

NINA'S FIRST ANNIVERSARY!

This summer, Boskalis celebrated one year of NINA. Everybody thought it was important to stop and think about what we have achieved. Openness. Awareness. Caring for one another. And so a safer working environment. But problems we ran up against as an organization were also addressed: can dilemmas be discussed openly? And: how do we see the future? In the words of CEO Peter Berdowski during his speech commemorating one year of NINA: 'We are proud of what has been achieved but there is still a lot to do!'



electrical tools. Non-slip paint on parts of the deck where we have to

walk when barges come alongside. There is more openness. The crew now dare to contradict higher-ranking people when safety is involved. NINA is opening doors. And that applies to the shore organization, too: because all of us are now more focused on safety, I can get things done faster.'

About the future: 'Making things safer is only possible if we work as a team. That's why you have to keep talking to each other about it. Every day. Even if it's only for a few minutes.'

our safety standards. That really is new. Since NINA started, I have seen more commitment to the issue of safety at all levels. People on the workfloor have stopped shifting responsibility to their supervisor for things they see; they tackle things themselves now. When the Coastway was in dry dock for repairs, the crew themselves came up with ideas for improving safety. In short, people are willing. And NINA is making sure it happens.'

About the future: 'We have to keep the discussion going. And take action when we get feedback.'



NINA in the Middle East

The Area Middle East has celebrated one year of NINA with meetings at the operational units and organizations in the region. Meetings that looked, for example, at what NINA means for everybody.

To kick off the discussion, workshops from the NINA toolkit were organized with management in attendance. SHE-Q representative Amit Walia: 'By focusing attention on it again, we are promoting confidence in NINA. I have seen how colleagues see the message of openness and equality as a tool that gives them the chance to make the workplace safer, for themselves and for their colleagues. And that this is the way to establish a solid basis in a global, multi-cultural company like Boskalis!'

PETER ZIMMERMAN, MIDDLE EAST OPERATIONS MANAGER:

'EVERYBODY IS INVOLVED'

'NINA is a way of engaging with each other in discussions about safety. So we asked people to give feedback again on NINA's anniversary. We asked everybody who hadn't yet written a safety statement to do so after all. What I see is people looking at themselves and calling each other to account about unsafe conduct. For me, that is the big step forward: everybody is involved. And even though we haven't got the statistics yet, NINA means we can show our clients what we stand for.'

About the future: 'Of course, some people want things to move faster and we still run up against problems, but the process takes time. Because of the commitment of the entire management, I'm sure we can succeed.'

WILBERT DUNKI JACOBS, COLBART SHIP'S MASTER:

'THERE IS MORE OPENNESS'

'I'm very upbeat about NINA. I can see how the guys on board are serious about it, and I think that's a great thing. They come up with concrete ideas for improving safety. Like putting in an earth leakage circuit breaker when they're using

GIJS ROODENBURG, YARD MANAGER IN THE MUSAFFAH YARD

'NINA IMPROVES SOLIDARITY'

'In July, we organized a NINA workshop. In Hindi, because not everybody's English is as good. That way, the message really got across. NINA encourages people to take action: they report unsafe situations. I see how NINA enhances solidarity, trust in one another, and social control. Looking before you leap. Unloading a truck means thinking ahead about every object, about the safest way of moving it with your crane, which also has to be approved by the SHE-Q officer. The effect is that we actually have fewer incidents.'

About the future: 'Everybody understands the NINA concept and they can work with it, including the paperwork. Let's make sure it doesn't get any more complicated.'

CHRISTIAN NIEMEYER, PROJECT MANAGER:

'TACKLING THINGS YOURSELF'

'In Ghantoot, there was a jetty that wasn't sound. The management spotted it and told the client that it didn't meet

EXPERIENCE ON THE WILLEM VAN ORANJE

'CONSTRUCTIVE AND OPEN DISCUSSIONS'

The Willem van Oranje was also in the Middle East and it was first to receive a visit from the Area in the series of workshops. 'On board, there was a definite sense that management was supporting safety, unlike the past when there were sometimes conflicting messages. That doesn't happen anymore,' say the crew. In the week before the visit to the Willem van Oranje, a NINA SHE-Q facilitator (from the CTD) had been on board. 'That was quite a lot of NINA in a short time, but all things considered we can look back to constructive and open discussions.'



FEEDBACK FROM THE COASTWAY AFTER THE NINA CELEBRATIONS

'NINA MEANS THAT EVERYTHING IS OPEN FOR DISCUSSION.'

- > 'Everybody feels free to call other people to account about safety matters, even higher-ranking officers.'
- > 'NINA creates openness and trust.'
- > 'You know that your colleagues are looking out for you, too.'
- > 'NINA has become part of our day-to-day lives, thanks to the open communications and regular pre-start meetings.'
- > 'Why is NINA (and particularly the Values) limited to safety?'



NINA celebrations throughout the world

Colleagues from throughout the world have sent in photographs of their celebrations of the NINA anniversary. A selection of the ways our colleagues celebrated NINA's first anniversary around the world.



Top row from left to right: Heinrich Hirdes employees (Ottendorf in Germany), the NINA anniversary celebrations in Ghantoot (United Arab Emirates), in Khafji (Saudi Arabia), and in Angola. Bottom row: the celebrations in Nigeria and on board the Crestway. The photo on the right shows the birthday cake on board the Willem van Oranje.