

Mission Support Alliance Policy for Environment, Safety, Health and Quality

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Mission Support Alliance Policy for Environment, Safety, Health and Quality

The Mission Support Alliance (MSA) believes that achieving zero accidents, incidents, and damage to the environment is not only possible, it is the logical outcome of a highly engaged, safety conscious and empowered workforce. The MSA management team is actively engaged with our workforce to convey this expectation and to learn from our employees. MSA Line Managers take responsibility for safe and efficient conduct of work to ensure protection of the workers, the public, and the environment. All MSA work is conducted within well defined Scopes of Work that identify the Line Manager and clear ESH&Q responsibilities. MSA employees support a strong safety culture, utilizing knowledge and skills while exercising authority and responsibility to stop unsafe acts, incidents, and report non-compliances without fear of reprisal. To achieve this end, the following principles apply to the entire MSA:

Management Systems to Ensure Zero Accidents, Injuries, or Incidents: Target Zero

The MSA operates in an Integrated Management System (IMS) that has central to it an Integrated Safety (including Environment, Health and Quality) Management System (ISMS) that infuses safety, quality, and environmentally sound operations into all we do. IMS/ISMS functions to ensure that requirements, best practices, and lessons learned are conveyed into our work activities such that our goal of quality service work delivered in a safe and environmentally sound manner is realized. MSA utilizes an Environmental Management System within its ISMS to put into practice MSA's commitment to operating in an environmentally safe and sustainable manner that result in no unplanned releases or damage to the environment. The expectation that excellence extends to all that we accomplish using strong Conduct of Operations, and a robust safety culture integrated with a disciplined Project Management approach is inherent in all we do. This approach allows the MSA to continuously improve operational efficiency while reducing injuries, accidents or incidents as we strive to achieve our "Target Zero"

Safety Culture

MSA fully supports a strong, positive safety culture that is characterized by communications founded on mutual trust, shared perceptions on the importance of safety, and by confidence in the effectiveness of preventive measures. The MSA Senior Management Team sets the tone and expectations for the entire organization. Expectations are transparent, understood, and enforced.

The foundation for a robust safety culture involves worker partnering with management. MSA continually works to maintain a strong partnering relationship with applicable Bargaining Unit members and leadership. Additionally, MSA maintains a strong safety culture through activities such as employee safety skills and training, recognition and rewards, reviewing performance indicators, and participation in Safety Councils, Safety Logs, incident analysis, and assessments.

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Effective Communication and Involvement

We effectively communicate across the MSA, with our customers, and with stakeholders. The MSA management team is frequently in the field, demonstrating a visible presence and commitment to safety. Our workers are involved in the processes where policies are determined. The MSA workforce has the “tone at the top” from its management, and management has a “sense of the workforce.”

Investigations, Corrective Actions, and Continuous Improvement

Incidents, injuries, and accidents are investigated, causal analysis performed, and corrective actions developed and tracked to closure. The MSA scans the organization via extent of condition reviews to ensure that like events are eliminated from the MSA. MSA takes aggressive action to resolve ESH&Q and security issues, and we always work continuously to improve our operations. Our workforce, stakeholders, and customers are involved in these investigations and corrective actions.

Training

MSA employees receive initial and ongoing safety training to ensure worker awareness of hazards and controls remain current while improving basic skills in all aspects of our work, especially in safety, security, compliance with environmental requirements, and the achievement of quality. High performance training is conducted at the Volpentest HAMMER training facility and at other MSA locations to provide our workers with positive safety culture across MSA.

Credible Oversight

The MSA has a credible and routine oversight program focusing on continuous improvement through performance assessment activities and pre-incident planning, resulting in exemplary performance assurance and compliance. Criteria driven assessments provide the information for informed decisions that improve our performance, as opposed to being “event-driven”, where improvements are made only in reaction to events.

Community Engagement

The MSA enthusiastically shares best practices with our community and regional workforce by supporting the Voluntary Protection Program, International Standards Organization, and other certification programs. The MSA believes it is our responsibility to sponsor opportunities to enhance the safety and environmental quality of the region.

This Policy partially implements ISMS Guiding Principles #8, Worker Involvement, #9, Senior Management Involvement and ISMS Core Function #1, Define the Scope of Work.