

**Environmental and Social Management Plan  
for  
“Video Documentaries and promotional videos”**

**1. Project Description**

The project aims to produce a series of visual documentaries and promotional videos that will sensitize and educate the general public as well as foreigners on the Seychelles Blue Economy with particular focus on the Fishing industry, Aquaculture as an emerging sector as well as ongoing conservation effort in the Seychelles.

The documentaries and promotional videos will be filmed in offices, fish markets, fishing ports, at sea, underwater and on beaches. The production of the following video documentaries for this project will be within a two-year period starting from 2020.

**Planned Activities**

**1. Filming about the Blue Economy concept: what does it mean for Seychelles and the world?**

This program will require several filming; therefore, we will be conducting interviews and other footage filming in and out of offices around the main islands (Mahe, Praslin and La Digue) and outer island (Alphonse island), on land and at sea. The filming of this program will take approximately 3 days as we will be going to different stakeholders and interviewing different individuals. For this activity we will be filming with a crew of 3 personnel; cameramen, soundmen and reporter.

Potential E&S impacts;

- disturbance to flora and fauna
- injuries and/or health risks

Proposed solution: To follow all safety guidelines of interviewees (see Annex 1 for Alphonse Island).

**2. Filming about the Seychelles Fishing Industry. The aim is to trace back the history, from the old traditional ways of fishing to the modern one being used today.**

For this we will be interviewing old fishermen around the islands (Mahe, Praslin and La Digue) and also be visiting the different fish markets to get the views of the fishermen. We will also be interviewing experts from the Ministry of Fisheries and other field experts. The filming of this program will take approximately 3 days as we will be going to different stakeholders and interviewing different individuals. For this activity we will be filming with a crew of 3 personnel; cameramen, soundmen and reporter.

Potential E&S impacts; No impact.

**3. Filming Fisherman Associations.**

Filming will be conducted in and outside offices with fisherman associations. This will enable us to further understand their commitment about sustainable fishing. We will be filming in Bel Ombre which has an active community of fisherman and at Cascade market another area popular amongst local fisherman. We will also be filming at sea, precisely accompanying a fisherman on a one-day fishing trip. This should be to a reef not far from Mahe. These filming will be done over 5 days and will consist of the filming crew (3 persons) plus the interviewees.

Potential E&S impacts;

- health and safety risks at sea.

Proposed solution: To follow all safety guidelines of fishermen.

4. **Filming the role of Seychelles Fishing Authority- let's discover their projects and mandates.**

Filming will be done at SFA, on ports as well as at sea. This is to capture pictures of SFA personnel interacting with fishermen and boat owners. Filming will be done over 3 days and will consist of filming crew (two cameramen, sound man and reporter).

Potential E&S impacts;

- health and safety risks at sea.

Proposed solution: To follow the protocols of the Seychelles Fishing authority.

5. **Tuna Fishing in Seychelles.**

For this program we will conduct filming on a Spanish purse seiner in port during unloading of tuna and bycatch. We will film the type of equipment they used on board the vessel. Since there are concerns that purse seiners are over fishing in our waters, we will go there to investigate the sizes of fish they are catching, if they are respecting their quotas. We will also investigate the species of fish frequently caught as bycatch and their sizes. There are also concerns about the kind of net they are using that many says will rip our fish stock we will also investigate their methods fully.

During the filming we will interview the fishermen working on the purse seiners, the challenges they face in their job and also get their views then and now of the fish stock. Filming will be done over 2 days.

Potential E&S impacts;

- health and safety risks during unloading.

Proposed solution: Camera men will wear protective gears and clothing provided by the boating company. Every filming on board the purse-seiners will be done in the presence of an officer on board the ship.

6. **Big game fishing and other sport fishing.**

For this filming we will be filming a fishing boat participating in the Seychelles Sport Fishing Club (SSFC) fishing competition. Filming will be done before the boat leaves for the fishing competition and at sea during the competition. Filming will be done over 2 days and the crew will comprise of 2 team members.

Potential E&S impacts;

- health and safety risks at sea.

Proposed solution: To follow all safety guidelines of fishermen.

7. **Aquaculture in Seychelles.**

This documentary will focus on the implementation of aquaculture in Seychelles. The crew will interview the partners in this venture, on field and in work places.

Filming will be done at the aquaculture facility at Providence, at sea around the fish cages where the crew will be on a small boat with the SFA staff as well as potential sites for example; at Grand Anse Mahe.

We will also interview the public upon the general awareness and their views about aquaculture in Seychelles. Furthermore, we will interview the main partner of the project to get their views and

opinions about the benefit of such harvesting method.

Filming will be carried out over a minimum of 3-5 days. The crew will comprise of a full filming team (sound, camera, journalists/producers).

Potential E&S impacts;

- health and safety risks on field and in work places.

Proposed solution: To follow the protocol for safety and environment hazards by the science experts.

#### **8. Filming about SEYCCATT.**

We will be filming in and outside offices, with past grantees and some of the successful project carried out by individuals/organization who has benefited with the SEYCCAT grant.

We will also be filming the office personnel at work and make people better understand the nature of their work and the stakeholders they work closely with. These filming will be done over 3 days and will consist of the filming crew (3 persons) plus the interviewees.

Potential E&S impacts; No impacts.

#### **9. Ocean Project Seychelles and other sustainable programs for the ocean.**

This documentary will focus on the Ocean Project Seychelles. The role of this organization, as we follow their works and impacts within the nation. The awareness activated by this organization, and how much understand is out there will be analysed in this documentary. Filming will be conducted over 3 days, showcasing the organizations ' work and vox pop from the public around the islands on the awareness of the ocean and sustainability and what each one of us can do as an individual. The crew will comprise of a full filming team (sound, camera, journalists/producers).

Filming will be done more or less on the beach, in hotel establishment where there are educational activities being done with the clients as well as underwater.

Potential E&S impacts; Disturbance of marine environment and species living near the beach.

Proposed solution: The crew will avoid removing species in the natural environment and we will be diving under the supervision of marine experts/scientist. We will follow their guidelines.

#### **10. Coral Restoration and Climate Change.**

The aim is to be able to understand and bring more awareness of the actual state and conditions of our coral reefs since there are evidence that coral in the Seychelles waters are dying because of climate change, and overfishing is also contributing to significantly reduce our fish stock.

The crew will dive with camera to capture the pictures and filmed the expert from Nature Seychelles and if possible other NGO' S based in Seychelles doing their monitoring and restoration work. This filming will be done on different days but will not take more than 5 days and each filming may last one day. Filming will be done on boats and under the sea. In the event that we cannot deep dive we will use a go-pro camera which we will give to the science restoration experts to capture certain images and video picture. The filming will take place in specific areas where restoration program is being undertaken, for example; Cousin Island and we are still negotiating to film the Petit Anse Reef restoration project.

Potential E&S impacts;

- Disturbance to the flora and fauna (e.g. coral damage and disturbing fish and other marine organism in their environment)
- health and safety risks

Proposed solution: To follow the nature reserves' protocol for the filming as we will always be with the science experts, either on land or at sea (see Annex 2 for Cousin Island).

#### **11. What is on your plate? (tourism industry and sustainable fishing)**

This programme will focus around the tourism industry and education for the locals on what we are really eating. The sizes of fish we should buy from the market or accept in restaurants for sustainable fishing. The plastic we throw that end up in the ocean, and again the education of our endangered species that should not be on our plates. For this filming, we will conduct mainly on land and use some of footages from previous filming.

This documentary can be broken down in different sections that can be shown in tourism establishments and schools for the purpose of education. In addition, this filming has a lot of re-purposing and will be conducted mainly at fish markets and restaurants to collect public opinion, as well as science experts and fishermen. The crew will comprise of a full filming team (sound, camera, journalists/producers) and will take place over a minimum of 3 days.

Potential E&S impacts; No impacts.

#### **12. Nou losean, nou lavenir**

The last documentary is a compilation of all that has been driven through. A summary that pulls towards the heart of the nation to make decisions for sustainable living for the promotion of a sustainable ocean. The documentary will consist of mainly coastal areas, mangrove areas, coral restoration projects taking places in marine nature reserves, some hotels on Mahe- Hilton Allamand - Hilton Labriz and Fishermen's cove. Filming done on sea, outer islands mainly Alphonse and the national parks. The crew will comprise of a full filming team (sound, camera, journalists/producers) and will take place over 4 days.

Potential E&S impacts;

- Disturbance to the flora and fauna
- health and safety risks at sea

Proposed solution: To follow the strict protocol of the organizations managing these areas (see Annex 1 for Alphonse Island).

## 2. Risks, mitigation measures and monitoring

Potential risks	Mitigation measures	Indicators to monitor implementation of mitigation measures
<b>Environmental risks</b>		
Disturbance to land flora and fauna while in the field	<p>To follow all safety guidelines of interviewees.</p> <p>To follow the nature reserves' protocol for the filming as we will always be with the science experts.</p> <p>To follow the strict protocol of the organisations managing these areas.</p>	<p>Guidelines provided</p> <p>Protocol provided</p> <p>Record damages to sensitive habitats caused during the course of the project</p> <p>Protocol provided</p>
Disturbance to marine flora and fauna (e.g. coral damage and disturbing fish and other marine organism in their environment)	<p>To follow the nature reserves' protocol for the filming as we will always be with the science experts.</p> <p>Snorkelling/dive briefing provided to the crew.</p> <p>Crew will be advised to keep afloat when filming in the sea to avoid trampling and damages to the marine species.</p> <p>The crew will use filming equipment that compatible with filming under water without causing any damage.</p>	<p>Protocol provided</p> <p>Record damages to coral reefs and other sensitive habitats caused during the course of the project</p> <p>Briefing provided</p> <p>Compatible equipment used</p>
<b>Health and safety risks</b>		
Crew interviewing and filming at sea	<p>To follow all safety guidelines of fishermen.</p> <p>To follow the protocols of the Seychelles Fishing authority.</p> <p>The filming crew are trained in first aid.</p>	<p>Guidelines provided</p> <p>Record all incidents occurred during filming activities</p> <p>Protocol provided</p> <p>All crew members are certified first aid personnel</p>

<p>Injuries/ accident when filming during unloading of fish in port</p>	<p>Camera men will wear protective gears and clothing provided by the boating company. Every filming on board the purse-seiners will be done in the presence of an officer on board the ship.</p> <p>The filming crew are trained in first aid.</p>	<p>Safety gear provided</p> <p>Record all incidents occurred during filming activities</p> <p>All crew members are certified first aid personnel</p>
<p>Injuries/ accident when filming in the field and at work places</p>	<p>To follow the protocol for safety and environment hazards by the science experts.</p> <p>The filming crew are trained in first aid.</p>	<p>Protocol provided</p> <p>Record all incidents occurred during filming activities</p> <p>All crew members are certified first aid personnel</p>

### 3. Monitoring Plan

#### 3.1.Data collection, analysis and report responsibilities

The team will monitor and report to SeyCCAT on the implementation of the mitigations measures to minimize the environmental and social risks identified in this ESMP.

SeyCCAT will processed the data and provide a brief monitoring report to PIU.

If required PIU will collect additional monitoring data.

#### 3.2.Additional support (capacity building, resources etc.)

### 3.3. Monitoring table

Mitigation measures	Indicator	Frequency	Responsibility	Cost
To follow all safety guidelines of interviewees.	Guidelines	Before every filming	Proponent	N/A
To follow the nature reserves' protocol for the filming as we will always be with the science experts.	Protocol	Before every filming	Proponent	N/A
To follow the strict protocol of the organisations managing these areas.	Protocol	Before every filming	Proponent	N/A
Snorkelling/dive briefing provided to the crew.	Briefing	Before every filming	Proponent	N/A
Crew will be advised to keep afloat when filming in the sea to avoid trampling and damages to the marine species.	Briefing	Before every filming	Proponent	N/A
The crew will use filming equipment that compatible with filming under water without causing any damage.	Compatible equipment	Before every underwater filming	Proponent	N/A
To follow all safety guidelines of fishermen.	Guidelines	Before every filming	Proponent	N/A
To follow the protocols of the Seychelles Fishing authority.	Protocols	Before every filming	Proponent	N/A
The filming crew are trained in first aid.	All crew members are certified first aid personnel	One time	Proponent	N/A

Camera men will wear protective gears and clothing provided by the boating company. Every filming on board the purse-seiners will be done in the presence of an officer on board the ship.	Safety gear	Before filming on boat	Proponent	N/A
To follow the protocol for safety and environment hazards by the science experts.	Protocol	Before every filming	Proponent	N/A

### 3.4. Implementation schedule

Activity	Timeline of Activity											
	2020				2021				2022			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Mitigation measures</b>												
To follow all safety guidelines of interviewees.												
To follow the nature reserves' protocol for the filming as we will always be with the science experts.												
To follow the strict protocol of the organisations managing these areas.												
Snorkelling/dive briefing provided to the crew.												
Crew will be advised to keep afloat when filming in the sea to avoid trampling and damages to the marine species.												
The crew will use filming equipment that compatible with filming under water without causing any damage.												
To follow all safety guidelines of fishermen.												

To follow the protocols of the Seychelles Fishing authority.												
The filming crew are trained in first aid.												
Camera men will wear protective gears and clothing provided by the boating company. Every filming on board the purse-seiners will be done in the presence of an officer on board the ship.												
To follow the protocol for safety and environment hazards by the science experts.												
<b>Monitoring of the mitigation measures implementation</b>												
Guidelines provided												
Protocol provided												
Briefings provided												
Compatible Equipment used												
All crew members are certified first aid personnel												
Safety gear wore												

#### 4. Grievance Redress Mechanism

In line with the World Bank safeguards policies, the SWIOFish3 project has developed a Grievance Redress Mechanism (GRM) to receive, process and respond to complaints from any person or group of people related to the project or is affected by its activities. The GRM is a system designed to answer questions, clarify doubts and resolve implementation problems and complaints of individuals or groups affected by SWIOFish3 project activities. GRMs are intended to be accessible, collaborative, efficient, and effective in resolving concerns through dialogue, joint fact-finding, negotiation, and problem solving. Grievances can surface at different stages of the project cycle. Some grievances may arise during the project design and planning stage, while others may come up during project implementation. In general, grievances that may be encountered in the implementation of the SWIOFish3 project can be grouped into three categories:

- Grievances related to the changes in access to resources through management plans
- Grievances related to proponents and beneficiaries of the Blue Grants Fund (BGF) and Blue Investment Fund (BIF)
- Grievances related to issues encountered by local communities where project activities are occurring

Individuals or groups affected by the SWIOFish3 subproject can

- complete a “complaint form” which will be made available to the public to formulate their suggestions or complaints. These forms can be withdrawn at the PIU office or download from the project website. Once completed, these forms can be deposited in complaint boxes.
- A line of communication will be made for the public so that they can transmit suggestions and complaints through a call or an SMS;
- Formal letters, emails can also be sent to the PIU;
- Suggestions or complaints can also be formulated during consultation meetings.

Address:  
SWIOFish3 Project  
c/o Department of Blue Economy  
Oliaji Trade Centre  
Victoria  
Republic of Seychelles

## 5. Annexes

### Annex 1: Alphonse Island

#### Fly Fishing CODE-OF-CONDUCT

To all fly fishing visitors to the Seychelles, please take some time to read through this document.

This code-of-conduct has been developed by the Island Conservation Society in extensive collaboration with Alphonse Fishing Company to promote sustainable resource use for the future livelihood of Seychelles fly fisheries. All of the following best practices are recommended for one reason, to ensure that the fish you catch are effectively released back to the ocean. To appreciate this, it is important to fully understand the effects of catch-and-release on fish mortality.

Species traits, individual physiology and size, in general, can alter fish responses to being caught-and-released and severity also varies:

**IMMEDIATE** - stress and over exhaustion from the fight, internal organ damage [deep hooking, barotraumas and poor handling], overexposure to air [suffocation] and predation whilst fighting or on release.

**DELAYED** - overstress from the fight, damage to internal organs and backbone, poisoning and infection from hooks left in and infection from loss of scales or protective slime and predation.

**NON-LETHAL** - changes in behavior or reproductive ability, non-fatal infection, lower resistance to disease and reduced growth rate. Multiple captures combine effects and can cause immediate mortality. This will be higher in conditions where the fish is already under stress before being caught, or example high water temperature or low dissolved oxygen levels.

#### EQUIPMENT

It is important to bring the appropriate equipment for any outdoor activity or sport. Some simple considerations toward the fishing gear that you purchase will reduce stress levels on target species and maximize survival.

#### HOOKS

- Barbless or pinched hooks are easier to remove and enable a quick release. For most mouth hook-ups, fish can shake-out the hook without you having to even touch the fish.
- Opt for carbon-steel hooks which corrode rather than stainless-steel hooks which persist in the natural environment for many years.

**LEADER:** Choose the thickest possible line class for each particular species; avoid using light lines on larger fish if possible as the length of the fight increases trauma on the fish.

**GLOVES:** Bring rubberized gloves and keep them wet when handling fish to not remove their protective slime layer. Avoid touching the fish as much as possible.

**PLIERS OR HOOK-OUT TOOL:** Keep pliers in easy reach at all times; needle-nose pliers or haemostats make fish release quicker and easier, reducing stress levels. Pliers can be used to de-barb hooks.

#### NETS:

- Fish-friendly knotless, rubberized & fine-mesh nets prevent removal of the protective slime layer, abrasion and infection to scales, skin, eyes and fins.
- Nets must be kept clean being sterilized after each trip to prevent carry-on of disease and infection.
- Net use should be minimal as it can damage fish fins and skin.
- Wet your net before attempting to land fish; dry nets cause obvious harm.

- Highly active netted fish should be released quickly to prevent damage.
- HOWEVER, a net is a useful aid to:
  - Keep fish in water prior to handling, measuring or photographing.
  - And, reduce the length of the fight, build-up of lactic acid and potential post-release mortality.
  - Apply best judgement in deciding the appropriate use of a net considering all of the above in the interest of fish preservation.

#### THE FIGHT

Stay close to your guide for assistance in the fight and listen to instructions that can be crucial in keeping you and your fish out of danger and help you to land it safely. Pay attention to the state of the fish. Evaluate if the fish is healthy enough to continue. A long fight exhausts fish reducing oxygen availability and building up lactic acid. In deeper water when fishing offshore, repeated and rapid changes in depth increase the chance of barotraumas. Fish may not recover from a fight, particularly if handled or photographed afterwards.

- STRILE: do not allow the fish to eat the fly for too long to avoid deep hook-ups.
- Play fish quickly and steadily, be gentle if the fish is hooked deep.
- Land fish as soon as possible.
- Try to land and release fish as quickly as your line class allows.
- It is always best to fish with a partner [buddy] to reduce the length of the fight.
- Be aware of any excessive stress for your fish such as flapping-and-flailing or elevated water temperatures in shallow water. It is important to consider these factors for an informed safe release.
- If you notice many predators such as shark and barracuda during the fight consider moving site for your next cast to avoid post-release predation.

#### UNHOOKING

Fish suffer out of water, suffocate and are more likely to lose scales. The difference in air pressure experienced damages internal organs and, if exposed to excess heat, their body functions are affected. Therefore, it is best to land and release fish in the water without any handling. If you cannot do this yourself then stay close to your guide who will do it for you and follow instructions.

A few tips may help you in becoming efficient at unhooking:

- Your barbless hooks allow a quick release: to quickly remove the hook, run your fingers down the leader to the fly, grip the bend or round portion of your hook with your device and twist to turn the fly upside down.
- Carry and use needle-nose pliers or de-hookers to reduce time spent unhooking.
- Cut deep-hooked lines close to the eye of the hook rather than removing it; it will naturally work its way out naturally within weeks or just rust if deeply lodged. This prevents long lasting damage to vital organs that can occur if a deep-set hook is forced out and increases survival by more than 70%.
- Also cut gill-hooked fly-line; lift the gill flap and gently remove the hook rather than pulling it out of the mouth - avoid excessively touching gill tissue.

#### LANDING

Sometimes fish are taken out of the water for difficult unhooking or if you wish to measure or photograph it. Severe damage to vital organs and de-oxygenation occur unless fish are handled carefully and the time spent out of water minimised. Survival can be maximised following these basic landing, handling and photographing techniques:

- KEEP THE FISH'S HEAD IN THE WATER.
- NEVER TOUCH THE GILLS.
- When fishing from the shore do not land fish by dragging them over the rocks.
- Never beach a fish or put them in the sand.
- Use a guide or fishing buddy to unhook the fish if you cannot.

- When fishing from a boat use a net to allow you to easily access and unhook the fish whilst it remains in the water.
- Keep the leader far away from the gills.

#### HANDLING

When handling fish it is crucial to prevent loss of the protective slime surface and removal of scales which prevent infection and disease. We can also provide the correct support to avoid muscular, skeletal and blood vessel damage.

#### HERE'S HOW:

KEEP THE FISH'S HEAD IN THE WATER and NEVER TOUCH THE GILLS

#### NEVER:

- Lift a fish unsupported and vertically by its tail or with a fish gripper from the mouth.
- Lift a fish by its gill cover.
- Touch the eyes.

#### ALWAYS:

- Wet your rubberized gloves, cloth or hands [wet hands only for bonefish].
- Handle fish gently without squeezing, even the sensitive tail wrist.
- Lift fish horizontally supporting the body, with flat palms if possible.
- Swim all fish that have been excessively handled and out of the water for more than 15 seconds.

#### HANDLING [BOAT-BASED]

Handling from a boat offers further challenges, particularly for larger fish which may be quite heavy to lift. If you do not have the ability to handle fish in the following way or lack the materials to do so, then simply release your fish in the water from the side of the boat. Otherwise minimize the time fish are out of water and:

- To avoid irreparable damage, hold and lift the fish clear from the side of the boat without dragging it over the edge or dropping it onto the deck.
- Place fish on a wetted cool smooth, flat surface such as: an unhooking mat, vinyl covered foam [boat cushions] or a soaking wet towel.
- Never lie a fish on the boat deck or plastic or metal surfaces which may be very hot and cause the fish to overheat.
- Swim all fish that have been excessively handled and out of the water for more than 15 seconds.

#### PHOTOGRAPHY

You know by now that taking a fish out of water suffocates it, puts pressure onto internal organs and, in handling it, poses higher risk of overheating, skin infection and disease. Therefore, it is vital to streamline the process of any photographs that you wish to take.

#### Here's how:

KEEP THE FISH'S HEAD IN THE WATER FOR AS LONG AS POSSIBLE and NEVER TOUCH THE GILLS

- Set up camera shoots before landing fish; use your guide or partner to help gather your camera whilst you fight and orientate yourself facing sunlight with a good background scene.
- Wet your hands or rubberised gloves.
- Lift fish for a maximum of 15 seconds.
- If something goes wrong place the fish underwater to revive before trying again.

- Lift fish horizontally placing the palm of one hand underneath and just behind the pectoral fins to avoid fingering the gills and cradle just before the tail fin in the same way with the other hand or lightly hold the wrist of the tail.
- Do not squeeze the fish with your fingers or press it against your body in an embrace.
- Lift fish to the water's surface or as close as possible and no more than 2ft/0.6m.

## SPECIAL CONSIDERATIONS

### SWIMMING FISH

If your fish is exhausted appearing lifeless or having difficulty staying upright or has been excessively handled and out of the water for more than 15 seconds it may have lost equilibrium. This increases the chance of post-release mortality. Bonefish, for example, are 6 times more likely to be predated after having lost equilibrium.

### YOU CAN INCREASE LIKELIHOOD OF SURVIVAL BY SWIMMING FISH FOR REVIVAL:

- Hold but do not squeeze the tail wrist and cradle the fish gently forward to increase oxygen flow over the gills until it has energy to free off your grasp.
- Try whilst facing upstream into currents or going to deeper water where oxygen levels are usually higher.
- Bleeding fish will likely recover if you swim them in water of medium flow. Fish death by blood loss occurs quickly so if you fish has been bleeding heavily without rapid mortality, it can still be revived.

### BAROTRAUMA

Fish caught at depth can suffer or die immediately from barotrauma which is an expansion of air in the swim bladder. You will see the stomach pushed out through the mouth or gills, bulging eyes, inflated and hardened abdomens and scales standing away from body.

### YOU CAN OFTEN SAVE THE LIFE OF SUCH A FISH:

- Immediately release fish that have experienced mild barotraumias. The bottom thus reversing the pressure changes felt and discouraging surface predation.
- 'Venting', which is piercing the swim bladder with a fine hollow needle, can also help. However, venting should be used as a last resort because it carries risks of further injury when conducted by inexperienced persons. It will help if you carry an antibacterial agent such as oxytetracycline cream to cover the needle or any other fish wounds that you create.

### ENVIRONMENTAL AWARENESS

- Respect sensitive or no-go areas, particularly; on reef flats in areas of new coral growth, on land and around island peripheries where nests with eggs or chicks are sensitive to disturbance.
- Avoid casting in the fly- or swim-path of important animals, for example turtles and birds.
- Change fishing site regularly to avoid constantly pressurising the same area.
- Avoid fishing excessively in areas where predatory species are known to prey on released fish.
- Store rubbish in bags or cooler boxes until you return to ship or land, this includes cigarette butts and waste fishing gear [tippet, fly-line, flies].

## Blue Safari CODE-OF-CONDUCT 2019

### Snorkelling CODE-OF-CONDUCT

**Alphonse Island** is situated on the north-west reef flats that make up Alphonse atoll and surround a roughly circular lagoon (max depth, 13m). One channel in the southwest of the atoll allows passage into and out of the lagoon to the neighbouring islands of Bijoutier and St Francois. **Alphonse House Reef** extends along much of the southeast facing shoreline. You may enter the water and reach the reef at most points along the beach between allowing you to explore the coral reef life in your own time. **Beware that you will need reef shoes to walk over seagrass and follow the snorkellers code-of-conduct.** Other sites require boat access; please organise a guided trip.

### CORAL REEF ECOLOGY

Corals are **living organisms** that live in partnership with marine algae to get energy from the sun to grow. Reefs **provide shelter** for many small marine organisms such as worms, crabs, sea stars, juvenile fish, molluscs and many more. In turn this provides food for bigger animals higher up the food chain including the fish that we depend on for food. Corals also rely on fish that eat algae and weeds that smother them and block sunlight.

**Corals develop very slowly** and can be impacted by many different naturally occurring and human **threats** such as: pollution, sea temperature and excessive sea level rise, coastal run-off, ocean acidification, overfishing and physical damage such as storms but also human trampling. **Avoid damage to corals** when snorkelling following the steps below.

### SNORKELLER'S CODE-OF-CONDUCT

- Do not snorkel alone for your personal safety.
- Inform staff onshore before going snorkelling, telling them where you will go and when you will be back.
- Do not touch coral with hands, fins or other.
- Stay horizontal in the water to avoid dropping fins onto coral or any other living organism avoid deep sea grass beds when walking across flats.
- Never feed marine organisms.
- Remain quiet without making loud noises.
- Avoid sudden movements by swimming in a relaxed calm manner.
- Swim around turtles and not over the top which obstructs their surfacing to breathe.
- Remain calm and still when animals approach you; aggressive animals may be deterred if you stay close to the reef, point fins in their direction, outstretch arms and legs to increase your size.

### Diving CODE-OF-CONDUCT

#### EXPLORING AND PRESERVING THE ENVIRONMENT FOR GENERATIONS TO COME.

Diving is a wonderful way for you to see the Seychelles' underwater world, where you will be one of the lucky few that see first-hand the variety and spectacular numbers of fish and stunning areas covered in live coral. Whilst diving is non-extractive and unobtrusive in nature, it is still possible for visitors to damage the reef. In particular, due respect should be paid to all living organisms (including coral) and they should not be interfered with. The following guidelines explain how you can ensure that you do not badly impact reefs.

### RESPECT OUR...

#### MARINE HABITATS

Coral reef and reef or seagrass covered flats are very sensitive environments. They are also important for protecting juvenile fish and small invertebrates and contribute as carbon sinks. Coral reefs are impacted by many global pressures such as sea level rise, temperature fluctuations, pollution, effects from overfishing and ocean acidification. Coral is also slow growing and is susceptible to disease when

its surface tissue is removed. We can prevent contributing any further stresses by doing the following things

- Never stand on live coral when walking across flats to dive sites.
- Avoid deep sea grass beds when walking across flats to dive sites.
- Stay horizontal in the water to avoid kicking coral or any other living organism.
- Do not enter overhead environments where fragile organisms lie above you.
- Avoid dragging items across the seabed by ensuring that all detachable equipment such as snorkels, cameras and slates have appropriate fasteners.
- Keep close to the seabed when diving in strong currents in order to keep out of the flow but carefully control your buoyancy so that you do not crash into the seabed.
- Never hold onto coral to maintain your position - if you lose control and desperately feel the need to hold onto something, choose bare substrate with no coral, anemone, hydroid, tube worm or other living organism on it; algae covered rock is ok but beware of camouflaged species by waving your hand to create gentle water movement before touching the rock.

#### MARINE ANIMALS

Remember when you are diving that you are entering a very different habitat to our own. One where animals see, hear and sense everything differently in ways that we may not comprehend. Good dive practice tells us to be calm and slow in the water. Our physiology was not created for life underwater and our ungainly presence can startle marine life. It is important and safer therefore to remain as unobtrusive as possible.

- Do not handle marine life.
- Never feed marine organisms.
- Remain quiet without making loud noises such as with a shaker or tank banger.
- Avoid sudden movements by swimming in a relaxed calm manner.
- Swim around turtles and not over the top which obstructs their surfacing to breathe.
- Remain calm and still when animals approach you - aggressive animals may be deterred if you stay close to the reef, point fins in their direction, outstretch arms and legs to increase your size or blow bubbles from your alternate air source.

Please be particularly aware of yourself and the rules laid out in this code-of-conduct when taking photographs; having a camera and desiring a good shot is not an excuse for damaging marine life.

#### Turtle Watching CODE-OF-CONDUCT

##### WATCHING NESTING FEMALES

People love to watch sea turtles dig their nests and lay eggs. However, turtles are very shy animals and you need to give them consideration and respect. The following code has been designed to ensure that you have an enjoyable experience when viewing a nesting turtle without disturbing or harming the animal.

Two species of turtle nest in Seychelles - Green turtles nest at night; and hawksbills nest in the daytime.

- DO NOT approach the turtle - Turtles are especially shy when they first emerge from the sea and are easily frightened back into the water.
- DON'T let the turtle see you!
- FREEZE! Turtles are frightened by movement. If a turtle is just emerging from the sea, stand very still until she has moved past you to a point where she cannot see you. If you are watching green turtles at night, be sure to minimise your use of torch light. Lights, especially moving lights, will frighten nesting green turtles back into the sea.
- Once she has passed - move slowly to where the turtle cannot see you. The best locations for viewing a turtle on the beach are: Either from a distance where you are shielded from the turtle by vegetation. Or directly behind the turtle and out of her field of vision. Crouch down low so she cannot see you

- you should not be able to see her eyes.
- SPEAK QUIETLY - a whisper is best.
- NEVER TOUCH the turtle - turtles do not enjoy being 'petted'.
- LIMIT FLASH photography:
- ONLY after she has started to lay eggs.
- ONLY from the safe viewing zone.
- NEVER in the direction of her face.

#### WATCHING HATCHLING TURTLES

Hatchling turtles normally emerge from the nest at night and have one goal: to run as quickly as possible towards the brightest point on the horizon. Under natural conditions this behavior takes them to the sea, but artificial lighting from many sources can confuse hatchlings. Please help the young turtles to get to the sea safely by following these guidelines.

#### WHEN HATCHLINGS ARE EMERGING NATURALLY FROM THEIR NESTS:

- TURN OFF all light sources including hand held torches.
- KEEP OUT OF THEIR WAY - footprints in sand produce obstacles for hatchlings.
- ALLOW hatchlings to crawl down the beach unassisted - only if an animal is very weak should it be placed in the sea, allowing nature to take its course.
- DO NOT TOUCH hatchlings unless to assist with overcoming human-made obstacles.
- NO FLASH photography.

#### FOR HATCHLINGS THAT HAVE BEEN DISORIENTED & DRAWN INLAND BY ARTIFICIAL SOURCES OF LIGHTING:

- MOVE hatchlings to a darkened section of beach.
- TURN OFF all light sources including handheld torches.
- FOLLOW instructions above for naturally emerged hatchlings.

#### Marine Mammals CODE-OF-CONDUCT

There are 13 different species of whale, 13 types of dolphins and the dugong found in Seychelles waters. These majestic mammals are a wonderful sight for anyone who is fortunate enough to experience their presence. However, these cetaceans are threatened globally by noise and water pollution, by licensed and illegal fishing, as well as boat collisions.

Boats need not disturb individuals and visitors can avoid doing so by following some basic rules:

- STAY ALERT, on the look-out for whales and dolphins at all times; look for dorsal fins, breaching individuals or the spray of their blow.
- LOOK OUT for small calves and be aware that the mother may be particularly frightful around them.
- If you spot an individual or group, DO NOT DISTURB them by:
  - remaining quiet
  - not feeding
  - not touching
  - adhere to the recommended safe zones

Sometimes dolphins and whales may approach close to the vessel within the safe zones. If this does happen, you can:

- PLACE the engine into neutral and allow them to come to you,
- or, SLOW DOWN and continue on course,
- or STEER a straight course away from them.

If you decide to allow them to come to you:

- LOOK OUT for mother and calf pairs.
- DO NOT get into the water unless with trained specialists.
- RETURN to your vessel if you are in the water.
- MOVE AWAY if there is a sudden change of behaviour.
- LEAVE if there are more than three vessels are in the locality.

- LEAVE SLOWLY with no wake until you have passed the caution zone.

#### Nature Tours CODE-OF-CONDUCT

We want you to be able to see and appreciate the outstanding beauty and natural heritage of the Seychelles. Whilst exploring these beautiful and pristine habitats, please respect the environment around you.

- Be aware of the national environmental laws and local rules such as those for terrestrial and marine protected areas. Your guides can assist with this information or they can be viewed on [www.seylli.org](http://www.seylli.org).
- Report illegal activities and those opposing these guidelines to [science@ics.sc](mailto:science@ics.sc) including: HOW many people you saw, WHO they were, WHAT they were doing, WHERE it happened and WHEN it happened.
- Do not contaminate islands with litter of any type, particularly synthetic materials that do not break down easily, such as plastic fishing gear, food containers and water bottles. Use designated bins or collect your waste for proper disposal later.
- Spread the responsibility of protecting the environment by telling family, friends and colleagues about your trip promote these practices.

The best way to see and learn about the most interesting features of the island is to speak to one of our trained ICS guides, who will also keep you and the environment from harm.

#### WHILST TAKING IN SEYCHELLES' NATURE:

- STAY ON marked paths and do not cross de-limited boundaries.
- DO NOT anchor on coral reefs or seagrass beds - opt instead for sandy patches.
- DO NOT approach large marine animals such as whales, dolphins, turtles and sharks - drive slowly in their presence [See code-of-conduct for marine mammals].
- AVOID walking on young plants - walk around instead of over them.
- DO NOT trample coral growth on reef flats.
- NEVER walk through a ground-nesting bird colony - stay with a guide or on marked safe-zones.
- DO NOT startle animals with a bright flash when taking close-up photographs - override the auto-settings on your camera flash.
- DO NOT touch, prod or ride animals - follow specified handling techniques described in the fly fishing code-of-conduct.

## Alphonse Island Lodge – Emergency Assistance Plan

### Managing Any Accident or Emergency on Alphonse

Stabilise patient within your training → arrange transport with stretchers to the Clinic, unless you suspect spinal damage → **STAY WITH THE PATIENT** at the Clinic, monitoring the Cycle of Care (opposite) → alert Management to arrange evacuation → *if you must arrange the evacuation yourself follow the 6 steps on the flow diagram overleaf*

### Call Management

Reception – 9

OR

Devan – 715 or 680

Scott – 708 or 682

Tarryn – 711 or 682

### Managing Dive & Snorkel Emergencies

Note: *Waving arms* = international diver-in-distress signal  
*Face down or unresponsive* = likely unconsciousness



1. Remain calm.
2. Recall divers—constant revving of the boat engine.
3. Radio Channel 12 Hotel/Activity Centre. Otherwise radio Channel 12/16 to communicate with other vessels to relay the message if you have no response from Fishing Centre. Use the recommended radio script (see right hand box). Radio back to Alphonse if casualties condition changes.
5. No radio signal? Use the satellite phone & call IDC Aviation +248 438-4644 & Hotel Reception +248-422-9030 or +248-422-9700.
4. Assemble O<sub>2</sub> and First Aid kit and clear the deck.
5. Help victim and rescuer from the water, assist in *Cycle of Care* or as directed.
6. As soon as all divers are on board, return the victim to shore. **DO NOT LEAVE OTHER DIVERS UNATTENDED IN THE WATER.** Call other vessels to collect divers that are still in the water but do not leave until you see that vessel alongside.
7. Unoccupied diver/casualty's buddy to fill out the accident management workslate, found with first aid kit, with as much information as possible.
8. Call DAN to update them of the emergency & see if they can/want to assist.

*Keep communicating the incident with the Hotel/Activity Centre: expected time of arrival onshore, specialist equipment required for incident, update on victim's condition & clarify how you will exit them from the boat e.g. ferry, truck, club car.*

### Recommended Radio Script:

- *Pan-Pan, Pan-Pan, Pan-Pan. Hotel. Hotel. Hotel. This is Zanbren, Zanbren Zanbren. We have a diving-related medical emergency. Do you read me? Over.*

*(after response)*

- *The patient is unconscious/conscious. We are located at \_\_\_\_\_ and are \_\_\_ minutes from the base. Prepare oxygen, a stretcher and transportation to the Clinic. You may need the ferry. Arrange for a medical evacuation (e.g. for unconsciousness, DCI or heavy bleeding).*

### Missing Diver Protocol:

- Radio channel 12 to inform Hotel/Activity Centre. They notify IDC & Coastguard.
- Identify where the diver was last seen by buddy & deploy float to determine surface currents.
- Assign spotters to look for bubbles in the area.
- Delegate pairs of certified divers and snorkelers to begin underwater & surface search.
- Check divers air supply, no deco dive time & remind them of the recall.
- Search for 30 min only, then call Coastguard.

# Alphonse Island Lodge – Medical Evacuation Plan

## 1. IDC Aviation

- 438-4644 (08:00 – 17:00) or Louisa 252-4898 (after hours)
- Notify them: who you are, where you are and what the emergency is
- Request a possible Medical Evacuation
- Inform them to remove seats if necessary (e.g. lying patient down)
- Ask for plane ETA
- Also contact DAN

## 2. IDC Medical Staff

- Dr Salvan 252-4315 or 438-4640
- Nurse Vativelo 251-9195
- Notify them of the situation, seek medical advice on stabilizing the patient and inform them of the possible evacuation
- Clearly explain patient symptoms so they bring the most appropriate equipment
- Ask for an ambulance on standby on the runway when the plane lands back in Mahe

Other important numbers:  
 Air Force 271-2356  
 Police 428-0000  
 Marine Coast Guard +248-467-0300  
 Divers Alert Network (DAN) +39-064-211-5685  
*Always dial zero (0) to get a line off the island*

## 3. AIL Financial Controller

- Anura 437-6750 or 250-5045
- Explain the situation including that finance might be required for the evacuation

## 4. Recompression Chamber

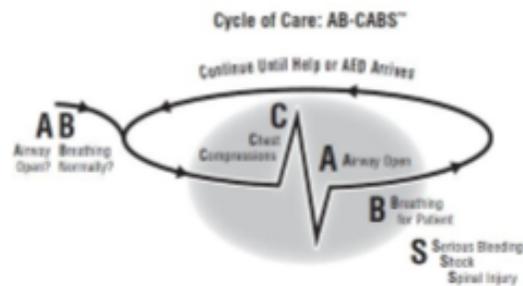
- Victoria Hospital 438-0000 – ask reception to transfer you to Head Dr or Nurse
- Inform them of the Alphonse evacuation
- Ask for preparation of the chamber
- Alternative recompression chamber Silhouette Island 260 6660

## 5. Next of Kin

- Find paperwork for contact number
- Inform NOK that we have the situation under control, the patient is being evacuated to Mahe and will be admitted to hospital

## 6. Prepare for Evac

- YOU STAY WITH PATIENT
- Delegate to another
- Collect personal belongings into an envelope to give to Dr/Nurse: passport or NIN, keys, medications, emergency contact/ NOK details, insurance details and wallet (pool cash from standers-by if patient cash unfound)
- Pack guest bags if possible; they may not return to Alphonse.
- Arrange appropriate transport to airport, keep casualty in Nurses' office as long as possible.



### Using the Cycle of Care

Call First for help *unless* the patient has been submerged in water - instead you should *Care First* for 1 minute and then call for help.

Provide Primary and Secondary Care as qualified.  
 Continuously monitor the Cycle of Care  
 For more First Aid advice call Eden Island Euromedical Clinic: 250-01 50 / 432- 49 99. Ask for Dr Vladimir.

## Annex 2: Cousin Island

### Health and Safety Plan

Nature Seychelles  
Centre for Environment & Education  
P.O. Box 1310  
Roche Caiman  
Mahé  
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Date of issue: 17/04/13  
Issue 0.1

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Site location: Cousin Island Special Reserve

Written by: Daniel White

Updated by: Eric Blais

Position: Reserve Coordinator - CISR

Valid from: June 2016

Authorised by: Dr Nirmal Shah

Position: CEO

Date:

## 1.0 Scope of site

The aim of this document is to provide a formal written reference for the management of Health & Safety at Cousin Island Special Reserve. The information contained within this document has been compiled with the intention of ensuring that all persons working at, or visiting Cousin Island Special Reserve for whichever period of time may do so in a safety conscious environment, with all provisions outlined so that in the event of an accident or incident, appropriate measures may be taken in order to provide assistance to those who need it.

## 2.0 Scope of site

Cousin Island Special Reserve is a c.40ha Special Reserve as listed under The National Parks and Nature Conservancy Act Cap 141. The Reserve comprises a 27ha mixed ecosystem terrestrial environment; the 13ha marine portion of the reserve extends to 400m seaward of the MHW and is comprised of fringing reef and a mixed granite / sand substrate. The Reserve is located 2.2km SSW of Praslin.

The island is permanently inhabited by a team of Wardens and a Conservation Officer. In addition to this, up to three field researchers are in residence for approximately four months in each year, and there is a full-time complement of up to six volunteers who assist with conservation tasks for between two to three months.

Tourists who visit the Reserve do so on weekday mornings and are brought to the island by local charter operators and Destination Management Companies (DMCs). Boats with visitors arriving to the Reserve either tie-up to dedicated mooring buoys or deploy anchors in designated areas. At this point, the Warden boat provides a shuttle service to the beach where the visitors disembark before setting out for the guided tour of the island. Upon completion of the tour, visitors are transferred back to the charter boats, from where they leave the Reserve. The purpose of cross-loading visitors onto the Warden boat is two-fold: no boats other than the Warden boat are allowed to land on the island due the risk accidental introduction of Invasive Alien Species (IAS); and to ensure the safety of the passengers as the process of beaching passenger-loaded boats through the breaking waves is a highly specialised skill for which the Wardens are specifically trained.

Full time staff members are primarily engaged in conservation activities on and around the island, and provide Nature Interpretation walks for the tourists who visit the island throughout the year. Aside from these activities, staff are involved in the upkeep of the infrastructure of the Reserve and minor construction works on the facilities.

The Reserve building list is as follows:

3no semi-detached dwellings  
3no detached dwellings  
2no roofed and open-sided waiting shelters  
4no 'long-drop' style toilets  
1no combination use generator shed / tool store  
1no defunct generator shed

The Reserve is powered by two solar systems. A portable generator with a maximum output of 5.5Kva is used as backup. Non-potable water is pumped from a well located at a natural water sink, up to a purpose made concrete water reservoir. This common water supply feeds all inhabitable buildings via a network of pipes laid above and below surface across the island. This water is used for bathing and washing only. Potable water is brought to the island in water containers during regular supply trips to neighbouring Praslin.

### 3.0 Resources and responsibilities

#### 3.1 Contacts

Chief Warden - (+248) 2605700

Reserve Coordinator - Eric Blais (+248) 2511713

Chief Executive - Nirmal Shah (248) 2711288

Mahé main office - (+248) 4601100

Coral Office, Praslin - via Reef Rescue Coordinator (+248) 2504451

Nearest medical facilities - Grand Anse Medical Centre, Praslin (+248) 4233214

Nearest hospital - Baie St. Anne, Praslin (+248) 4388000

#### 3.2 Nature Seychelles Health and Safety Policy statement

Nature Seychelles Management will ensure that all work undertaken by the organisation does not affect the health and safety of its employees, customers, suppliers, contractors or members of the public.

The key Objectives of the Nature Seychelles Health and Safety Policy are:

- To maintain a safe and healthy work place and provide safe systems and methods of work as determined by the Occupational Health and Safety Decree (Cap 151-1999) and all relevant statutory provisions.
- To make staff aware of their individual responsibility to take all reasonable steps for the safety of themselves and others and to participate in effective efforts to improve health, safety and welfare.
- In order for the Occupational Health and Safety Policy to be effective, all employees are expected to adopt a responsible attitude towards health and safety.
- To promote safety awareness amongst all employees through the provision of information, instruction, training and leadership.
- To engender a safe working ethos within the organisation as a whole.

### 3.3 Organisational responsibility for The Occupational Health and Safety

#### 3.3.1 Chief Executive

The Chief Executive of Nature Seychelles is ultimately accountable for ensuring that effective arrangements are made for the implementation of Health and Safety Policy.

- Will ensure appropriate arrangements are established to secure the Occupational Health and Safety and welfare of all employees and members of the public.
- Will ensure the necessary resources and assistance are made available to those with delegated Occupational Health and Safety responsibility. These shall include money, time, personnel, facilities and equipment.

#### 3.3.2 Managers/Coordinators

Managers are to ensure effective development and implementation of the Occupational Health and Safety Policy in his/her business streams and for the Occupational Health and Safety and welfare of all the employees within his/her management control. The responsibility also extends to visitors, contractors and members of the public.

- Will ensure that responsibility is properly assigned and accepted by all employees within his/her management control.
- Will ensure arrangements exist for the notification and investigation of accidents and dangerous occurrences and those measures are put in place to prevent a recurrence.
- Ensure that an effective Risk Management programme is implemented.
- Provide leadership and actively promote a responsible attitude towards the Occupational Health and Safety.
- Ensure risk assessments are undertaken in order that systems of work are safe. Assessments will take into account staff members who are more vulnerable including new/inexperienced staff, volunteers, scientists and expectant mothers, young persons and those with disability.
- Promote a regime for self-monitoring and workplace inspections through active leadership.
- Ensure adequate arrangements are made for the effective implementation of the Occupational Health and Safety Policy. (Safety Co-ordinators).
- Ensure arrangements exist for the dissemination of the Occupational Health and Safety information amongst all employees.
- Ensure all new and transferred employees are given induction training in accordance with the health and safety training procedure.
- Ensure arrangements are made to cover the design, construction, installation and maintenance of plant, machinery or equipment.
- Ensure appropriate First Aid cover is available at all times.

#### 3.3.3 Chief Warden

Responsible for the consistent and effective implementation of Occupational Health and Safety policies, procedures and safe working practices. This shall be an integral part of their normal business responsibilities.

- Ultimately responsible for the Occupational Health and Safety in the area they manage and for all persons reporting or assigned to them. This includes visitors, customers and contractors' personnel working within their work area.

- Ensure that a formal programme of Risk Assessments is undertaken to cover the work activities under their control. Ensure the timely completion of action plans and promote the use of Risk Assessments as a valuable source of safety information.
- Bring Nature Seychelles Occupational Health and Safety Policy to the notice of their staff and promote its use as a valuable working document.
- Make all practical arrangements to ensure that employees receive health and safety information, instruction and training. This training will be adequate for the tasks being undertaken and appropriate to their responsibilities.
- Have ready access to their employees' health and safety training records. Ensure new employees and transferred staffs receive suitable induction training, instruction and supervision.
- Ensure that all staff members receive regular training and information relating to serious and imminent danger i.e. emergency procedures e.g. Fire, Evacuation.
- Where appropriate provide written safety instructions and ensure warning notices and signs are displayed as necessary.
- Ensure that work areas are regularly inspected to identify hazards, unsafe acts, unsafe conditions or working practices, and take appropriate corrective action.
- Ensure that equipment and tools are safe to use for the purpose intended, and are regularly checked and maintained.
- Ensure that, where required, protective clothing is worn and special safety equipment is used when conditions demand.
- Bring relevant safety issues to the attention of the senior manager. Notify the relevant Safety Advisor (if any) immediately of any significant accident/incident. Investigate all accidents and dangerous occurrences within his/her area.
- Ensure that arrangements are made to cover the design, construction, installation, operation and maintenance of plant, machinery or equipment used in their area of responsibility to ensure that it is safe and without risks to health.

#### 3.3.4 Employees - General

Nature Seychelles expects all its employees to take a responsible attitude towards health and safety and to do all in their power to minimise the possibility of an accident.

Every employee must take care to ensure that their own health and safety and that of other people is not affected by anything that they do, or fail to do, (acts and omissions). Employees must ensure all health and safety problems are referred, in the first instance, to the field supervisor. One person is to be appointed/designated in this role.

Ensure all accidents/dangerous occurrences are reported immediately to the field supervisor. Employees must comply with written procedures and any special measures that are introduced for their protection while at work. This will include the proper use, at all times, of protective clothing, equipment and machinery guarding. Additionally, all employees have a responsibility not to interfere with, or misuse anything provided in the interest of health and safety, (whether deliberately, recklessly or negligently). Written procedures must be displayed at the appropriate locations.

#### 3.4 First Aid

'First Aid' is the term given to any immediate assistance at the scene of an accident, either as a treatment for minor injuries or aid given whilst the help of a medical practitioner, nurse or the emergency services is awaited or sought.

Nature Seychelles shall undertake to:

- Providing or arranging equipment and facilities that are adequate and appropriate for supplying first aid to employees and visitors to the Reserve

- Employees will be informed of the arrangements concerning first aid, including the location of the equipment, facilities and personnel
- First aid kits will be provided in suitable locations for use if required. The location of first aid boxes/equipment and the names of first aiders will be displayed in the office
- Anyone needing to make use of the first aid kit, or the services of a first aider must report the incident in the accident book even if hospital treatment is not necessary
- Appointed persons shall be responsible for the safekeeping and maintenance of first aid boxes/equipment and their contents and must report any deficiencies to the Chief Warden for action/replacement.

#### 4.0 Emergency Procedures

In order to ensure the safety of all personnel and visitors, it is the policy of Nature Seychelles that documented procedures are put in place regarding situations presenting serious and imminent danger.

In some cases, this could require full evacuation of the Reserve and in other cases it might mean some or the entire personnel and visitors moving to a safer part of the Reserve.

A sufficient number of competent persons within the Reserve will be nominated to implement those procedures that relate to evacuation of any part of the Reserve.

#### 4.1 Reporting

Nature Seychelles has a statutory responsibility to notify the appropriate authorities of specified classes of accident, including 'over three-day' accidents, diseases, and dangerous occurrences, irrespective of personal injury, under the Occupational Health and Safety Regulations (Cap 151-1999). Nature Seychelles has a responsibility to carry out investigations into all accidents and occurrences, (both reportable and non-reportable) irrespective of personal injury or damage to equipment, plant or machinery.

These are:

1. Death at work
2. Major injury at work
3. A person not at work is injured/diagnosed as suffering from a specified disease associated with their work
4. Dangerous occurrence

Where an employee of the Organisation is unable to return to normal duties as a result of an injury sustained during the course or work for a period of more than three consecutive days the responsible person will, as soon as practicable, but within 10 days send a report to the enforcing authorities.

Records of accidents and injuries will be kept for three years from the date they were made. Extracts of the records will be sent to the enforcing authority if and when requested.

##### 4.1.1 Chief Warden

In the first instance, the Chief Warden or his nominee shall contact the Reserve Coordinator to inform him of the incident.

The Chief Warden shall then complete a preliminary Incident Report form within 6 hours of the incident which shall be emailed to the Reserve Coordinator and Cc'd to the CEO. A full copy of the form including any updates shall be sent to the same recipients within 24 hours of the incident.

It is essential for accurate record keeping during incidents, as the events may need to be handled by legal practitioners/insurance companies etc.

In the event that the Chief Warden is unavailable to complete the form himself, his nominee should complete a paper copy of the form and relay the incidents word for word to the Reserve Coordinator by phone so that there is a full account of the incident available at the Mahé office for our records, and for official comment by the CEO or his nominee.

#### 4.1.2 Warden

Record all accidents resulting in either injury to staff, contractors, self-employed persons, members of the public, damaged equipment, buildings, fixtures or fittings and all "near misses".  
Report all road/sea accidents (whether on public roads or not) in accordance with local byelaws.

#### 4.2 Fire Prevention

Nature Seychelles recognises the need for effective and suitable fire prevention measures to combat risks to the Health & Safety of our employees, researchers, volunteers and visitors. To this end we are committed to the effective ongoing evaluation of our Reserve where our employees shall be required to work, to determine fire risks and control measures require to eliminate or reduce the risk of fire to as low as possible. The Organisation is also committed to the provision of adequate and suitable firefighting equipment and training in the use of such equipment and training in the use of such equipment to identified members of staff.

#### 4.3 Reserve Fire Safety Plan

##### Duties:

1. Ensure that all procedures and safety measures as defined in the Health & Safety Plan are understood and complied with by all those in the Reserve
2. Carry out daily/weekly checks on firefighting equipment, escape routes and emergency access
3. Maintain records of all checks

##### Fire Precautions:

1. In-date and serviceable Fire extinguishers shall be kept in every habitable building, and not more than 50m from any flammable material
2. A Rotary hand bell shall be provided within 25m of each habitable building and no more than 50m from any combustible material

##### General:

1. All personnel will be required to comply with this H & S plan and the emergency procedures as laid down by Nature Seychelles
2. In the event of fire being discovered on the island, personnel are to deal with the situation as per the Fire Emergency Action Plan

##### Emergency Exits and Rendezvous Points

1. Emergency exits will to each habitable building shall be kept clear at all times and doors remain unlocked
2. Rendezvous points shall be at the Northern or Eastern Shelter as appropriate for the situation and beaching condition for the time of year

## Waste Control:

1. Waste will be disposed of as often as necessary to minimise the risk of fire

## 5.0 Routine procedures

### 5.1 Personal Protective Equipment (PPE)

Personal Protective Equipment means all equipment, including accessories, additions and clothing used as protection, which is intended to be worn or held by a person at work to protect that person against one or more risks to health or safety”

Nature Seychelles will undertake to:

1. Providing (at Organisation cost) suitable and sufficient personal protective equipment (PPE) to all employees where risk assessments have shown a significant risk to their health and safety while at work e.g overalls, boots, gloves, hard hats, eye protection such as goggles or face visors, ear plugs or defenders and where this equipment is used as an extra precaution it should be checked regularly to ensure it is still effective.
2. Making employees aware that they have a legal obligation to use the protective equipment provided by the organisation and where practicable return it to the accommodation supplied and also reporting any defects or loss of PPE.
3. Recognising that they are legally required to provide training to their employees in the proper fitting and use of PPE and the provision of accommodation for the PPE it provides to its employees when it is not in use.

### 5.2 Welfare, Health and Safety

General Welfare:

- Toilet and washing facilities will be provided in the Reserve
- The quality of these facilities will be reviewed and upgraded as required
- It is the employees duty to report and problems with the facilities to the Chief Warden so that action can be taken to rectify them

Welfare on Organisation Premises:

It is the policy of this Organisation that close attention is paid to the provision of suitable and sufficient facilities and measures to ensure compliance with requirements on health, safety and welfare of its employees at work. Where such a duty extends to outside contractors, visitors or others attending our premises, then procedures will be implemented to ensure their health, safety and welfare whilst on our premises. The Organisation’s risk assessment procedure will be used to identify risks to health and safety in the Reserve.

Personal Hygiene:

Often traces of substances can be found on individuals even after precautions have been taken, therefore workers should:

- Wash their hands and face before eating, drinking, smoking and using the toilet
- Eat, drink and smoke away from the site of exposure to bacteria

### 5.3 Hazardous Materials/Substances

Hazardous substances encompass all those substances, liquid, solid, gaseous or biological, that may pose a hazard to health.

It is the policy of Nature Seychelles that substances in use/found by our employees will have an assessment made with regard to the health risks imposed on the employee, and others, by its use/discovery.

Assessments made under the regulations for discovering any hazardous material/substance will be recorded and retained for future reference.

Nature Seychelles shall undertake to:

- Where hazardous materials/substances have to be used an assessment will be carried out and the least hazardous option shall be used.
- Where it is not possible to use a non-hazardous material/substance the product must be clearly marked with directions for use and precautions that should be taken
- The working site must be assessed and any process which may produce hazardous materials/substances should be identified
- Once a hazardous material/substance has been found the area must be evacuated in order for an assessment to be carried out and until the appropriate contractors have removed the hazardous material/substance and issued air clearance certificates (if appropriate)

Control of Hazardous substances:

- Keep materials secure e.g. locked into a chemical tool safety box so that they cannot be inadvertently be opened or used
- Ensure good ventilation within the working area by keeping doors and windows open
- Use substances sparingly
- Transfer liquids with a pump or siphon rather than by hand
- On discovering unidentified materials/substances, cease work, inform the Chief Warden and evacuate the area, report to management so that a specialist contractor can be informed and the material/substance can be dealt with

#### 5.4 Manual Handling Operations

Manual handling means any transporting or supporting of a load (including the lifting, putting down, pushing, carrying or moving) by hand or by bodily force.

In accordance with the regulations for manual handling, Nature Seychelles will endeavour to avoid the need for employees to undertake manual handling operations that involve the risk of injury.

If this is not reasonably practicable then the organisation will make suitable and sufficient assessments of the task and reduce the risk to the lowest level reasonably practicable by:

- Including where possible the provision of information and general indications on the weight of each load
- Requiring employees to make full and proper use of any system of work provided by the organisation, to alleviate or reduce the risk of manual handling injuries
- Sharing heavy or awkward loads which have to be lifted by hand; individual limitations need to be taken into account
- Training workers in safe lifting techniques and sensible handling of loads
- Nobody to lift on their own more than 20Kg
- Ordering bagged materials in small easily handled sizes where possible and using machine instead of man whenever possible

#### 5.5 Deliveries

- Deliveries will be restricted throughout the week to accommodate the surrounding environment
- Unloading and loading of equipment and/or materials will be supervised at all times by a nominated employee
- Sufficient measures will be taken when unloading/loading to protect all persons affected whether it be employees needing special PPE or the public needing safe routes to get past the area safely
- We will try when possible to use routes/delivery locations to avoid disruption to others as much as possible.

## 5.6 Protection of the public

The protection of the public is to be as important a function as the protection of any other person involved in the operation of the Reserve. The possibility of an injury or ill health occurring to a member of the visiting public as a consequence of the organisation's activities is to be identified in the risk assessment procedure and the control measures required to prevent such injury or ill health implemented as part of the risk assessment procedure.

Where loading/unloading/transfer of materials could cause a disruption to publicly used paths, walkway provision must be made for the safe diversion of that path or control measures must be implemented to ensure the safety of the public.

Any deliveries will be restricted to suitable times for the surrounding environment so as not to cause disruption/nuisance to visitors and/or wildlife.

Suitable and visible demarkation shall be used where there is no lockable storage to prevent any unauthorised person from gaining access to any working site or material storage, so that they cannot cause harm to themselves.

All working equipment must be disconnected from power supplies when not in use, and keys kept secured in a site safety lockable storage container.

Visitors must be escorted at all times whilst they are on the island in case of evacuation procedures becoming necessary.

## 5.7 Waste disposal and site tidiness

It is the policy of Nature Seychelles that where waste is generated during the course of the Reserve's activities, it shall be disposed of in a controlled, safe, and proper manner.

This Organisation will undertake to:

- Not allowing any waste to build up on the Reserve. All waste and debris shall be disposed of on a regular basis; must be kept away from paths and waiting areas
- Toilet facilities must be kept well maintained
- All equipment used in the day to day maintenance of the Reserve must be stored and positioned so as to prevent the possibility of hazards such as tripping/fire
- Emergency escape routes must be kept clear of obstacles at all times
- General tidiness must be maintained throughout; employees have a duty to tidy away after themselves
- Employees notifying management of any problems arising from waste/tidiness so that the problem/s can be rectified as soon as possible

## 5.8 Noise at work

Excessive noise within the workplace presents a risk to all personnel and could lead to irreparable hearing damage. Regulations regarding noise at work that employers make provisions to protect their employees from levels of noise, which could pose a risk to their hearing.

The Organisation will undertake to:

- Have consideration for island personnel and visitors by taking into account the period of usage of noisy machinery
- Making employees aware that they have a duty to wear the protection provided for their benefit

#### 5.9 Contractors, Temporary Workers and Nature Seychelles staff visiting the Reserve

This safety information, which forms an integral part of the Organisation's Health and Safety policy, is applicable to all trade contractors and persons under their control and forms part of the terms of contract.

Contractors, Temporary Workers and Nature Seychelles staff visiting the Reserve are required to ensure that:

1. They and all persons under their control, familiarise themselves with the site and any hazards to be found on the site
2. Their activities are conducted in accordance with the safe practices as detailed in this document, taking precautions to protect all employees and others who may be affected by their actions or failure to act
3. They comply with all the relevant legislation applicable to the workplace
4. They provide the correct protective equipment and clothing to their employees at the contractor's expense. If employees of contractors do not wear the correct PPE for the task/surroundings within the workplace, then Nature Seychelles will have no choice but to stop them carrying out their activities and inform their management; they will not be allowed back on to the site without the appropriate PPE
5. Employees remain within the designate areas of work
6. They only employ persons who are sufficiently trained and experienced in the performance of their duties
7. If persons employed by the contractor are under training then they must be adequately supervised
8. Failure to comply with our Organisation's health and safety policy or any legal requirements will lead, at our Organisation's discretion, to suspension of the contractors work, at no cost to the Organisation, or to the termination of the contract

#### 5.10 Drug and alcohol policy

To assist in the safe performance of our duties, Nature Seychelles operates a strict policy of NO ALCOHOL during working hours and NO DRUGS within the workplace.

Anyone who presents themselves for work under, or apparently under the influence of drugs or alcohol will be refused entry to the workplace and subject to strict disciplinary measures.

For their own safety, that of their workmates and members of the public, any member of staff believing that another is under the influence of alcohol or drugs should report that to the Island Management or Reserve Coordinator immediately.

Drugs supplied by a medical practitioner or chemist may still affect safety performance and the employee's direct manager must be informed of that circumstance.

### 5.11 Environmental policy statement

This Organisation will seek to promote the conservation and sustainable use of natural resources and to minimise environmental pollution in all its own activities and where possible by its influence over others.

Nature Seychelles will review all policies, services and activities and act wherever necessary, to meet this commitment. The objective will be to minimise the environmental impact of any work undertaken in the Reserve.

Consideration will be given to substitution of polluting substances with 'greener' alternatives wherever possible.

Steps will be taken to minimise smoke, dust, and noise and vibration nuisance. The potential for which will be identified during the assessment process.

Whenever possible waste shall be recycled, reclaimed or reused.

Liquid pollutants will not be allowed to enter watercourses. This will require the specific instruction to control identified pollution risks.

This policy will be enforced by managerial vigilance and shall be subject to regular auditing and review.

### 6.0 Risk Assessments

The following section contains Risk Assessments relevant to the normal operating routine for Cousin Island Special Reserve and shall be observed strictly by all staff and residents of the island. Whilst every care is taken to outline all prevalent hazards to Health & Safety, there may be additions and alterations to these Risk Assessments from time to time to reflect the proactive and reactive nature of safety in the workplace.

## 6.1 General

**Ref No.** **Activity or Location** **Potential Hazard** **Likelihood Rating** **Severity Rating** **Risk Evaluation**  1  All  Everyday hazards and disregard of general safety  **Probable**  **Major**  Significant  2  All  Avoidable hazards  **Possible**  **Major**  Moderate  3  All  Performing a task outside of the scope of training (Right to say no)  **Possible**  **Severe**  Significant  4  All  Theft/Mugging/Assault  **Possible**  **Major**  Moderate  5  All  Travel/Hitching  **Unlikely**  **Major**  Minor  6  Cousin  Water-borne illnesses  **Possible**  **Major**  Moderate  7  All  Heat injuries  **Possible**  **Major**  Moderate  8  Paths and island interior  Falling trees  **Unlikely**  **Severe**  Moderate  9  All areas  Illness from lack of prescribed medication  **Unlikely**  **Severe**  Moderate  10  Derelict buildings  Falling structure / apparatus  **Unlikely**  **Severe**  Moderate  11  All areas  Mosquitoes (Dengue Fever) & Biting/stinging insects/animal bites  **Possible**  **Major**  Moderate  12  All areas  Minor Injuries / Illness / Allergies / Hygiene  **Possible**  **Severe**  Significant  13  All  Fire / Smoking / Candle Use  **Possible**  **Severe**  Significant  14  All  Misuse of drugs/narcotics  **Possible**  **Severe**  Significant  15  All  Alcohol misuse  **Possible**  **Severe**  Significant  16  Kitchen  Gas Tanks  **Possible**  **Severe**  Significant  17  All  Poor response to emergencies  **Possible**  **Severe**  Significant  18  All  Trees/Coconut Trees/Husking  **Possible**  **Severe**  Significant

## 6.2 Work routine - Field

**Ref No.** **Activity or Location** **Potential Hazard** **Likelihood Rating** **Severity Rating** **Risk Evaluation**  19  Machete use  Laceration  **Possible**  **Severe**  Significant  20  Power tools  Injury from power tools  **Possible**  **Severe**  Significant  21  Census work and vegetation clearing  Falls, cuts, bruises  **Possible**  **Major**  Moderate  22  Ladder use  Falls from height  **Possible**  **Severe**  Significant  23  Manual handling  Injuries due to improper lifting  **Possible**  **Major**  Moderate  24  Handling animals  Bite / scratch / injury to animal  **Possible**  **Minor**  Minor

## 6.3 Marine Operations

**Ref No.** **Activity or Location** **Potential Hazard** **Likelihood Rating** **Severity Rating**  25  Manoeuvring boats on land  Strains/Muscle damage  **Possible**  **Minor**  26  Launching/Beaching boats (land)  Boat strike / propeller injury  **Possible**  **Severe**  27  Launching/Beaching boats (water)  Injury from boat roll or ejection from boat  **Possible**  **Severe**  28  All Boat  Man Over Board  **Unlikely**  **Major**  29  Swimming / Snorkelling  Drowning/Exposure to Elements/ boat traffic  **Possible**  **Major**

## 6.4 Miscellaneous

**Ref No.** **Activity or Location** **Potential Hazard** **Likelihood Rating** **Severity Rating** **Risk Evaluation**  31  Helicopter operations / Helipad  Strike from aircraft / FOD  **Possible**  **Severe**  Significant  32  All  Natural Disaster (Tsunami, Flooding, Hurricanes)  **Unlikely**  **Severe**  Moderate



# FIRE

## Emergency Action Plan

### STOP – THINK – ACT

- Raise alarm by repeatedly shouting **FIRE, FIRE, FIRE** and ring fire bell – alert Chief Warden by phone
- Chief Warden to take fire roll call by phone – call at least one person from each cluster of houses to confirm location of all personnel
- If tourists present on island, they are to be escorted to an agreed rendezvous point away from the fire
- Send 1<sup>st</sup> Fire Team to investigate fire
- Prepare 2<sup>nd</sup> Fire Team to search for missing person(s) by searching rest of grounds or safe buildings
- For larger, out of control fires dial 999 for Emergency Medical Services (EMS).  
ADDRESS: Cousin Island
- Contact Reserve Coordinator on 2711713.
- For medical emergencies follow General Emergency Action Plan

**If safe, bring:**

- Fire Roll Call Register (office)
- Fire extinguishers from every available area
- All VHF radios (office)
- EAP folder (office)
- First Aid kit
- Mobile phone

**1<sup>st</sup> Fire Team to:**

- Report location and current state of fire using phone or by sending a runner
- Remove victims from danger area if safe to do so
- Tackle small fires using relevant extinguishers if safe to do so
- Return to Roll Call area if fire is too large or when fire is put out
- Continue to report back



# DAMAGED BOAT IN TRANSIT

## Emergency Action Plan

### STOP - THINK - ACT

- Is the boat in danger of immediate capsize or sinking?

**NO** – Head to nearest safe land and contact Chief Warden on 2718816 – if no answer contact Reserve Coordinator on 2711713

**YES** – Follow EAP procedures below



- Assign a scene manager
- Assess the damage to the boat
- Prepare to abandon the boat (if necessary) and don life jackets
- Note last known position
- Call for assistance from Cousin on 2718816, other boat operators, coastguard on 4224411 as appropriate
- Manoeuvre towards shore if safe to do so
- Do not abandon boat unless necessary
- If necessary to abandon boat, deploy anchor and throw in any additional flotation devices into the water before exiting. Exit under Skipper's orders
- Once in the water complete a head count and then swim towards shore, all staying together
- Search for unaccounted persons if necessary
- Attempt to stay in communication with coastguard/Island. Use any signalling devices available to attract help

#### Information to include in communication:

- Current location
- Nature of incident
- If urgent and immediate assistance is needed
- Number of victims
- Names of victims and conditions
- Arrange a Rendezvous point: Amitie / Cousin / Grand Anse / Anse Kerlan
- Estimated time of arrival
- Intended next steps
- Recommendations for Island actions
- Agreement on future communications



#### If you have to abandon the boat, take with you:

- Life jackets.
- BCD's, fins, mask, snorkel if available
- GPS
- Radio
- Phone
- Flares
- First Aid Kit





## General Emergency Action Plan

### **STOP – THINK - ACT**

- Assign a scene manager – scene manager to assess urgency and mode of transportation to hospital if required



- If visitor to the island, inform a member of staff of an accident immediately

- Assess scene – Is it SAFE?

- Initiate primary care, the AB-CAB'S



- Contact EMS directly on 999 / 151, agree on rendezvous point and future communications:

Zilair (+248) 4375100

ADDRESS: Cousin Island, Seychelles

- Record timings and patient's conditions

- Contact Chief Warden on 2718816 or Reserve Coordinator on 2711713 as appropriate



#### **Think about:**

- What caused the accident?
- Is it safe to enter the scene?
- Who needs care immediately?  
Prioritise victims and attend most severe victims first
- Put on barriers
- AVOID moving victims with suspected spinal injuries if possible

#### **Circle of care, the AB - CAB'S:**

- A = Assess scene  
Alert Emergency Services  
Airway open
- B = Breathing Check (rapid breathing check )  
**If breathing not normal**
- C = Chest compressions (30)
- A = Open Airway
- B = Rescue breathing (2)
- S = Serious Bleeding  
Shock Management  
Spinal Injury Management

#### **Information to include in communication:**

- **Current location**
- Nature of incident
- If urgent and immediate assistance is needed
- Number of victims
- Names of victims and conditions
- Arrange a rendezvous point
- Estimated time of arrival
- First aid intentions
- Intended next steps
- Recommendations for Island actions
- Agreement on future communications

- Collate patient's emergency documents (if available)
- Collate emergency kit for evacuation (see Emergency Kit box, bottom right)
- Start evacuation to rendezvous point - send staff with victim and continue to manage the group
- Provide secondary care for minor cuts, burns, breaks and sprains, including injury / illness assessment
- Hand over to EMS
- Debrief all staff and volunteers and advise counselling if needed
- Complete initial Incident Report and send to [eric@natureseychelles.org](mailto:eric@natureseychelles.org)
- Direct all media enquires to HO

**Documents needed:**

- Victim's medical details
- Victim's flight tickets, passport and visa
- Insurance details
- Contact details for relatives
- Signs/symptoms
- Summary of first aid administered

**Emergency Kit**

- EAP Folder
- First Aid Kit
- Medical O2 Kit (for dive emergencies)
- Mobile Phone
- Sufficient fuel for return boat journey
- Cash SCR2500
- All documents listed in box above

**Nature Seychelles Diving Safety Protocol, Reef Rescuers Project**

**All divers must carry delayed surface marker buoys (DSMB's) in their BCD pocket at all times** (or at least 1 DSMB per buddy pair if not enough DSMB available). If there is boat traffic or strong currents, you can deploy your DSMB and surface safely.

You may often be conducting **exhausting work**, especially when building nurseries and transplanting, sometimes in **difficult conditions** (strong current, bad visibility). Please **be aware that you may use air more quickly than usual**, you may get exhausted easily, and follow the following recommendations:

- **Always assess the current before getting in the water**
- **Do not push your limits and keep an eye on all other divers**
- **Use proper fins for diving in current** (no split fins)
- **In case of strong current**, a 30m-rope should be attached behind the boat and put in the water before divers get in, so that people can grab this rope in case they need. Also, you may want to leave any heavy equipment (baskets, hammers, etc.) at the bottom if it appeared too difficult to bring them back to the boat after the dive, but then firmly attach and secure them to the mooring angle bar.
- **In bad visibility, it is necessary to dive within a buddy pair to ensure diver safety**
- **Avoid leaving one diver in the water alone.**

**A dive flag must be taken on the boat** to signal to other boats that there are divers below.

**In case the boatman decides to interrupt the dive, he will rev the engine 3 times (e.g. weather changing suddenly) and, in the event of a diving emergency, he will continuously rev the engine whilst circling the divers below.** If you hear either of these, you must signal to the other divers, ascend at a safe rate, without a safety stop unless absolutely necessary, and return to the boat as quickly as possible.

**All divers must be aware of our 'emergency evacuation procedure for diving' and know where the nearest available oxygen is kept and how to use it in the case of an emergency.**

**Refrain from consuming excessive alcohol the night before a dive.** Dehydration is one of the most common causes of decompression sickness.

I confirm that I have read and understood the terms of diving safely with Nature Seychelles Reef Rescuers Project.

Name

Date

Signed

.....

## Diving Checklist & Guidelines

For the purpose of dive planning and logistics, please provide the following information for **ALL** divers:

1Certification level and certifying organisation (PADI, BSAC, SSI, NAUI etc.)  
*Please attach a photocopy of your certification card.*

2How much diving experience do you have?  
*Total number of dives, frequency of dives (e.g. 2 per year), date and location of your last dive(s).*

3Do you require SCUBA gear?  
*If yes, please provide sizes for fins/BCD and weight (kg) required.*  
**Please note:** *Nature Seychelles is an NGO with a limited selection of basic gear. Providing your own equipment is preferable.*

4Diving insurance details?  
*Provider, policy number, emergency contact information.*

5A signed liability release for each diver.

### **Please note:**

Nature Seychelles will not permit anyone to dive without independent diving insurance, proof of certification and a signed liability release form.

As a certified diver, you are responsible for your own safety. Standard safe diving practices should be adhered to at all times. In all cases, the dive leader(s) reserve the right to cancel any dive based on their professional judgement.

The ideal dive time is early morning (departure between 8:00 and 10:00, depending on weather conditions). For logistical purposes, we suggest that you arrive on Praslin at least the night before a scheduled visit.

For your own safety and to assist you with your onward travel, we would like to highlight that it is not recommended to fly in an aeroplane (or helicopter) any sooner than 12 hours after one scuba dive (18 hours for more than one dive). This includes transfers between islands on small aeroplanes/helicopters and should be something to consider. Alternatively, ferries operate between the main islands.