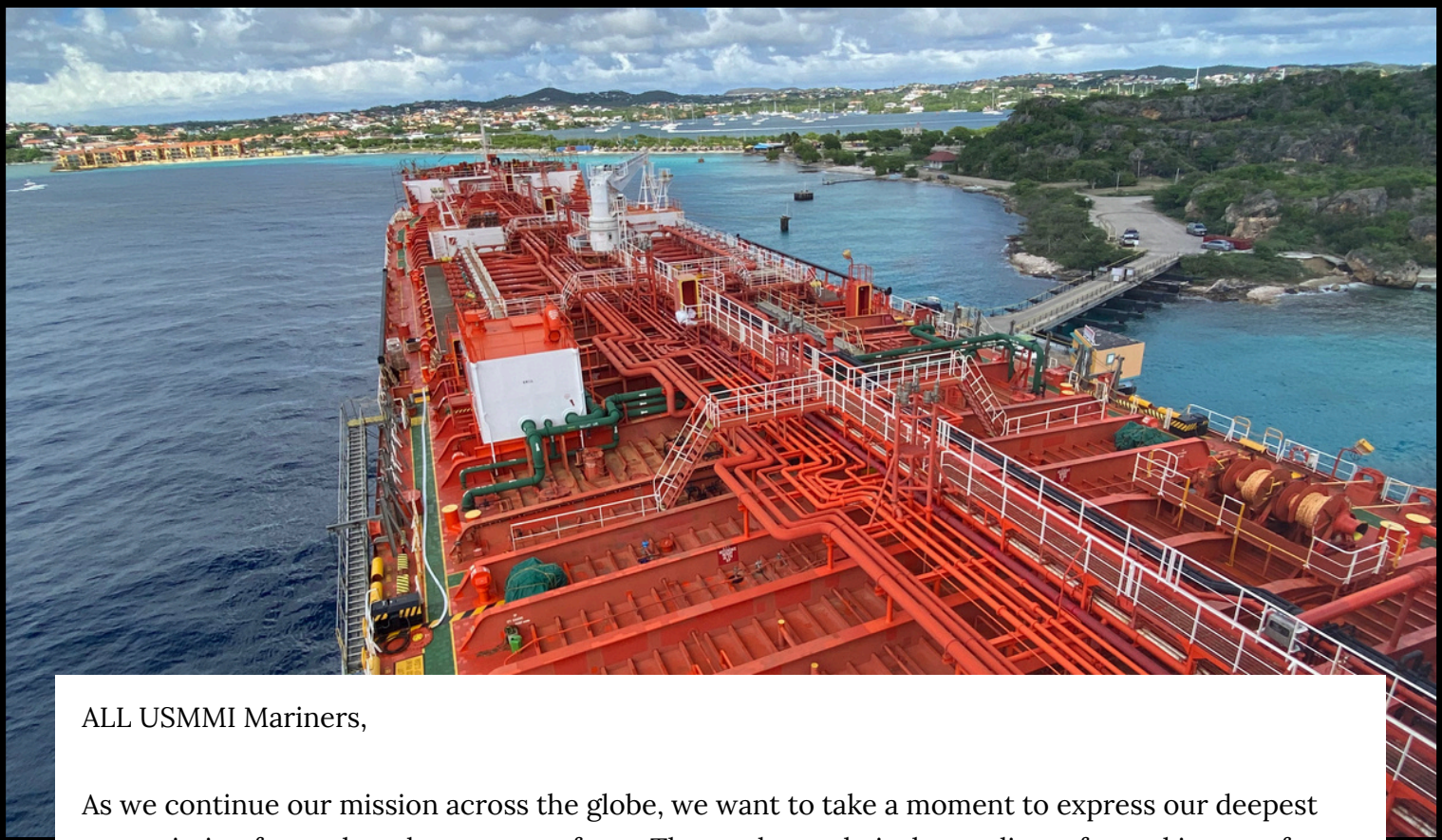


SAFETY SCUTTLEBUTT

MAY 2025

INSIDE THIS ISSUE:

- Risk Management Good Practices: Sight Glasses
- Regulatory Round-Up: Vessel General Permit
- Team Building & Making the Best of Your Time Onboard
- NS Training & Safety Training Libraries
- SMS Procedure Update: 3005 & 3005A
- Psychological Safety: Fostering Psychological Safety at Sea
- Wellness Corner: Total Body Fitness Onboard
- Safety Refresher: Heat Exhaustion VS. Heat Stroke
- Safety Stars
- Company Updates/News
- 2025 April Safety Metrics



ALL USMMI Mariners,

As we continue our mission across the globe, we want to take a moment to express our deepest appreciation for each and every one of you. The work you do is demanding, often taking you far from home and loved ones, and yet, you carry out your responsibilities with skill, resilience, and a sense of duty that reflects the highest standards of our industry.

At U.S. Marine Management, LLC, our mariners are more than just crew members — you are the lifeblood of our operations. Your dedication keeps our ships moving, our cargo safe, and our mission strong. We are proud of your professionalism, and we want you to know that your efforts never go unnoticed.

Safety is not just a priority — it is a core value that guides every decision we make. Each safe voyage and task completed without harm is a testament to your commitment to looking out for one another. Whether you're navigating challenging seas, conducting maintenance, or supporting one another onboard, you demonstrate that safety and excellence go hand-in-hand.

As we move forward together, we encourage you to continue embracing a culture of vigilance, teamwork, and accountability. Lean on one another, speak up for safety, and take pride in the difference you make every single day.

Thank you for being the strength behind USMMI. Stay safe, stay strong, and know that we stand behind you — always.

With respect and appreciation,
U.S. Marine Management LLC





Risk Management Good Practice: Sight Glasses

GOOD PRACTICE

- ✓ Spring valve in good order
- ✓ Proper gauge glass in use



In the event of a fire, the plastic tubing will melt. With the self-closing valve lashed back, the tank is open to feed the fire.



BAD PRACTICE

- ✗ Self-closing valve lashed open
- ✗ Plastic tubing in use as gauge glass



It's your ship and equipment
– look after them and they will look after you



Regulatory Round-Up: Vessel General Permit

Regulatory History

In 1972, the Clean Water Act was signed into law and created the National Pollutant Discharge Elimination System (NPDES) permit program. This program was designed to regulate point sources that discharge pollutants into waters of the United States. As originally drafted, the Clean Water Act exempted discharges incidental to the normal operations of a vessel. This exemption was subsequently litigated by environmental advocacy groups and in 2006, the exclusion was revoked.

In response to vessels now being included in the NPDES permit program, the Environmental Protection Agency (EPA) promulgated Vessel Incidental Discharge legislation in 2008 that required commercial vessels to obtain an NPDES permit for discharges incidental to normal operations. This became the Vessel General Permit (VGP) program we operate under today. The VGP program received an update in 2013 that included numeric ballast water treatment limits to align with U.S. Coast Guard regulations and also introduced the electronic annual submission of VGP reports.

In 2018, the Vessel Incidental Discharge Act (VIDA) was signed into law and fundamentally changed the legacy VGP program. Lead by the EPA, VIDA seeks to regulate specific discharge standards that would apply to 20 different types of vessel equipment and systems, as well as general discharge standards that would apply more broadly to all types of vessel incidental discharges. Enforcement authority for VIDA falls to the U.S. Coast Guard. VIDA also allows for states to set their own standards, with a requirement that they cannot be less stringent than the Federal standards. VIDA is expected to take effect in 2027.

Applicability to USMMI Vessels

USMMI vessels are only subject to VGP regulations while operating in EPA defined “waters of the United States.” This would include the territorial seas of the United States and territories. For areas where USMMI ships are currently operating, VGP compliance would be expected in:

- a. Guam
- b. Northern Mariana Islands
- c. American Samoa
- d. Wake Island

Note: The Marshall Islands is a United Nations Member State that has entered into a Compact of Free Association with the United States. EPA VGP requirements are not applicable within the Marshall Islands.

Record Keeping Requirements:

The EPA has provided the below guidance regarding when records are required to be maintained to demonstrate compliance with VGP regulations.

If a vessel is generally operated outside of U.S. Waters and only visits the U.S. perhaps once per year, is the vessel required to follow all VGP Inspections, Monitoring, Reporting, and Recordkeeping requirements?

The VGP’s inspections and monitoring requirements do not “apply worldwide.” Once vessels enter waters subject to this permit, they must be in compliance with the permit’s requirements before those discharges that apply occur in waters of the U.S. (which in most cases will be at the moment they enter waters subject to the permit, because many discharges occur continuously during vessel operation). The permit’s periodic inspection and monitoring requirements are conditions that are a prerequisite to discharge into waters of the U.S. For example, a vessel transiting in and out of waters of the U.S. would be in compliance with a weekly inspection requirement if the vessel had conducted a compliant inspection in the week prior to discharging into waters subject to the VGP. The VGP does not require that the weekly inspection have occurred, for example, two, three, or four weeks prior to the discharge into waters subject to the permit. EPA’s intent is the same for other periodic inspection requirements. For example, quarterly sampling must have occurred sometime in the quarter prior to discharge into waters subject to the permit and annual inspections must have occurred within a year prior to discharge into waters subject to the permit. Inspections and recordkeeping are directly related to ensuring that the vessel is in compliance with the permit prior to discharging into waters subject to the permit.

Resources & Action

Gallagher Marine Systems provided a VGP Manual (last updated in 2023) that can be found in SharePoint: The SMS manual provides comprehensive VGP guidance and example forms for routine inspections.

If a discharge occurs or is planned to occur within U.S. Waters that may require analytical monitoring or enhanced inspection requirements, please engage your Port Engineers and the MSS Department as quickly as possible.



Morale and Well-Being Onboard: Ideas to Energize the Crew

Fostering Morale and Well-Being Onboard: Ideas to Energize the Crew

Recent feedback from our crew survey revealed a strong desire among mariners for more opportunities to enhance morale and personal well-being at sea. In response, USMMI encourages all vessels to implement simple, engaging initiatives that promote camaraderie, relaxation, and joy onboard.

Create Friendly Competition

Organize team sports or game nights that bring departments together. Ping pong, card games, video games, and classic board games like chess or dominoes are excellent options that require minimal setup and offer big boosts to morale. Remember, competitions should stay friendly—avoid betting or gambling.

Stay Fit as a Team

Group workouts can boost both mental and physical health. If your vessel has a gym space, consider scheduling daily fitness sessions, and make sure equipment is in good working order.

Celebrate with Food

Mark milestones like birthdays or promotions with special desserts or cultural dishes. Organize steel beach picnics or barbecues where permitted, or even host themed "Cultural Days" to showcase traditional meals from different backgrounds—strengthening bonds and easing homesickness.

Bring Onboard Traditions to Life

Honor naval traditions like Shellback or Blue Nose ceremonies with creativity and care. Ensure all activities are voluntary, inclusive, and Master-approved, avoiding any form of hazing.

More Ideas to Build Connection

- Host movie nights or music jam sessions.
- Encourage crew members to share personal hobbies like photography or writing.
- Start a "Cooking Day" where volunteers prepare meals to give the galley staff a break

Explore Ports Safely

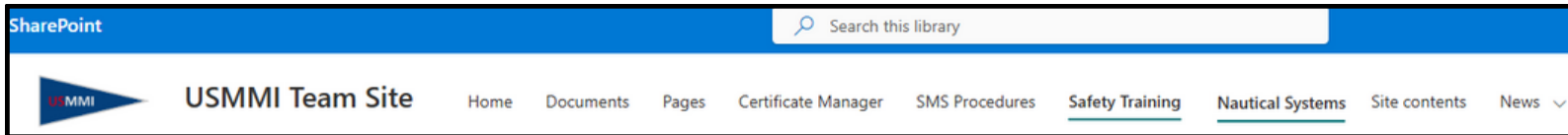
When off duty, exploring port cities together can be a great way to unwind. Share tips with first-timers, review safety considerations, and make the most of the opportunity to enjoy local culture.

Final Thought

Small acts—sharing a meal, laughing over a game, or connecting through a hobby—can have a lasting impact on shipboard well-being. Let's continue to support each other and create a vibrant, healthy shipboard culture.



New NS Work Instruction and Safety Training Videos Now Available



We're excited to announce that new NS Work Instruction Training Videos and updated Safety Training Materials are now available for review on the USMMI SharePoint Site!

These resources are part of our ongoing effort to strengthen operational excellence and reinforce a proactive safety culture across the fleet. Each video is designed to provide clear, practical guidance on key work processes, technical instructions, and onboard safety procedures. Topics range from system-specific instructions to general safety best practices relevant to all mariners.

Why It Matters

These trainings are more than just a requirement—they're critical tools to help ensure consistent performance, reduce operational risk, and protect both personnel and vessel. By engaging with this content, crew members can better understand expectations, refresh skills, and stay aligned with best practices in line with NS5 procedures and fleet standards.

Promoting a Stronger Safety Culture

A well-trained crew is the foundation of a safe and efficient ship. These materials are intended to support continuous learning, encourage discussion during safety meetings, and serve as a reference point for operational decision-making. Making safety a shared priority helps us all return home safely.

Where to Find Them


The training videos and documents can be accessed at any time through the Nautical Systems tab and the Safety Training tab in SharePoint. Supervisors are encouraged to incorporate these videos into routine safety stand-downs and operational briefings.

Let's continue to invest in our skills, support one another, and keep safety at the forefront of everything we do.



SMS Updates: Personal Injury Report & Statement of Vessel Personnel Reporting Injury

UNCONTROLLED COPY WHEN PRINTED



U.S. Marine Management Safety Management System

Statement of Vessel Personnel Reporting Injury

| | | |
|-------------|-------------------------|----------------------------------|
| Chapter: #3 | Revision: #2 | Prepared By: MSS, Safety Analyst |
| Doc: #3005A | Revision Date: 05/12/25 | Approved By: MSS, Director |

Name of Ship: Voyage No: Date:


The following is a list of questions I, have answered regarding the injury.

| | | |
|--|---|--|
| 1. DATE OF INJURY | 2. TIME OF INJURY | 3. LOCATION ON VESSEL WHERE INJURY OCCURRED |
| <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 4. WHAT TYPE OF WORK WERE YOU DOING | | |
| <input type="text"/> | | |
| 5. WAS THIS ROUTINE WORK | | |
| <input type="radio"/> YES <input type="radio"/> NO | | |
| 6. WHO ORDERED THE WORK TO BE COMPLETED | | |
| <input type="text"/> | | |
| 7. DID YOU RECEIVE A TOOLBOX TALK PRIOR TO COMMENCING THE WORK | 8. WERE YOU BRIEFED ON A JSA PRIOR TO COMMENCING WORK | 9. WAS A PERMIT TO WORK IN PLACE |
| <input type="radio"/> YES <input type="radio"/> NO | <input type="radio"/> YES <input type="radio"/> NO | <input type="radio"/> YES <input type="radio"/> NO <input type="radio"/> N/A |
| 10. WHO WAS SUPERVISING THE WORK | | |
| <input type="text"/> | | |
| 11. WHO WAS WORKING WITH YOU | | |
| <input type="text"/> | | |

Statement of Vessel Personnel Reporting Injury

PAGE 1

UNCONTROLLED COPY WHEN PRINTED



U.S. Marine Management Safety Management System

Personal Injury Report

| | | |
|-------------|-------------------------|--|
| Chapter: #3 | Revision: #2 | Prepared By: MGR, Fleet & Ops Workflow |
| Doc: #3005 | Revision Date: 04/30/25 | Approved By: GM, Risk Management |

Vessel: IMO No.: Vessel Type:
Report No.: Owner:

Initial Injury Incident Report: (to be sent within 6-hours of accident or when operationally feasible. Fill in fields ringed in red, then transmit.)

Type:

| | |
|---|---|
| Incident Date: <input type="text"/> | Accident Time: <input type="text"/> |
| Reported Date: <input type="text"/> | Reported Time: <input type="text"/> |
| Recorded in official logbook date: <input type="text"/> | Recorded in official logbook time: <input type="text"/> (Attach copy of logbook to this report) |

Incident location:

If onboard, state place: If "Other", specify location:

Vessel position:

Incident reported to:

Master at time of incident (Name): (Last Name, First Name)

Chief Engineer at time of incident (Name): (Last Name, First Name)

Supervisor at time of incident (Name): (Last Name, First Name, Rate)

EMPLOYEE DETAILS:

| | |
|--|---|
| Last name: <input type="text"/> | First name: <input type="text"/> |
| Nationality: <input type="text"/> | Date of birth: <input type="text"/> |
| Home address at time of accident: <input type="text"/> (Address, City, State, ZIP) | |
| Position onboard: <input type="text"/> | |
| Years in current position: <input type="text"/> | |
| Date of sign on: <input type="text"/> | Scheduled sign off date: <input type="text"/> |
| Date of sign off: <input type="text"/> | Incomplete service days: <input type="text"/> |
| Days onboard: <input type="text"/> | |

Personal Injury Report

1

Complete revision of the SMS# 3005 & 3005A!

USMMI has revised the 3005 Personal Injury Report and 3005A Statement of Vessel Personnel Reporting Injury forms to enhance reporting efficiency and support improved incident documentation.

Key Updates Include:

- **Improved Format & Functionality:** Both forms have been redesigned for clarity and are now fully fillable PDFs, simplifying data entry and submission.
- **Streamlined Submission Process:** A new centralized submission method has been implemented. All injury documentation must now be submitted via the new "SUBMIT" button embedded in the forms. This will automatically send the completed report to crewpi@usmmi.com, where it will be reviewed and distributed by the Risk Manager to the appropriate shoreside support personnel.
- **PPE Use Clarification:** An additional question has been added regarding the use of Personal Protective Equipment (PPE) at the time of the incident, reinforcing our commitment to root cause identification and safety compliance.

These changes aim to promote consistent injury reporting, improve response coordination, and support our ongoing efforts to strengthen safety culture across the fleet. Please ensure all outdated versions are removed and that crew members are informed of this updated process.



FOSTERING PSYCHOLOGICAL SAFETY AT SEA

Psychological safety is the shared belief that crew members can speak up, ask questions, report mistakes, and express concerns without fear of embarrassment, punishment, or retaliation. In high-risk, high-stress maritime environments, psychological safety is essential for maintaining operational safety, encouraging early reporting, and enhancing crew morale.

Key Points for Implementation Onboard:

Open Communication Channels:

Promote respectful, two-way communication between officers and crew. Create daily toolbox talks or weekly debriefs that invite honest feedback without judgment.

Encouraging Near-Miss Reporting:

Shift the mindset from blame to learning. Reinforce that reporting near misses helps prevent future incidents and is a sign of professionalism—not weakness.

Supportive Leadership:

Train shipboard leaders to listen actively, respond with empathy, and avoid punitive language. Psychological safety starts with the behavior of those in charge.

Peer-to-Peer Trust:

Build camaraderie and mutual respect among crew through regular safety dialogues, mentoring, and team-building activities. Trust among crew directly influences whether someone feels safe speaking up.

Cultural Sensitivity and Inclusion:

Recognize the diversity of international crews and ensure all voices—regardless of rank, nationality, or experience—are valued and heard.

Actionable Onboard Practice:

During your next Sunday Safety Stand Down, introduce the concept of psychological safety. Ask:

“What’s one thing we can do as a crew to make it easier for someone to raise a safety concern without hesitation?”



Wellness Corner: Total Body Fitness Onboard



Finding time and space to exercise onboard isn't always easy—but your body and mind will thank you for it. A balanced workout includes three main elements:

- **Strength Training:** Builds muscle, supports joints, and improves posture. Bodyweight moves like squats, push-ups, lunges, and planks don't need any equipment and can be done right in your room or common area.
- **Cardio:** Keeps your heart strong and boosts endurance. Use what you've got—stairs, the deck, or a small open space for high knees, jumping jacks, or fast-paced circuits. Even short bursts of movement can get your heart rate up and your energy flowing.
- **Stretching:** Increases flexibility, improves mobility, and helps prevent injury. Simple stretches before bed or after watch can release tension and ease soreness from repetitive motions or long hours on your feet.

Why does this matter? Regular movement doesn't just improve physical health—it sharpens mental focus, boosts mood, and reduces fatigue. It helps with sleep, stress, and even injury prevention. You're quicker on your feet, steadier under pressure, and more resilient day to day.

Looking for ways to get started? There are plenty of free, low-bandwidth options you can download or stream. Try [Yoga With Adriene](#) on YouTube for short, beginner-friendly sessions focused on movement, balance, and stress relief. [Fitness Blender](#) offers no-equipment workouts with searchable filters by time, intensity, and focus area. For quick cardio or strength sessions that don't require any gear, [Darebee](#) has printable routines designed for small spaces.

Consider doing a plank or sit-up competition onboard. This will ensure you stick to the exercises and promote teamwork and friendly competition.

Even ten minutes a day is a win. Keep it simple, stay consistent, and remember: the best workout is the one you'll actually do.

SAFETY REFRESHER:

HEAT EXHAUSTION

Symptoms: Headaches, dizziness, or lightheadedness; weakness; mood changes such as irritability, confusion, or inability to think straight; upset stomach; vomiting; decreased or dark colored urine; fainting; and pale, clammy skin.

Actions to Take:

ACT IMMEDIATELY: If not treated, heat exhaustion may advance to heat stroke or death

Move the Victim: to a cool, shaded area to rest. Don't leave the person alone. If symptoms include dizziness or lightheadedness, lay the victim on their back and raise the legs 6-8 inches. If symptoms include nausea or upset stomach, lay the victim on their side.

Loosen Clothing: and remove heavy clothing

Give Cool Water: (about a cup every 15 minutes) to the victim unless the person is sick to the stomach.

Cool the Body: by fanning and spraying with a cool mist of water or applying a wet cloth to the person's skin

Medevac: for emergencies while underway, medevac the victim and bring to a shoreside medical facility



HEAT STROKE

Symptoms: Dry pale skin with no sweating; hot, red skin that looks sunburned; mood changes such as irritability, confusion, or the inability to think straight; seizures or fits; and unconsciousness with no response

Actions to Take:

Medevac: for emergencies while underway, medevac the victim and bring to a shoreside medical facility

Move the Victim: to a cool, shaded area. Don't leave the person alone. Lay the victim on their back. Move any nearby objects away from the person if symptoms include seizures or fits. If symptoms include nausea or upset stomach, lay the victim on their side.

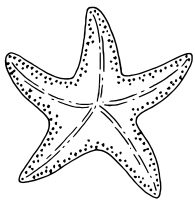
Loosen Clothing: and remove any heavy clothing.

Give Cool Water: (about a cup every 15 minutes) to the victim if alert enough to drink something but not if the person is sick to the stomach.

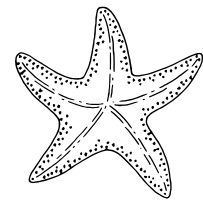
Cool the Body: by fanning and spraying with a cool mist of water or wiping the victim with a wet cloth or covering them with a wet sheet

Use Ice Packs: under the armpits and groin area





SAFETY STARS



SHENANDOAH TRADER

BOSUN, BASIL D'SOUZA



“During the vessel's latest SIRE inspection, Bosun D'Souza was chosen by the inspector to be interviewed. He gave an exceptional interview and was able to articulate the SMS Enclosed Entry to the inspector flawlessly.

“- Captain A. Warmbier

“SA Batiz is being awarded for his contributions during CONSOL ops in the RED SEA.

It is not typical for members of the Stewards department to be called to work on the deck. Mr Batiz has been the vessels foreword signal man for the last 6 CONSOL operations. He has always adhered to high safety standards while working on deck and in the galley.

He had dependably given the signals to the other vessel and acted in a safe manor. Ensuring himself and other crew members are staying out of harms way on the forward distance line. “- Captain A.

Warmbier

SHENANDOAH TRADER

STEWARD ASSISTANT, DEINOR BERNARDEZ BATIZ





SHENANDOAH TRADER

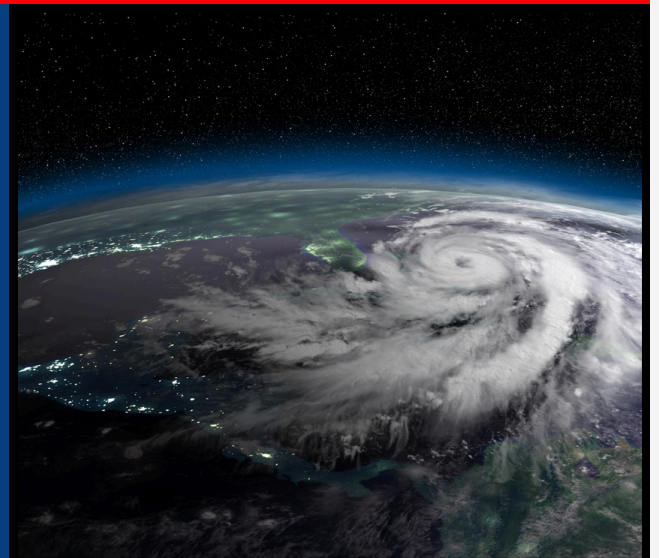
Following CONSOL Ops in the Red Sea, with the Crews new work shirts. ESIT Team gifted the signed Gadsden Flag for the vessel, to be hung in the ships Gym.



HURRICANE SEASON REMINDER

The Atlantic hurricane season runs from June 1st- November 30th each year. However, it is essential to note that tropical cyclone activity can sometimes occur before or after these dates. The peak of the Atlantic hurricane season falls around September 30th with most activity occurring between mid-August and mid-October.

If you're in an area prone to hurricanes, staying informed and prepared during this period is crucial!



USMMI Safety Statistics as of 30 April 2025

In April, we recorded 23 near misses, highlighting key areas for improvement in our safety practices. The top three causal factors for these incidents were machinery maintenance and monitoring, structural safety and inspection diligence, and situational awareness.

It's crucial that we continue to focus on maintaining equipment, ensuring structural integrity, and enhancing crew awareness to prevent accidents. By learning from these near misses and addressing the underlying causes, we can strengthen our safety culture and continue to protect both personnel and operations.

Here are some key reflections based on the safety metrics for April:

Machinery Maintenance and Monitoring

Recent near misses involving machinery emphasize the critical need for proactive maintenance and thorough, routine inspections. During cargo operations in particular, the condition and readiness of machinery must be continuously monitored to avoid unexpected failures.

- Are all critical mechanical systems being regularly tested and calibrated?
- Are we inspecting cargo-related machinery—such as cranes, winches, and hydraulic systems—before each operation?
- Are crew members sufficiently trained to detect and respond to early warning signs of equipment malfunction?

Situational Awareness

Situational awareness was a leading causal factor in recent incidents, signaling a need to reinforce vigilance, especially in high-risk work environments. One overlooked but common risk involves unsafe or cluttered workspaces—for example, cardboard boxes with nails sticking out or areas where paint has filled safety pin holes, rendering hatch safety mechanisms inoperable. These seemingly minor oversights can result in major hazards.

- Are we consistently cleaning and securing workstations to remove hidden dangers?
- Are safety pins and other critical equipment being properly maintained and checked for functionality before use?
- Do we provide regular, realistic drills that enhance crew response and decision-making under pressure?

Structural Safety and Inspection Diligence

Another key causal factor has been the ship's structural integrity. This highlights the importance of conducting comprehensive safety inspections across all decks and compartments. Diligence during these checks can catch small issues before they escalate.

- Are our inspections thorough and documented, covering all high-risk areas such as hatches, ladders, and access ways?
- Are inspectors held accountable for follow-up actions on noted deficiencies?
- How often are we revisiting known problem areas to confirm that corrective actions have been effective?

Improvement Opportunities:

- Enhance Training Realism: Incorporate real-world failure scenarios and rotate leadership roles in drills to improve preparedness across all ranks.
- Adopt Advanced Monitoring Tools: Use condition-based technologies (e.g., vibration sensors, thermal imaging) to monitor machinery health in real time.
- Promote Ownership of Safety: Encourage crew accountability through peer walkthroughs and open discussions during safety meetings.

Reflection Questions:

- Are our training drills realistic enough to prepare crew for high-risk situations?
- What technologies can help us detect equipment issues before they become failures?
- Are we following up on inspection findings with timely corrective action?
- How can we better involve crew members in identifying and resolving safety risks?

These steps support a stronger safety culture by focusing on preparedness, accountability, and continuous improvement.

