COLUMBIA**COMPASS**

COMPANY NEWS
FOR EMPLOYEES
AND FRIENDS
OF COLUMBIA

42nd EDITION SUMMER 2018

I CARE CAMPAIGN
CCS NEWS
NEW GROUP COMPANIES
DAY OF THE SEAFARER

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INTRODUCING NEW GROUP COMPANIES

SWISS OCEAN

UHI
UNITED HOSPITALITY INSTITUTE

GENPRO
MARITIME & COMMERCIAL PROCUREMENT

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FRONT COVER
M/S EUROPA 2

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EDITOR'S NOTE

Dear Reader,

Welcome back to our 42nd issue of Compass.

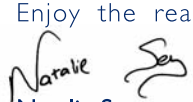
Apologies for our delayed ETA - inside these pages you will find a round-up of news from the last 12 months, which have been a swirl of activity.

This issue contains a number of 'new beginnings' - we are pleased to introduce three new companies: United Hospitality Institute, Swiss Ocean Yacht Management and GenPro. You can read about sea rescue news, training updates, life onboard stories and meet our colleagues in the Who is Who section. We have also launched our new I CARE campaign company-wide in June 2018.

Our 12th photographic competition is now open – all Columbia colleagues onshore and at sea are invited to enter. Additionally, a brand new separate I CARE photo contest for our seafarers has also been launched as we prepare to re-introduce the CSM wall calendar.

In other news, it's a new era for Columbia Beach Resort which opened its doors after a major renovation. Since our last Compass, Limassol has also welcomed Columbia Beach Restaurant onto the scene.
Do keep in touch – your stories bring Compass to life!

Enjoy the read, wherever you are.



Natalie Sey
Compass editor

FROM THE CHAIRMAN

Dear Reader,

Unfortunately we did not manage to have our usual Compass winter edition last year due to the intended merger of Columbia-Marlow which kept us extremely busy in working towards the target. This was finally achieved by the end of 2017 with a new holding company combining them both.

However, both companies are very different for instance: Marlow deals mainly with the crewing of vessels having a very limited number under full management whereas Columbia deals mainly with full management vessels and only with a small number under crew management. Another factor is the difference in the companies' structures with Marlow having only dry tonnage whereas Columbia has a big Tanker fleet Columbia has also completely different management systems and quality assurance requirements from the Marine Department, Technical Department and Operations Department as well as from a great number of clients worldwide with different requirements in accounting and administration.

It was, therefore, decided that for the time being, both companies should not merge their respective departments as this would be quite difficult. They should only be connected through a holding company and Columbia as well as Marlow should continue with their normal and separate operations at the present time. So, at the end of the day, not much has really changed ashore and nothing will change in the foreseeable future for our personnel on board and respective operations.

The shipping market is still going through a difficult time. Although Bulker Carrier and Container ship rates went up in decent numbers, the Tanker market is presently a total disaster with VLCCs earning as little as 8,000 to 9,000 US Dollars per day which will barely cover operating expenses and a very small part of the drydocking reserves. Also, the recently imposed import taxes by trading with the USA and the consequent retaliation of the affected countries like China, Canada, Mexico, the EU and others give reason for concern that the existing free trade agreements will be abandoned which, in turn, will definitely affect the shipping industry worldwide. Columbia Cruise Services (CCS) in Hamburg is growing nicely and we are aiming to take over by the end of 2018/beginning of 2019 passenger vessel number 12 into our technical and

nautical management.

The restaurant sideline in Cyprus keeps us busy with the opening of the Columbia Beach Club last June which turned out to be the hot-spot of Limassol. Columbia was also entrusted with the operation and management of the restaurants and bars of four satellite casinos in Cyprus which we will operate until the new big Limassol casino complex, with a connected 500 bed hotel, opens in 2021/2022. The newest activity of Columbia is the management of super yachts where today we have six under management. However, due to the privacy of the owners, we cannot reveal names but it is a definitely very interesting but also challenging new venture.

Wishing you always a very Safe Sailing and I would like to thank all of our Masters, Officers and crew for their continued support and loyalty.

Heinrich Schoeller

DAY OF THE SEAFARER
—25 JUNE—

In honour of Day of the Seafarer 2018, CSM Cyprus staff took a photo to say a special thank you to each and every one of our seafarers for their hard work and commitment! We all care about our colleagues at sea and this is our way of showing it!

This year IMO has chosen 'seafarers wellbeing' as the theme for the 2018 Day of the Seafarer, particularly mental health. Follow the hashtags #SupportSeafarersWellbeing and #GoodDayatSea for more info.

Turn to page 58 to read more on 'Achieving Good Mental Health' by Safety4Sea

MESSAGE FROM MARK O'NEIL

Dear Colleagues,

The last ten years have certainly been extremely challenging times for any company involved in the shipping industry, and whilst there are positive signs of recovery (as noted by our Chairman) in certain sectors and niche markets, time remain tough for ship managers and their clients.

Alongside these challenging market conditions, shipping faces technological and digital evolution on an unprecedented scale and a slew of new international regulations and conventions on personal data (GDPR), ballast water and sulphur emissions.

In such circumstances, clients' needs, demands and expectations understandably become greater and greater. As ship managers, we are expected to do more for less, and more for less and better.

Notwithstanding the above challenges and the challenges of our intended cooperation with Marlow Navigation, CSM has navigated through these troubled waters and has continued to develop and improve the scope and quality of its services.
We have now started our own procurement platform – GenPro – ensuring that our clients benefit from the economies of scale we have to offer and secure the best possible prices for equipment and consumables.
We have set up our super yacht management service, continued to expand our cruise services management and are finalising preparation of our market-leading Performance Optimisation Control Room in Cyprus. This control room will not only optimise safety, but will also optimise performance (minimising consumption and loadport/disport delay), maintenance, crew rotation/training and operational/commercial performance.

We have also seen the launch of our I CARE philosophy. This is crucial for our continued success and development. We must always strive to be the very

best we can be and to do this we must focus always on our core values, our policies, our management system and (on board) the lessons learned.

I CARE will become ingrained within our corporate DNA and will ensure that we achieve our vision which is to be the best management company by 2020.
Our company is nothing without its employees – those employees ashore and those on board. You are the essence of what we do and why we are different from our competitors.
We must all CARE – for each other, for ourselves, for the Company and for our clients. Never accept second best and always try your very hardest to do whatever you do to the very best of your abilities.

Ship management must be relevant and compelling if we are to succeed and continue to expand. Relevant to our clients in the services we provide, and compelling because clients must have those services at levels of efficiencies and efficacies they cannot themselves match. It is for this reason that we are looking at collaborations and co-operations (and continue to do so), so that we can achieve economies of scale and unrivalled efficiencies and efficacies, but always remembering that we are a service provider. The client is always right and no client is more important than the smallest client who must expect to receive the very same level of personalised service and attention as the biggest client.

Thank you all for your considerable efforts on so many different fronts and on so many different vessels.

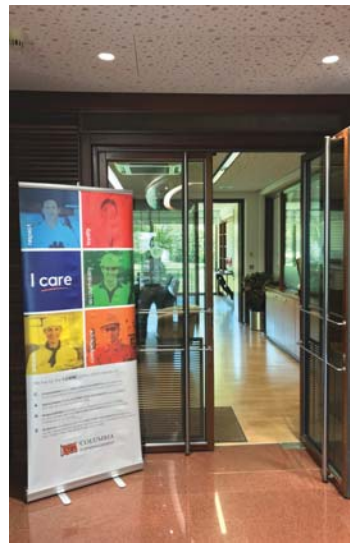
Kind Regards,

Mark O'Neil
President
Columbia Shipmanagement Ltd, Cyprus

Congratulations to one of the first winners of our I CARE photo contest – Captain Branko Pirjak who took this creative photo of his crew o/b NYK Arcadia.
More photo contest details can be found on page 74.

Our CSM Cyprus and Germany offices displaying our new I CARE posters & banners.

I care



COLUMBIA SHIPMANAGEMENT

I care

PHILOSOPHY

CSM recognises the absolute importance of and benefit in having a strong company culture with which its employees, crew and clients can readily and willingly identify and adopt. CSM's culture is based on its Core Values (chosen by its employees), its Vision, Mission, Policies and Procedures, all of them forming the Company's Management System (together the "CSM CORE DOCUMENTS"). These CSM CORE DOCUMENTS form the foundation stones of CSM's culture.

CSM requires active, willing, engaged and positive compliance from its employees and crew members with these CSM CORE DOCUMENTS, and from suppliers with its Core Values. Every individual and company decision made and action taken must be made and taken against a prior assessment of compliance with the CSM CORE DOCUMENTS.

To enable and facilitate such compliance, all CSM employees, crew members and suppliers will affirm and abide by the CSM "I CARE Policy" objectives which provide as follows:

C - Commitment to our CSM CORE DOCUMENTS and in particular to our Core Values **(Respect, Loyalty, Competence, Accountability, Passion)**, and a commitment to live and work by those in respect of every decision made and action taken.

A - Appreciation of why the CSM CORE DOCUMENTS are important and why we choose to work at CSM.

R - Responsibility to oneself, one's colleagues and clients to abide by and comply with the CSM CORE DOCUMENTS and to encourage colleagues to do likewise.

E - Evidence compliance with the CSM CORE DOCUMENTS in everything we do, every decision we take, and Expose non compliance in accordance with CSM's Open Reporting ("Call it Out!") Policy.

The I CARE Policy shall be universally and incorporated into each and every provision, process and procedure contained within the CSM CORE DOCUMENTS, and more generally incorporated into every service CSM provides internally and externally, without the need for amendment or express incorporation.

Specifically, each and every meeting on board or ashore shall have express regard to the I CARE Policy as a separate agenda item. All employment policies, provisions and processes (including but not limited to engagement, promotion, appraisal and bonus entitlement) will be interpreted and applied against the I CARE Policy provisions. All employees are obliged to familiarise themselves with the CSM CORE DOCUMENTS (as relevant) and line managers (including officers on board CSM managed vessels) are obliged to ensure such familiarisation and education takes place.

Failure to comply with the I CARE Policy is a disciplinary offence which is likely to result in dismissal. This is in accordance with CSM's zero tolerance approach to safety. A company which CAREs is a better company; better for its employees, better for its crew, better for its suppliers and better for its clients.

Event Highlights 2017-18

Official Announcement of CM merger followed by staff merger party, Limassol

SEPTEMBER 2017

Capital Link New York Event

Seatrade Cruise Miami Conference participation

MARCH

Transas Digital Conference participation, Hamburg

FEBRUARY

Capital Link Shanghai Event

Capital Link Singapore Event

APRIL

Joint Columbia Marlow booth (left) and garden party (right) at Cyprus Maritime 2018, Limassol.

CM hosts Conference at London Shipping Week

Capital Link Cyprus Event , Limassol

CSM Shanghai Conference

Maravilhosa Conference participation Limassol

JANUARY 2018

NOVEMBER

CSM Japan Conference, Tokyo

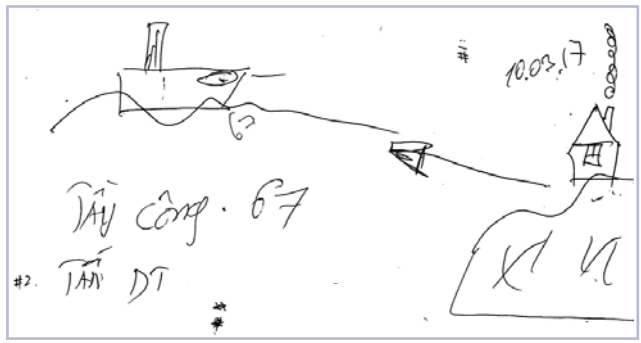
Posidonia International Shipping Exhibition, Athens

JUNE

CAPE MAGNUS RECEIVES RESCUE CERTIFICATE

The Managing Director of IRI from Piraeus, Greece – Theo K. Xenakoudis, visited our CSM Cyprus office in December 2017 to present a certificate of recognition for the CSM managed vessel Cape Magnus' vessel rescue which took place on 9th March 2017, en route to Laem Chambang. Two fishermen were rescued from their fishing boat which had been adrift for two days. The survivors did not speak English and communicated through diagrams.
Thank you to Captain Anatolijs Kozirs and his crew for their professionalism.

CSM Technical Director Duncan McLennan receiving the certificate from the IRI Managing Director, Theo Xenakoudis



COLUMBIA MARLOW WINS TOP INDUSTRY AWARD

Columbia Marlow has won the Tanker Shipping & Trade Operational Excellence Award for 2017 for its work in pushing the boundaries in innovation and digitalisation in the global maritime industry.

Receiving the award in September 2017 at an Awards Dinner in London's West End, Mark O'Neil, Columbia Marlow CEO, described the partnership with Lufthansa Industry Solutions as "industry disruptive" and 'transformational'.

He praised the expertise and focus of Lufthansa and Columbia Marlow's inhouse IT/Digitalisation specialists Blue Dynamics enabling Columbia Marlow to formulate its Digital Vision and Digital Agenda and embark upon its objective to provide the highest standards of information technology and performance monitoring in the industry.

Blue Dynamics – a cutting edge software company previously set up by Columbia and Marlow – and Lufthansa Industry Solutions announced they would work together in partnership with Columbia Marlow in May of last year in what was described as a new era for blue sky thinking in the maritime sector.

The partnership was formed to create a fully digital environment consisting of integrated applications and services which enable clients to be fully integrated into the management and vessel operation process, and render the vessels more employable by being compatible with the digital environment of the big charterers and shippers.

Such a new digital environment will not only empower staff with more information to assist them in their decision-making processes, ensure optimisation of vessel maintenance and performance, allow for better monitoring of crew training and pastoral needs, but will also help immeasurably in achieving economies and efficacies of scale. All this tailored to the specific needs of each individual client, large and small.

Mark O'Neil concluded his acceptance speech by confirming that Columbia Marlow considered the digitalisation process as being of "existential importance for shipping" and that Columbia Marlow was determined to take the lead in this process for the benefit of its clients and future clients. "This is Partnership Redefined" he said.

L-R: Ralf Struckmeier (Lufthansa), Mark O'Neil (Columbia Marlow), Timothy Scheller (Blue Dynamics), Dr. Carsten Boehle (Lufthansa)

Editorial Team

INTRODUCING SWISS OCEAN: QUALITY YACHT MANAGEMENT

Columbia Shipmanagement has underlined its commitment to offering the very best in leisure as well as commercial vessel management by teaming up with the Zurich-based yacht and aviation expert Swiss Ocean to deliver one of the finest boutique yacht management services available.

Founded by Captain Matthias Bosse, Captain Michael Zerr and naval architect Andri Largiadèr, Swiss Ocean is a leader when it comes to the complete yacht management service, from the initial sketches of a yacht through to design, build, crew recruitment and operational management.

Supported by expedition expert David Fletcher and aviation manager Michel Seppey, the Swiss Ocean team has put its extensive knowledge towards implementing effective approaches and strategies for luxury yacht and aircraft management.

By teaming up with Columbia Shipmanagement, Swiss Ocean will be able to take advantage of Columbia's access to the market as well as its comprehensive pool of highly trained seafarers and sea-going hotel staff as well as its reputation for being one of the world's most respected ship managers. Norman Schmiedl, Crewing Director at Columbia, said:

"We will offer a very different and unique management service to yacht owners by placing a quality personal and tailored service at the forefront of everything we do. From efficient safety management to exceptional food hygiene, we implement rigorous procedures for all on-board facilities.

Our meticulous approach strives to not only meet but go beyond the requirements for future regulations."

The Columbia/Swiss Ocean management team, made up of past Masters and naval architects, has a history of quality management of large private yachts. Its aim is to innovate private yachting by bringing in state-of-the -art management systems, technologies and practices from other industries. This can range from consultancy with Ecole hôtelière de Lausanne – perfecting the finishing touches to a guest's experience, to incorporating the latest practices from the aviation and automobile industries.

According to a Swiss Ocean spokesman, the company focuses on providing a service with the very best practices. "Characterised by an effective management style and a typically Swiss approach, our service runs smoothly with exceptional attention to detail", he said. "We adopt proven technologies from other industries, integrating them into private yachting for the first time, with a focus on enhancing efficiency. One of the technologies we are introducing to private yachting is remote monitoring where instruments monitor the yacht's engines and machinery. This is remotely analysed detecting required maintenance up to six months in advance and alerting to critical cases seven to 30 days in advance. As a result, failures and operational trends can be spotted before failures occur resulting in proactive maintenance, optimum times between overhauls, less downtime and reduced costs," he said. More news to follow in our next Compass.

Meantime please visit:
www.swissoceanservices.com

INTRODUCING UNITED HOSPITALITY INSTITUTE

The United Hospitality Institute began operations in Limassol, Cyprus headed by Director Theodoros Antoniou, earlier in 2018.

This is not only an exciting new venture for us, it is essential for our cruise and yacht management business where the quality of our crew in these sectors will be the crucial differentiator between us and our competitors.

The 'Train the Trainers' Programme was completed successfully at the Columbia Plaza on 17th January 2018, followed by a graduation ceremony at Avli tou Vasilea taverna. Mr. Theodoros Antoniou Institute Director together with his Guest Lecturers, delivered the 10-day programme to five Trainers from Ukraine and five from Romania. The programme objective was to train our Trainers on UHI Hospitality Service Standards and furthermore develop among UHI Team Members a team spirit, loyalty and effective communication.

The programme which was based on a combination of theoretical knowledge and practical skills, included placement of our Trainers at Columbia Restaurants' establishments (Steak House, 7Seas, Columbia Beach, Londa Hotel) for observing the operations and familiarisation with Columbia standards.

Our participants also had the opportunity to visit the Columbia Resort for an educational visit where they were given a tour of the newly renovated areas and facilities. The group were later briefed by

UNITED HOSPITALITY INSTITUTE

the Restaurant, Bar and Housekeeper Managers on their respective operations.

The first three UHI Training Centers to open are:

1. UHI-Constanta, Romania at the Zodiac Hotel

2. UHI-Odessa, Ukraine at Odessa Hospitality School

3. UHI-Lublin, Poland at New Forum Hotel

UHI recently opened an additional training centre in Manila, Philippines. All training centers have received a considerable number of sign-ups to date.

Congratulating one of the first UHI graduates

Onboard a Monaco-based yacht for UHI training

UHI graduates will later have the opportunity to join cruise ships, yachts and leisure establishments onshore.

UHI has also started a new training programme, 'Applied Hospitality Services for Luxury Yachts' which aims to upgrade the hospitality service standards of yacht crew members.

The first training was carried out onboard a Monaco-based yacht by two of our UHI Trainers. Simultaneously, the first in-house training took place onboard a Monaco-based yacht and has been successfully completed. UHI sent two of their Trainers (from Romania and Ukraine respectively) to Monaco to carry out the training o/b the yacht.

Our UHI team is pleased to announce that the first training sessions in Bartending, Restaurant Service and House-keeping Service have been held in Constanta and Manila.

In Cyprus, UHI is collaborating with the HR management of the Columbia Restaurants group. The first three UHI Training programmes in 'Supervisory Customer Care and Handling of Complaints' have been successfully delivered by UHI's Director Theodoros Antoniou. Furthermore, a close cooperation agreement between Columbia Restaurants and UHI will enable the process to start arranging job placements for all successful UHI graduates at Columbia's catering establishments.

Mr. Antoniou is currently working in close cooperation with CSM Riga, Latvia to finalise an agreement for the opening of our next Training Center, in Latvia. With the support of CSM Riga, UHI has recently entered into a collaboration

'Train the Trainers' programme held at Columbia Plaza, Limassol

agreement with 'Karavella Plus' Ltd (Ibis Styles Riga Hotel) in Latvia for opening our 6th new Training Center in Riga. Our UHI-Riga will will provide training to youngsters from Latvia as well as Estonia and Lithuania.

UHI's first Bartending graduates from Romania have been employed by Columbia Restaurants and started work at the Columbia Beach Restaurant & Bar and the 7Seas Music Bar as of April 2018.

The second group of trainees at UHI-Constanta, in Romania have already completed

have already completed the Bartending and Restaurant courses, where they will be joining the rest of UHI's graduates for working at Columbia Restaurant & Bars establishments.

The UHI official website has now been launched:

www.uhinstitute.com

We look forward to sharing more updates in the next Compass issue.

A group of UHI-Constanta graduates from Romania

OPEN REPORTING SYSTEM

DEAR CONCERNED EMPLOYEE,

Compliance with International and National Rules & Regulations, as well as with all requirements of the Company's Management System is every employee's responsibility. As part of that responsibility, it is your duty to promptly inform the Company of any practice that contradicts, or you suspect to contradict any rules and regulations or Columbia Shipmanagement Policies.

The Company urges all employees to report such information to the **MASTER** (if onboard) or the **HEAD OF DEPARTMENT** (if ashore), or contact directly by telephone call, SMS-text or e-mail:

- the **DESIGNATED PERSON ASHORE (DPA)** or
- the **ENVIRONMENTAL COMPLIANCE MANAGER (ECM)** or
- the **TOP MANAGEMENT (TM).**

You may also use the specific e-mail address: **openreporting@csm-d.com**

If you prefer not to report directly to the Company, you may also report to a dedicated **THIRD PARTY** at the e-mail address: **open-reporting@open-reporting.com** or call the toll-free telephone number: **+800-19293949**.

You will not have to reveal your name but if you wish to do so, then we assure you that your identity will be held in strict confidence.

COLUMBIA SHIPMANAGEMENT WILL NOT RETALIATE AGAINST ANY EMPLOYEE MAKING SUCH REPORT

WE RELY ON YOUR COOPERATION

The Management of Columbia Shipmanagement, June 2018

INTRODUCING GENPRO

CSM AND BSM FORM A JOINT PROCUREMENT BUSINESS

Columbia Shipmanagement and Bernhard Schulte Shipmanagement have combined their extensive buying power and created an independent procurement company that promises to deliver lower ship supply costs for their principals while guaranteeing product quality and service.

GP General Procurement Company Limited, or GenPro for short, will negotiate framework supply agreements with international ship suppliers on behalf of its Members' clients with a view to securing the lowest prices achievable on all consumables. It will capitalise on the best practices and strengths of its Members by driving efficiencies into the whole procurement process to help reduce clients' vessel

GENPRO
MARITIME & COMMERCIAL PROCUREMENT

OpEx costs and return real value to the client by way of volume-related discounts in a fully transparent and auditable way.

The scope and reach of the procurement effort will not be limited to maritime products and consumables but will include all products and

L-R : Maria Theodosiou (GenPro Commercial Manager), Demetris Chrysostomou (CSM Marketing Director), Nafsika Iacovou (CSM Accounts), Clara Chan (GenPro Director), George Vassiliades (GenPro MD), Andreas Hadjipetrou (CSM MD), Jeroen Deelen (Deputy COO BSM) and Nicolas Papados (Marketing Manager CSM)

consumables associated with the operation of the maritime business, onshore and offshore.

GenPro will derive its income from a brokerage fee agreed with, and paid to it, by the ship supplier. It will also negotiate and agree volume-related discounts with the suppliers which shall be returned to GenPro Members' clients in full.

GenPro has pledged to build the most relevant, competitive, comprehensive quality repository of supply contracts within the maritime industry while ensuring honest and transparent dealing at all times, and fair competition amongst its suppliers and service partners.

An overview of GenPro's Supplier event held in June during Posidonia 2018, Athens

Strengthening and sustaining partnerships for mutual benefit are at the core of its operation as are engendering and upholding a relationship of complete trust between all partners.

L-R GenPro's top Management Clara Chan and George Vassiliades together with Andreas Hadjipetrou of CSM and Jeroen Deelen of BSM

TRAINING NEWS

AMOS CBT Online Training

On 10th August 2017 we have successfully launched the AMOS CBT Online Platform.

The project was developed jointly with SPECTEC therefore Columbia became the first and unique maker's approved provider for Online AMOS-EMS Training.

AMOS-EMS (or AMOS-2) training can now be conducted online and will enable our seafarers as well as our office staff to spend as much time as they like on the training prior they are required to take the mandatory tests.

The same platform is now used for AMOS QMS online training.

Georgian Maritime Meeting

The 2nd Academic Advisory Committee meeting was held on 12th July 2018 at the Georgian Maritime Transport Agency Office in Batumi with the attendance of all Georgian Maritime Academies and Training Centres, several manning agencies and representatives of some Shipmanagement Companies including Columbia. The Committee was first initiated by CSM in March last year; its role is to review the Maritime Education and Training in Georgia and to propose guidance and suggestions for improvement especially in accordance with the industry standards and requirements. CSM is proud to be the largest employer of Georgian seafarers in the industry.

NATS Crewing Seminar

On 28th February 2018 a total of 24 Senior officers attended our two day Crew Conference in Limassol.

The event was opened by CSM Cyprus' Managing Director Andreas Hadjipetrou at the Columbia Plaza.

Highlights included a panel discussion on 'Shared concerns', with a range of topics such as Safety Culture, Crewing Matters and Environmental Compliance.

Editorial Team

Crew Conferences & Seminars

Since our last Compass issue in summer 2017, the training departments have arranged:

- Crew conferences held in Shanghai, Manila, Batumi, Odessa, Riga, Rijeka, Saint Petersburg with a total of 609 participants.
- Engineering Seminars help in Manila and Odessa, totally 33 participants.
- Korean Officers Seminar in Busan with 12 participants.
- Chemical Tanker Seminars in Manila and Constanta totalling 27 participants.
- Bulk Carrier Seminars in Odessa and Manila, totaling 35 participants
- Senior Officers Meeting in Riga, totaling 54 participants
- Senior Officers Meeting held in Batumi, totaling 32 participants

CSM CYPRUS HOSTS INDUSTRY ROUND TABLE DEBATE

The important role to be played by the new Cyprus Deputy Ministry for Shipping in building and promoting the island's maritime cluster internationally, as well as looking at how ship owners and ship managers can harness the true potential of digitalisation, dominated the discussion at a special round table debate of shipping industry leaders hosted by CSM Cyprus in early May.

The debate, organised by the leading industry magazine Ship Management International and chaired by its Editorial Director Sean Moloney, brought together senior executives from Mastermind Shipmanagement, InterShip, Bernhard Schulte Shipmanagement, Osterreichischer Lloyd Shipping Group, CLIA Europe, Interorient Shipmanagement, Fleet Ship Management as well as Thomas Kazakos from the Cyprus Shipping Chamber and our Managing Director Andreas Hadjipetrou.

They all agreed that the new Deputy Minister for Shipping Natasa Pilides, was the right person for the job, and that what is needed now is for Cyprus to become a truly 'one-stop-shop' international maritime centre.

On the topic of digitalisation, the leaders agreed that it was definitely here to stay. Digitalisation continues to help shipping to mould its own future through innovation.

Editorial Team

VIDEO SHOOT FOR 'INVEST CYPRUS' PROMOTIONAL CAMPAIGN

Columbia Marlow was approached by the Cyprus Investment Promotion Agency (CIPA) to take part in a film clip promoting Cyprus investment opportunities. CIPA is a non-profit national body and the Cyprus government's dedicated partner responsible for the facilitation of investments into Cyprus.

A film crew visited the Columbia Cyprus office on 31st October 2017 where footage was taken and an interview with CEO Mr. Mark O'Neil was conducted. CM represented the shipping industry whilst three other CEO's from various business sectors were also interviewed for the campaign, namely:

- Mr. Rob Nijst - CEO of VTTI
- Dr. Shadi A. Karam – Chairman of AstroBank Limited
- Ms. Lingling Wu – Group COO of Kylin Prime Group

The video clip was released internationally in May 2018 and can be viewed on You Tube:
www.youtube.com/watch?v=TqM4R_Bnins

The video clip will be used for promotional purposes at international conferences and in advertising campaigns with media platforms such as Bloomberg.

Editorial Team

invest Cyprus
Cyprus Investment Promotion Agency

www.investcyprus.org.cy

EASTER DONATION

In April 2018 Columbia Cyprus donated a carload of Easter grocery goods to a 'community supermarket' which is co-ordinated by the Limassol Municipality for families in need. Donations included dry food, nappies and tinned products. Staff also donated 900 Euros.

All Columbia offices support their communities in various ways such as these.

Top right:
Evie Ioannou presenting a cheque to a representative for the Community Supermarket.

Right: Groceries being loaded from CSM's Limassol office.

BLOOD DONATION

In Columbia Cyprus, staff have once again participated in the annual blood donation drive organised by Limassol hospital. Every year hundreds of patients require blood transfusions in our local hospitals – blood donations are vital for helping to save lives. Thank you to all staff who supported this worthy cause.

ADOPT A SHIP PROJECT - two special visits for local school

As part of the 'Adopt a Ship' educational programme, the children of KA Limassol Primary School visited CSM's Limassol headquarters on 25th September 2017 for a presentation and Q & A session with the Captain of Cape Marin via live satellite link.

Entering its 12th year the 'Adopt a Ship' initiative partners local schools with vessels in order to learn about life onboard

The pupils enjoyed a shipping presentation at Columbia and discussed their experience of communicating with the ship.
Later a short video clip was screened which had been made by the teacher and pupils themselves.

The following month 10th October 2017, the children of KA Limassol Primary School welcomed a group of international VIP's representing the EU and IMO. The Cyprus Shipping Chamber and CYMEPA were amongst those in

Children learning about shipping in CSM's presentation room

Happy students after their Columbia visit

attendance as well as our own MD Andreas Hadjipetrou.

The visit celebrated the students' involvement in the 'Adopt a Ship' programme, communicating with CSM's managed vessel, M/V Cape Marin.

For the school year 2017-2018 the eleven-year-olds communicated with the Captain of Cape Marin which is a container vessel. She is currently trading between New Zealand and Australia.

The visitors were each presented with a painting and were offered refreshments by the school.

The VIP delegation included:

EU Transport Commissioner, Mrs. Violeta Bulc

IMO Secretary General, Mr. Kitack Lim

IMO Director of Legal Affairs Mr Frederick J. Kenney

Minister of Transport Mr Marios Demetriades

The High Commissioner for the Republic of Cyprus in London Mr Euripides L. Evriviades

Director of the Cyprus Shipping Chamber Mr Thomas Kazakos

Deputy Director General of the Cyprus Shipping Chamber - IMO Maritime Ambassador

President of CYMEPA Mr George Tsavliris

Secretary General of CYMEPA Dr Michael Ierides

Managing Director of Columbia Shipmanagement Ltd Mr Andreas Hadjipetrou

A big thanks to the Management of the school for their hospitality and congratulations to the children and their teacher Mrs. Eleni Andreou for their enthusiasm on this project.

Yiola Hadjichristodoulou
Senior Quality Assurance Officer
Columbia Shipmanagement Ltd, Cyprus

Proud students meeting the VIP's in their classroom

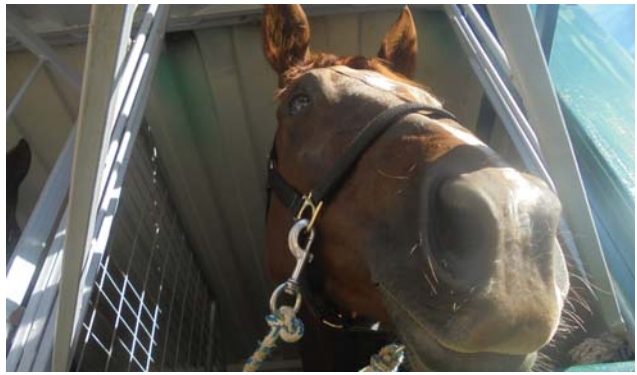
SPECIAL CARGO ONBOARD CAPE MARIN (with four legs)

As part of the Adopt a Ship programme, Captain Piotr Ruszczynski of Cape Marin has been communicating with students from KA Limassol Primary school for the past 6 months by email.

Here is an excerpt from his last message to the students, reporting on 'special cargo' onboard his good ship Cape Marin.

VOYAGE

Presently "Cape Marin" is engaged in "Noumea Express Service". One-week service between Sydney – Brisbane and Noumea. Noumea is capital of New Caledonia and lies on the Grande Terre, the main island of New Caledonia Archipelago.



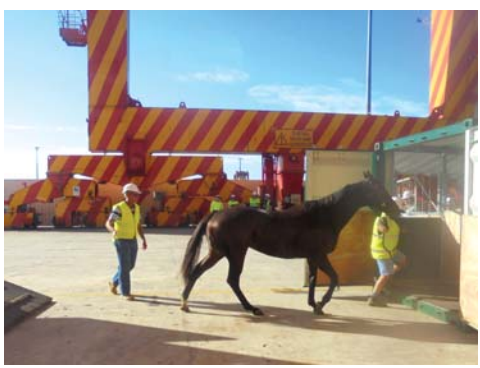
One of our beautiful four-legged passengers

New Caledonia comprises of Grande Terre, Loyalty Islands and several smaller islands. New Caledonia is "French Overseas Territory" and is populated mainly by Melanesians and Europeans.

SPECIAL CARGO

In the very first voyage we had a very special cargo, six racing horses loaded in Brisbane for Noumea. The horses were loaded in a specially adapted container (named "zootainer"). The horses were accompanied by a horse keeper Mr. Darryl Cooper who has been in the horse business for 50 years.

His father was a horse trainer and Mr. Cooper started riding ponies when he was 8 years old, later on he become a jockey.



A horse being carefully led into the container

All horses safely inside

Finally be became a horse trainer as his father before him. His whole life is devoted to horses. In these photos you can see the whole process of preparing for loading and taking care of the horses on board. In the top right photo horses are in the air. All horses were provided with food and water at all times. In the third photo is Cape Marin alongside in Lyttelton, New Zealand.

Finally we discharged container with horses in Noumea in the night.

The horses names were:
- Kiss in the Dark
- Steal a diamond
- Firstee
- China Town
- Belam April
- Lady Effort

It has been fun and a pleasure writing to the students for last six months.

Captain Piotr Ruszczynski
Cape Marin

L-R:
Captain Piotr Ruszczynski
- mission controller

Mr D Cooper
- horse handler

AB. N. Divinagracia
- horse handler assistant

LIFE AS A CSM-D SHIPPING MERCHANT APPRENTICE

As some of you might know COLUMBIA Shipmanagement (Deutschland) GmbH and HANSE Bereederung GmbH offer cooperating apprenticeships in their shared office. Shipping merchants go through every single department during a 2 1/2 to 3 year course.

After staying in various departments for about 4 months the apprentices are sent to a school which specialises in shipping for about 6 weeks, in order to gain more theoretical knowledge. After that, they go back to the office to continue working in one department and will go through this cycle a few more times.

Personally, what I enjoyed the most is that I was given the opportunity to see many different departments, companies and even countries, which to me is very unique during an apprenticeship.

Not only was I able to work and meet with most people of COLUMBIA Shipmanagement (Deutschland) and HANSE Bereederung, but also with COLUMBIA Cruise Services GmbH & Co. KG.

This apprenticeship made it possible for me to also work in the great Vetting Department of Columbia Shipmanagement Ltd and to also meet some of my Cypriot colleagues.

These are all great opportunities to learn about the shipping business, but our school also offers a two-week school trip to Shanghai and Hong Kong. During this school trip we were allowed to visit ports, container factories, shipyards, do mini internships and much more.

Being an apprentice in the shipping industry showed me that it is not only a global business, but also a business that never sleeps and the world economy would not exist and function the way it does now, without shipping.

I would like to take this opportunity to say thank you to all of you who have enriched my experience as an apprentice and also influenced me as a person.

Special thanks to my training supervisors Claudia Paschkewitz and Monika Wagener.
Thank you all for everything.

Lene Mahle
Shipping Merchant Apprentice
COLUMBIA Shipmanagement (Deutschland) GmbH

L-R: Monika Wagener, Lene Mahler, Katarina Schorling, Kjara Looft and Claudia Paschkewitz

CSM DEUTSCHLAND SUPPORTS EARTH DAY

This year's Earth Day on 22nd April 2018 was dedicated to promoting the important message that information and inspiration fundamentally change human attitude and behaviour about plastics. From poisoning and injuring marine life to disrupting human hormones, from littering our beaches and landscapes to clogging our waste streams and landfills, the exponential growth of plastics is now threatening the survival of our planet. The CSM Hamburg office displayed the message 'Earth Day 2018 End Plastic Pollution' using the Columbia office building windows in Hamburg situated on the banks of the River Elbe.

Apprentice Nick Poggensee, who came up with the unique idea described the steps that were taken to bring the project to life. "We prepared 69 large letters out of misprinted DIN A4 paper sheets which we retained in the office during the year. It took us about 5 days to glue all the sheets together and we placed the letters in the windows with tape. The message remained on our building over the weekend. We also placed a CSM flag to make Columbia Shipmanagement even better known. After hanging all the letters on our window, I took a public ferry which passes the COLUMBIA Twin Towers every 15 minutes to take photos. While I was on board, some fellow passengers took photos and were pointing at our building. On this occasion, I would like to say thank you to all the colleagues who supported me to realise this memorable project! "

For more information about Earth Day visit: www.earthday.org

Jennifer Pilz - Environmental Officer
Nick Poggensee - Shipping Merchant Apprentice
COLUMBIA Shipmanagement (Deutschland) GmbH

CSM SINGAPORE CELEBRATES EARTH DAY

On Saturday 21st April 2018, CSM and AAL Singapore participated in a guided walk to celebrate Earth Day which is an annual event that aims to inspire awareness and appreciation for the Earth's natural environment. Staff were exposed to an invigorating and engaging 5km walk through the Prunus-Petai Trail at Macritchie Reservoir Park (Central Catchment Nature Reserve). The guides from BES-Drongos, a group of nature enthusiasts from the National University of Singapore, provided an understanding of the local biodiversity and ecological systems in Singapore. Staffs gained an insight into the history of the Nature Reserve which stemmed from rubber plantations by early settlers, which eventually made way to incorporate a reservoir in the late 1860s, forming the first water supply system in Singapore.

The walk was filled with interesting anecdotes from the guides, sharing the migratory patterns of birds, unique characteristics of the flora and fauna and even culinary value of certain plants which we were surprised to find that we consumed in our daily lives such as the 'Cheng Tng' Tree whose seeds form a key component of the appropriately named 'cheng tng' local dessert.

Staff were also given an insight into 'survival in the forest', learning how to identify 'Lianas' which are vines that provide water, signs of water sources based on animals and plants in the area and edible plants such as the Petai Tree whose seeds can be eaten raw, grilled or blanched.

The beans taste like garlic and have a very strong and pervasive odour.

Photo credits: **Mr. Jonathan Abarro (Chief Officer on assignment with CSM-SG)**
Ms. Dorothea Cecur (QSHE Officer, AAL)

We also sighted native creatures of the forest including Red-eared Sliders (terrapins), Common Sun Skink, Crimson Sun-birds, Plaintain & Slender squirrels leaping gracefully from tree to tree and spotted a clouded monitor lizard basking in the sun.
We were also rewarded with the sight of a cheeky family of Long-tailed Macaques, which had promptly transformed a rest area into their personal playground. We believe that raising awareness and cultivating an appreciation for the environment is an important step in engaging staff in environmental protection efforts! Many thanks to the 15 staff members for their active participation in the event!

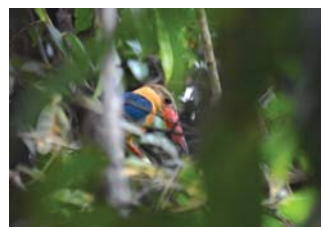
Lamaq Khairullah
Environmental & Energy Officer
Columbia Shipmanagement (Singapore) Pte Ltd

Clouded Monitor Lizard basking in the sun

Red-eared sliders enjoying a swim

Long-tailed Macaque

Crimson Sunbird



Stork-billed Kingfisher

Staff enjoying the Earth's natural environment

THE COLOUR OF SHIPS

Have you ever wondered about how ships are painted? Meet Dmitry Dolgov, a CSM Coating Superintendent who tells us more...

1. How long have you worked as a paint specialist for?
I became involved in this business right after graduation from Murmansk State Technical University in 2004. My first experience with marine paint was during sea practice, as a cadet, on board the sailing ship barque Sedov in 2000/02 and onboard a fishing trawler in 2003. Since then I have great respect and appreciation for every person who carries out onboard surface treatment and painting (Yard or Crew member) because I know how hard a job it can be based on my own experience.

2. What are the challenges of the job?
There are daily challenges but the target is to deliver a high quality product to the Ship Owner within the agreed time frame and budget. Another important point worth mentioning is that during new building or Ship's repairs we meet people of different nationalities, cultures, views and experiences, that's why it's vital to have a professional approach and respect all persons involved in this difficult and important process. In order to assist the process we should ensure that the yard clearly receives all scopes of work, our position is understood and our focus is on achieving the best result.

3. Just how important is coating and coating maintenance?
Coating and coating maintenance of the vessels is one of the most important and critical aspects we deal with. It is a time consuming, expensive and highly technological process. Vessels are susceptible to corrosion due to being in a highly corrosive environment (sea water), that's why our Crew does a lot to keep vessels in good condition when vessels are in service. They use all available resources on board and are always improving vessel's condition. From the office side we assist and instruct the crew on how to prepare the surfaces for coating application, to apply paint properly and prepare the scope of work for every vessel's area. We equip vessels with the most effective and productive tools for surface treatment e.g. hydro- blasting machines, because the surface treatment is the foundation of the successful coating application. All need to be done with acceptance of Ship

Dmitry (right) at dry docking of M/T Nordic Mistral - HRDD shipyard, China

Washing the vessel before painting

Owners considering quality, time and money. The key to success is to follow the paint specification.

Every area of the vessel has different purposes and that's why it should be painted based on its use: Cargo tank, Water ballast tanks, Underwater hull, Fresh water tanks etc. As soon as everything is done according to the paint specification and inspected, we can ensure that the vessel has received the guaranteed quality. The main target is to protect ship's steel from corrosion and prevent ship's underwater hull from marine growth.

4. How does the shipping industry ensure marine coating and paints are friendly to the environment/sea?
Nowadays the main concern of the industries is to prevent pollution. Yards are equipped with: shelters for surface treatment and coating application with dust collection; hydro-blasting machines/tools, use an alternative types of abrasive materials like fresh water etc. Paint suppliers work on chemical composition paints.

5. What sort of training is required to follow a career in ship/marine coating?
To become a Coating specialist, additional studies are required and one must obtain a worldwide recognised coating specialist license. Even as a specialist you still have to continue reading and keep up to date with the industry. I always keep myself updated because the rules, technologies and materials change quite fast. Learning is an ongoing process.

6. Please describe a typical day/week during a vessel drydock?
The days are different. Usually it begins from the weather condition analysis, monitoring of the areas included in the project, checking if all equipment runs well e.g. ventilation, preparation for next stage of coating jobs or inspections. Meeting with the yard to discuss the schedule and coordinate the process with other departments. I am always on site and aware

M/V Fred dry docking – IMC-YY shipyard, Zhoushan, China

of all processes. My job is to estimate and control the process, request the quality according to the agreed specification, prevent any errors and keep to schedule without delays.

7. Which are the most difficult areas to paint?
The confined spaces, the areas with a limited access are most complicated.

8. Apart from painting ships, do you enjoy painting art?
I enjoyed painting in the art school and believed that I was doing very well but my teacher had another opinion...

Dmitry Dolgov
Coating Superintendent
Columbia Shipmanagement Ltd, Cyprus

Before and after: passenger vessel dry docking – Navantia shipyard, Cadiz, Spain

MY VISIT TO 'EUROPA' IN LIMASSOL

On Wednesday 17th April 2018, eight colleagues and I from CSM and CCS Cyprus visited the cruise vessel Europa. Our group included colleagues from CCS Technical/Purchasing, Crewing, Crew Wages and Accounts departments.

These are people who are in contact with the crew members on a daily basis and who are committed in offering the best service to the vessel as well as for the people working on board.

I have always been curious about cruise holidays and wondered whether it would be the kind of holiday that would appeal to me. As this was my first time on a CSM vessel, I cannot really describe in words my excitement when I first stepped into the ship. WOW... Discovering what is inside that huge vessel is an adventure by itself.

M/V Europa is a traditional classic and luxury cruise ship, hosting no more than 400 guests in order to ensure the highest quality of service and gastronomy standards.

A unique vessel, with special decoration, big chandeliers, wooden furniture, beautiful floral arrangements and many more features that made me feel like I was living in a fairytale. For the gym lovers and those who want to stay active on board, there are personal trainer sessions at the gym as well as a mini golf. Then, nothing could be better than a visit to the ocean spa and massage for relaxation or beauty therapies.

For those who want to enjoy some fun time, there is a cinema as well as a library with a great selection of books and a seating area.

For the food lovers and those who want to enjoy international cuisine there is a selection of various types of restaurants offering a large range of traditional and exotic dishes in elegant surroundings. In addition, every suite is just like an elegant home away from home, fully equipped with all the necessities and facilities for a comfortable, pleasant and enjoyable accommodation.

One of the highlights was the warm welcome we received upon arrival, with the crew lined up to greet us (see top right photo).

All the staff were so friendly and willing to help us with anything we needed.
We had a guided tour on board the ship and then a perfect lunch and coffee at Europa Restaurant, the ideal place for gala dinners and special events.

After that, the Chief Engineer gave us a tour in the Engine Room and Control Room, where we saw all the machinery and engines necessary for the whole operation of the vessel. What a great experience "behind the scenes". Personally, as a Purchasing Officer, I had the chance to actually see in reality all that equipment including engines, boilers, pumps, valves, ropes etc. that my colleagues and I order on for the vessels.
Having the chance to see in practice how all the equipment which I order day-to-day are used by the vessel is a unique experience.

I feel very grateful that I had such a great experience and I look forward to joining the vessel not as a visitor, but as a passenger.
For all the people working on board, I wish you to keep up the excellent work and keep making passengers having their best experience on board. Goodbye
Captain Olaf Hartmann

Maria Constantinidou
Purchasing Officer
COLUMBIA Cruise Services GmbH & Co. KG

M/V BREMEN one of the first passenger vessels "Polar Code" compliant

In close cooperation with the vessel's owner and cruise operator Hapag-Lloyd Cruises, COLUMBIA Cruise Services (CCS) succeeded to complete the "Polar Code" compliance for the 4-star expedition vessel MV/BREMEN, certified by the class society DNV-GL.

The International Code for Ships operating in Polar Waters, ratified by the International Maritime Organization (IMO), defines specific requirements in the fields of vessel's construction and equipment, as well as officers and crew qualifications trading in the Arctic and Antarctic.

A special gratitude goes to Captain Thilo Natke who shared his great Arctic experiences within the "Polar Water Operational Manual", especially designated for young Officers to familiarise with the navigation specifics within Polar Regions.

The "Polar Code" compliance became mandatory as of January 2018.

Through this provident implementation of rules and regulations, CCS underlines its expertise as a third party manager for expedition cruise vessels.

Photo credit: Hapag Lloyd Cruises

COLUMBIA Cruise Services celebrates the Hamburg Cruise Days 2017

10 cruise vessels in four days. 1,575 vessel meters overall. 502,946 registered gross tons. Blue Port Hamburg. Fireworks. Over 300,000 spectators. One parade. Germany's most significant cruise destination Hamburg demonstrated its beauty once again.

COLUMBIA Cruise Services (CCS) celebrated this event together with 80 guests at the first CCS rooftop party, dedicated to the farewell parade of the Hamburg Cruise Days 2017.

Olaf Groeger, Managing Director of CCS, took this opportunity to personally thank our clients for their trust in CCS, choosing us as their Manager. This has only been possible, says Groeger, due to the dedicated work of each and every employee since the establishment of CCS.

By sunset the farewell parade as the highlight of the Hamburg Cruise Days commenced and the vessels, each one accompanied by its own fireworks, showed their beauty to the parade visitors on the river Elbe.

Two vessels sailing under Technical Management of CCS, the EUROPA and EUROPA 2, enriched

the parade.
Besides savoring the great view on the Hamburg Cruise Days event, representatives of our clients, key suppliers and industry experts enjoyed socialising at the CCS roof top party.

Marella Discovery 2 – renaming completed in less than 40 hours

Thomson Cruises, the UK's third largest cruise line, announced their rebranding to Marella Cruises in November 2017. Hand-in-hand with the rebranding, all vessels will be renamed and carrying the Marella Cruises brand (Marella is of Celtic origin and means "shining sea") in combination with their name from now-on, proudly on their bow.

COLUMBIA Cruise Services (CCS), being the Technical Manager of 4 Marella Cruises vessels, the rebranding process successfully with Marella Discovery 2 (previously TUI Discovery 2).

Within less than 40 hours alongside in Santa Cruz de Tenerife (Spain), the renaming of the vessel has been completed under the supervision of our vessel designated CCS Technical Superintendent in cooperation with Palumbo Yards on the 28th October 2017.

The sister vessel Marella Discovery (previously TUI Discovery) followed on the 2nd November within her annual docking period in Tarragona. Subsequently Thomson Dream (Marella Dream) and Thomson Celebration (Marella Celebration) were completed shortly after.

Photo credit: Marella Cruises

COLUMBIA Cruise Services official IAATO member

COLUMBIA Cruise Services (CCS) has joined an international organisation advocating and promoting the practice of safe and environmentally responsible travel to the Antarctic. Founded by seven private tour operators in 1991, the "International Association Antarctica Tour Operators" (IAATO) connects today over 100 member companies from all over the world. Besides providing an expertise-forum to the Antarctic travel industry to share their expertise,

opinions and best practices, the IAATO's core-mission is to have no more than minor or transitory impact on the Antarctic environment. Particularly with self-regulatory operational requirements each member commits itself hereto.

"As a Manager of expedition cruise vessels it is our responsibility to provide our utmost support to preserve and protect the unique environment of the Antarctica and its associated ecosystems. We are proud to participate in this esteemed association and are looking forward to the exchange with our branch-colleagues" comments CCS Managing Director Olaf Groeger on the IAATO membership.

COLUMBIA Cruise Services (CCS) successfully passed the application process and joined the IAATO as associate members officially in October 2017.

Photo credit: Hapag Lloyd Cruises

Marella Cruises awards CCS Technical Management contract for 2 ships

Marella Cruises has appointed COLUMBIA Cruise Services (CCS) the technical management contract for its newest and largest ship Marella Explorer and its next ship currently sailing as Mein Schiff 2.

From 2019, CCS will manage all of Marella Cruises six- ship fleet and Marella Explorer and Mein Schiff 2 will both undergo an extensive refit on all 13 decks, 962 cabins and 10 restaurants.

Adrian Hibbert, Marella Cruises Director of operations said: "I am delighted to announce our extended partnership with COLUMBIA Cruise Services. We consider them to be a leader in cruise ship management and I am pleased that they will support us to deliver our next two ships. The tender process for the technical management of the newest ships in the Marella Cruises fleet was a lengthy and rigorous one and we are confident that CCS will deliver the excellent efficient operational service we have come to see."

CCS Managing Director Olaf Groeger said: "The appointment of Marella vessels 5 and 6 to CCS did not happen by default. We are proud that we withstood the extensive tender process, and be assured that we put all efforts into a successful continuation and development of our cooperation with Marella Cruises."

Photo credit: Marella Cruises

AAL NEWS

AAL
BREAKS
RECORDS

AAL WINS
LOGISTICS
AWARD

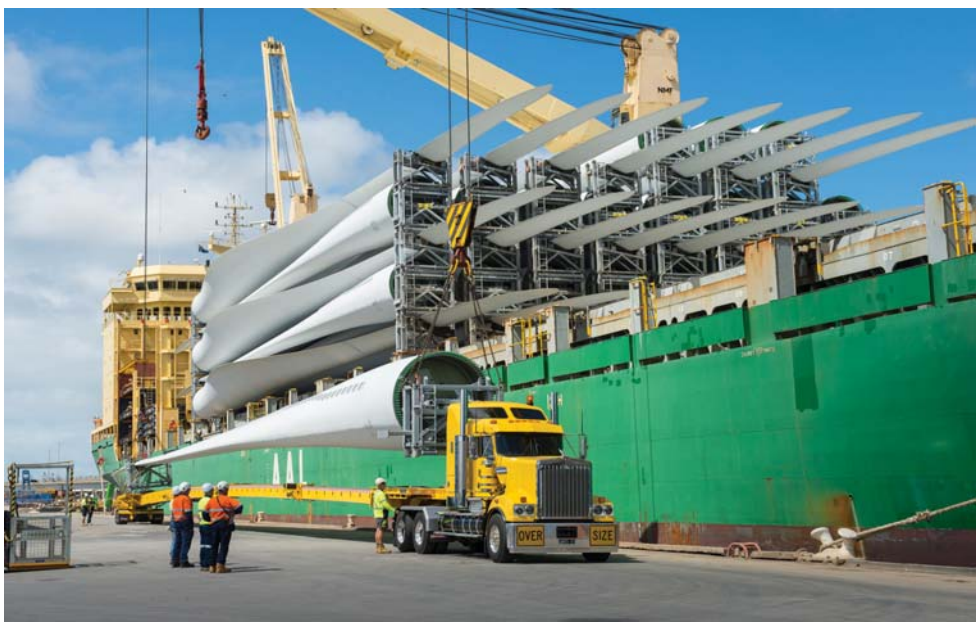
AAL LAUNCHES
NEW LINER
SERVICE

AAL BREAKS RECORDS FOR MAJOR AUSTRALIAN WINDFARM PROJECT

AAL SHIPS 45 OF AUSTRALIA'S LONGEST WINDMILL BLADES ON A SINGLE SAILING INTO ADELAIDE, FOR COLI BREMEN.

AAL has successfully completed three sailings into Adelaide with 45 windmill blades, turbine generators and other related components on each sailing, destined for the new AGL Silverton Windfarm in the Barrier Ranges of New South Wales. Comprising 58 turbines, the windfarm will reduce Co2 emissions by 655,000 tonnes annually and produce 200MW capacity (780,000 MWh of renewable energy) each year – enough power to maintain more than 137,000 Australian homes. At 63 meters in length, the blades carried by AAL are the longest ever to be shipped into Australia.

The Silverton Windfarm sailing is part a larger series of renewable energy cargo shipments into Australia carried out by AAL in partnership with COLI Schiffahrt & Transport GmbH (COLI) in Bremen. The total series comprises seven sailings into the Australian Ports of Adelaide, Newcastle and Kembla and harnesses the carrier's 'Mega- MPV' 31,000dwt A-Class vessels, loading and transporting wind components from production facilities in Germany, Spain and China. Eike Muentz explained the significance of AAL's achievement, 'Not only were these blades the longest ever to be shipped into Australia – a record in itself – but we managed to safely load and stow 45 of them on a single sailing, a first too. This enabled significant economies of scale for our customer and their stakeholders, due to the reduced number of total sailings needed. Safety, cost and time efficiency are primary concerns for our customers and we've built a reputation for going the extra mile to deliver. The satisfaction of a job done is even better



when we can push the boundaries of what's been possible before.' Yahaya Sanusi added, 'We worked on this project for months, making and revising calculations and stowage plans that could help us maximise cargo intake and economies for our customer. We almost exclusively employed 31,000dwt A-Class vessels on this project. With their exceptional cargo in-take of nearly 40,000cbm and weather deck space of 3,000m2, they were instrumental in enabling us to safely transport this huge number of blades on each sailing.'

Alain Akavi, Managing Director of COLI Bremen, concluded, 'The success of any global logistics solution hinges upon the smallest detail being legislated for and dealt with and, with our renewable energy customers comprising some of the world's leading brands and industry pioneers, we can't afford mistakes. Their expanding global footprint, coupled with the increasing physical size of modern windmill components, places ever-increasing demands on us and our chosen partners to control time and cost efficiencies.

Working with a carrier like AAL, that not only has the physical capability to do the job, but that shares our commitment to service integrity and quality, is imperative.'

AAL WINS BEST ASIA PACIFIC PROJECT CARRIER 2017!

AAL won the Logistics Award at last year's Lloyd's List Asia Pacific Awards on 26th October 2017 in Singapore. This latest win is our fifth since 2016, making it the most awarded MPP (multipurpose) carrier in the world. The Lloyd's List Award series recognises shipping industry successes and sets a benchmark for excellence while rewarding innovative ideas that push the boundaries of what is possible. In presenting the Logistics Award to AAL, the judges highlighted AAL's strong metrics in offering a trio of liner, semi-liner and tramp services for high-value cargoes to, from and within the Asia-Pacific region.

The Lloyd's List Asia Pacific Awards are one of the world's largest and most prestigious and 2017 marked its 20-year anniversary. The black-tie event was attended by over 450 executives from Asia's leading shipping and logistics related companies. The Logistics Award, sponsored by PSA, was collected by Kyriacos Panayides who commented: "AAL has a strong Asia-Pacific heritage and we are proud of the role we play in connecting the region with the rest of the world, for which this award is much appreciated recognition. This is also AAL's fifth global award since 2016 and such

'High five – latest win at the Lloyd's List Asia Awards 2017 and fifth honour since 2016, secures AAL its place as the world's most awarded MPP carrier!'

honours from our industry peers attest to the professionalism and dedication of our shore and onboard teams. "It takes genuine expertise, specific skills and specialist multipurpose vessels to successfully move heavy-lift project cargo and we really appreciate the trust that our global customers place in us."

AAL EXPANDS EUROPEAN TEAM & NETWORK

AAL is enhancing its European infrastructure with the expansion of its local team and agency network and development of its global MPV shipping capabilities. Its already strong and well-established Hamburg team is bolstered with the appointment of Eike Muentz to General Manager Europe and Jan-Henrik Heyken to Senior Chartering Manager Europe.

Simultaneously, it is expanding its European agency network, with Maritima Davila (Grupo Davila) in Spain, Breakbulk Project Agencies in France (a division of Shipping Agency Service Le Havre) and De Keyser Thornton in Belgium (to cover Benelux) part of a strategy to position AAL as the ideal partner for emerging global projects controlled out of Europe. Eike Muentz, our newly appointed General Manager of AAL Europe, commented, Our strong and well respected team here in Hamburg has doubled in size since the start of the year and we have repaid the faith of our senior management by already winning a number of exciting COAs that are employing several of our 'mega-sized' (30,000+ dwt) MPV ships full time with project cargo movements worldwide.

Kyriacos Panayides, commented, 'Europe is still the powerhouse and architect behind much of the project cargo movement worldwide and with the strengthening of our Hamburg team and agency network around Europe, we are sending a clear message of intent to the market.'

AAL & HMM LAUNCH FAR EAST – MIDDLE EAST LINER SERVICE

Specialist multipurpose carriers and long-standing collaborators, AAL and Hyundai Merchant Marine (HMM), are entering an exciting global cooperation that will see both carriers expand their trade route coverage, sailings frequency, and MPV fleet capacity.

The cooperation will create a joint Far East – Middle East MPV Liner Service, served by five MPV vessels and a scheduled bi-monthly rotation.

It will also see the expansion of HMM's services portfolio with global tramp

solutions, and semi-liner services provided by AAL. Both carriers will remain independent and promote these expanded services under their own respective brands.

The new Far East – Middle East MPV Liner Service will provide regular and scheduled sailings for breakbulk, project heavy-lift and general cargo shippers with five highly flexible MPV vessels (four 30,100dwt 640-Class from HMM and one 31,000dwt A-Class from AAL) on a 15 and 30-day sailing rotation.

The service will connect the Asian markets of China, Korea, Japan, Indonesia and Singapore with the Middle East via the Persian Gulf and Red Sea routes.

Capacity and port coverage will be jointly coordinated, but each carrier will issue separate schedules to their customers, who'll be able book space on any vessel serving the trade.

Namir Khanbabi, Chartering & Operations Director of AAL, explained: "AAL has run successful MPV liner services between Asia and its key trade partners for more than 20 years, and our expertise in collecting and combining multiple cargo types and parcel sizes on regular scheduled sailings provides significant value and efficiencies for our customers in multiple industry sectors.
"By pooling our resources with HMM, we can each offer more comprehensive service portfolios with improved frequency, capacity, coverage, and economies of scale for our customers.

There will be no collaboration on pricing and we will each pursue bookings under our own respective brands, with separate commercial teams and bills of lading.

"The intention is to expand the service to six vessels, with an additional A-Class vessel by 2019. As more global projects become active in 2018 and multipurpose cargo volumes rise – as has been widely forecasted – we aim to be in pole position to competitively service this demand, whatever the cargo and wherever the destination." HMM is also expanding its portfolio with a range of global bespoke tramp solutions and semi-liner services – connecting the Americas, Europe, Middle East and Asia – operated by AAL. These flexible and multiple award-winning services are powered by a fleet of MPV vessels that combine extreme heavy-lift capacity with market-leading cargo intake and are served by AAL's renowned in-house operations and engineering teams.

Seung-il Park, General Manager of HMM, commented: "We've established a leading position with Korea's dynamic energy and infrastructure industries, operating regular multipurpose sailings between Asia and the West.

These same customers can now take advantage of the exciting new services that our cooperation with AAL will bring, without seeing any change to either the team or the process by which they make their current bookings.

He concluded;
"There are no immediate plans for a more expanded cooperation but, should there be meaningful opportunities to generate further value for our respective customers through an expanded collaboration, this will be thoroughly reviewed as and when."

AAL Marketing Team

MEET OUR 2 CADETS O/B BAREILLY

Two of our cadets o/b Bareilly recently spoke to Compass about cadet life. Welcome to Engine Cadet Denys Drozdovsky (DD) and Deck Cadet Artem Tkachuk (TA) who are both from the Ukraine.

Why did you choose to become a seaman?

DD: It is a very hard question for me, because I don`t have an answer. My relatives are not tied with sea and nobody even suggested I become a seafarer when I was a kid, but all my life I said that I will be a Marine Engineer and my dream is coming true.

TA: Since I was a kid, I always dreamed to be a seaman, and now the dreams are coming true. Of course it is not such a romantic profession like it seemed to be in my childhood, but I have never regretted the choice I've made.

What do you remember about your first voyage?

DD: My first voyage was in 2016, sailing on m/v Cape Melville. I remember that all members of the crew tried to be something like a father for me. Everybody wanted to teach me something and it was really good. I learned a lot of useful things from seamen`s lives, I also want to thank them for this and wish them, as it is said in Russian, favouring wind and seven feet under the keel.

TA: My first voyage was on a small training vessel, but it was my first practical experience after a whole year of theory I learned at the academy where I firstly understood, that I really like the job of a seaman and that's what I want to do in my future.

Why did you to choose Columbia Shipmanagement to work for?

DD: I decided to choose CSM because I thought that it is a very good company where I can become an Officer fast and start my maritime life. Now I understand that it is a place where I want to stay for a long time, maybe for life.

TA: At the beginning of my studies at the Maritime Academy I found out about Columbia Shipmanagement - at once it became my purpose, as a world-famous company with long experience in the maritime industry, which gives a great opportunity for sailors to grow up and make a good career. So, I started to prepare myself to get the chance to work in there.

Any advice for future seafarers?

DD: I am too green for giving my own advice, so I will address CSM`s values. Always be accountable, loyal to your business, do your job with passion, respect one`s elders and study hard to improve your competence.

TA: At the moment I am a Deck Cadet of Columbia on the m/t "BAREILLY" and I hope to become a 3rd Officer in a few contracts. So, dream, try and achieve your goals!

WHOISWHO

CAPTAIN OLAF HARTMANN

ANASTASIA ANTONIOU

CHRISTIS ANGELIDES

CAPTAIN OLAF HARTMANN

1. What do you like most about your job?
I simply enjoy being on a fine ship travelling around the world! The seas as well as our entire planet are never tiring! Even though I have been to a vast number of places I always discover new ones. Also, with age, I see things with different eyes while considering enormous changes in the world. For a seaman life becomes an adventure, is never static, but always inspiring and challenging.

2. How would you describe your role onboard in a few words?
To be part of the team!

3. Any special memories from your first ever cruise as a Captain?
After being on board for just 2 days we hit a severe storm with the "little red ship", the "Society Explorer", being the first expedition cruise vessel in the world. The ship managed the storm bravely and we arrived at the coast of Greenland safely but with delay and enjoyed finest weather during the rest of the cruise. We all felt somehow baptised by the ocean and were thankful for a marvellous time thereafter.

4. Can you tell us the most interesting aspect of managing such a large crew?
Trust and respect are fundamental for an on-board society no matter what nationality you are from! I believe that in my position I have to be predictable for our crewmembers. Of cause, there are general rules and some rare people don't have the appropriate genes for to live ship's life. However, if there is the desire to learn and to adapt I do not foresee any obstacles which can hamper a wonderful lifetime – particularly on board of a cruise ship.

5. What is your approach to dealing with unexpected challenges on a voyage?
Keep calm – evaluate the situation – discuss with the team – find practical and proper solutions!

6. You've worked with CSM for over 30 years. How has the company earned your loyalty?
In summary I have to state that CSM, as a crew manager, has always been good to me! In detail I may add a few valid

Captain Hartmann was born in Hamburg and grew up in Hamburg and Kiel. After completion of the general education with Allgemeine Hochschulreife (Abitur) he studied at Fachhochschule Hamburg, FB Seefahrt, earning the AGW licence, which was exchanged after 2 years of practical experience into an unlimited Master's licence. Mr. Hartmann received his basic seafarer's education at Hapag-Lloyd AG and served for HLAG after his studies as 3rd and 2nd Mate on various freighters and on MS Europa. In 1987 Captain Hartmann started working o/b Columbia managed cruise vessels as Chief Mate and Master on ships such as "Society Explorer" and "World Discoverer" until 1991. Also being a Marine Pilot, Captain Hartmann worked on various CSM

points: I was given work I enjoyed doing; in cases where help was needed appropriate assistance was generously provided; personal wishes were respected; I never had to quarrel about money. Additionally, most trustworthy office members like Peter Busch, Marcel Daene or Stella Christophorou (and many fine people) are a fundamental wealth of the CSM Company – they represent a guarantee for certainty, security, understanding and humanity and are a vital part of a big family! Trust and friendship developed over the years, which is a strong encouragement and motivation to continue working for CSM in a close and loyal partnership.

managed passenger vessels as Master. Since 2008 he enjoys his profession solely working on Hapag-Lloyd Cruises vessels, such as "Bremen", "c.Columbus", "Columbus2" and during the past 5 years on "MS Europa".

7. How has working at sea changed your outlook on life compared to working onshore?
I think that those, who have seen the world and have experienced many people of different cultures and nationalities, may have developed into more "complete" humans. I believe that travelling in general gives us a wider view in many aspects and makes us respectful and grateful too. TV and Internet can take us to all corners of the globe but it can never substitute personal experience. I am still enthusiastic to learn about new facets of life on our earth.

8. Most special celebration you've witnessed at sea?
In exceptional cases I had the wonderful pleasure to orchestrate wedding ceremonies on board which have to be considered much more a "blessing" than an official marriage. Years back a young couple from Japan took a trip to Antarctica and wanted to get married. So we selected a scenic place with a beautiful surrounding close to a Penguin colony. The bride, a very lovely, young lady only wore a thin dress. She was probably deep frozen after the ceremony with participation of guests and crew had finished and we had taken her back to the ship by zodiac. However, both newlyweds managed the harsh environment bravely and made their dream of a marriage on the 6th continent become true. I hope they still love each other such deeply that their hearts will not even freeze in Antarctica!

9. Personally, which port do you find the most exciting to sail into and why?
My home port is Hamburg and will always be the most exciting one for me! However, there are a number of most beautiful natural harbours in the world; for example Sydney Harbour, Cienfuegos in Cuba, Rio de Janeiro or San Francisco. Also ports located at rivers like Bordeaux, Sevilla, New York, Saigon or Buenos Aires are stunning and really worth visiting.

10. Seafarers make a big sacrifice by working away from home. In your opinion, what keeps family ties strong during time apart?
Essential is a wonderful and loving partner plus a family and friends with tolerance and understanding of your profession. Today we have finest means of communication which help us greatly to remain in close touch at any time; for those who are often away from home current technology is a grace in this regard.

11. Which Captain in history do you most admire and why?
Firstly I may say that there were excellent Captains I had the privilege to meet during my sea career! Looking into history I have the highest appreciation for the great explorers like Fernando de Magellan, Abel Tasman or James Cook. They were not only fantastic seaman and Captains with excellent leadership but also scientists, carrying out tremendous research work. Particularly James Cook's cartographic skills were extraordinary and most admirable. His charts are highly regarded for their preciseness until the time when sea charts had to be renewed 90's to be compatible with the GPS. I actually used charts in New Zeeland in the early 90th based on the surveys of James Cook.

ANASTASIA ANTONIOU

Anastasia was born and grew up in Limassol. She later studied Commerce, Finance and Shipping at Cyprus University of Technology and then she became a member of the Institute of Chartered Shipbrokers. Anastasia joined CCS Cyprus in 2014 as Purchasing Officer and was later promoted to Assistant to the Commercial Manager. In 2017 Anastasia moved from Cyprus to CCS in Germany.

1. How have you adapted to the move from Cyprus to Germany?
The move was very smooth as it was not a completely new environment for me. I used to travel to the Hamburg office and I already knew the colleagues here. The working environment is very friendly and all of the colleagues are offering their support for whatever you need, which was really important for me. The major changes were the weather and the big distances with the public transportation compared to the small sunny island of Cyprus.

2. How would you describe Columbia Cruise Services company culture in 3 words?
Teamwork – Passion- Commitment.

3. What do you enjoy most about working for CCS?
You never get bored! CCS is giving you the opportunity to be involved in new projects, learn new things and develop yourself. One of the opportunities that I had as a Purchasing Officer was to attend the Dry Dock of my vessels. By attending the dry dock you can see your work materialised and meet the people with whom you are in contact with on a daily basis. Then there is this amazing feeling after the completion of the project that you were part of the team and the project was completed successfully.

4. Best work advice you have ever received?
Be patient and flexible by changing your approach, strategies and accepting new challenges while sticking to your goal and always keeping it in mind.

5. Complete this sentence in your own words:
Teamwork is the key to success. By sharing your knowledge, best practices and failures you are achieving better results in a more efficient and effective way. Teamwork eliminates problems and generates solutions. It improves the relationship among your colleagues and as a result you create a more positive working environment.

6. Any advice for someone considering a career in cruise management?
If someone is interested in a complex, demanding and challenging job then he/she has to just go for it and for sure she/he will never regret it. The Cruise industry is a fast growing industry with several options for recruitment. The big differences with the cargo vessels are that you need to maintain a floating hotel and keep satisfied the most demanding cargo , the passengers.

7. How do you like to spend your spare time?
I am attending boxing classes twice a week and I enjoy watching movies and reading books. I am also arranging short weekend escapes within Germany and in Europe. For instance, I just came back from Amsterdam and next weekend I will travel to Copenhagen.

CHRISTIS ANGELIDES

1. What attracted you to the maritime industry?
As a young boy, I was impressed by the complexity and the beauty of the ship; later on, I loved the idea that no two ships could be identical (at least at that time when the design of ship lines was done manually).

2. Which key characteristics are needed to be an effective Auditor? A good Auditor must have good knowledge of the management system, be a good communicator, be laid-back and polite, be well prepared, punctual and precise and be objective and capable of judgment.

3. Which aspects do you find most interesting about developing and maintaining our Management System?
The management system belongs entirely to the users. They should have the ownership. Therefore, it is important to consider their needs and opinion when developing and maintaining the management system. You have to try and look into the system through their eyes and understanding.

4. How do the users of our management system differ between onshore and at sea?
Users ashore are a few hundreds, whereas onboard they are thousands and are rotating all the time. Ashore they have the same supervisors, onboard they change ships, ship types,

Christis Angelides was born and grew up in Limassol, Cyprus. He later studied Mechanical Engineering and Naval Architecture at the Technical University of Aachen in West Germany. He started his career with a ship management company in Cyprus as Naval Architect in the Technical Department

cargoes, trading areas and of course senior officers. A mistake ashore will not necessarily lead to a big problem. A mistake onboard may lead to a disaster. People onboard are at the front where they have to fight all the time. Our job is to give them the support that they need in order to succeed.

5. CSM has a culture for continuous improvement — can you share with us any projects which are up ahead?
Continual improvement means: never to stop trying for the best. It is the outcome of the plan-do- check-act cycle which we are asked to apply in life but also in business. The harmonization project was the first step towards simplifying and improving the management system. The next one was to minimize the administrative work by introducing the AMOS QMS for an electronic handling of the MS. This is already in place and when the phase 2 of this project will be finalized, hopefully within 2019, the handling of all documents/forms of the system will be done electronically. There will be no hard copies, no signatures and no filing anymore. And still the continual improvement has another step to come. The simplification of the MS which began in 2012 will continue by reducing further the text and make the language as simple as possible and friendly to the majority of the users who are the seafarers.

6. Most helpful career advice you have ever received.
My first boss, a very experienced Captain who was the Head of the Technical department, told me shortly after I joined my first company, that if I wanted to be successful in shipping, I should be ready to do 3 basic things. Make sure you learn something new every day, be available 24/7 over 365 days per year and be ready to travel all over the world. At that time I thought it was a bit too much. Today, I honestly believe that it was the best and most honest advice I could get.

7. What is your personal definition of accountability in your own words?
My favourite word in business is Professionalism. It includes a number of important characteristics that a person must have to be a professional. Amongst others: manner, competence, reliability, ethics and accountability. Professionals are accountable for their actions at all times. If you make a mistake, own up to it and try to fix it, if possible. Don t try to place the blame on a colleague. If the company made a mistake, then take responsibility and work to resolve the issue.

where he stayed for 5 years and then he joined the classification society Germanischer Lloyd (GL) where he was appointed Country Manager for Cyprus for about 19 years and was acting as Principal Surveyor for hull, machinery and statutory matters, as Lead Auditor for management systems and security certification (ISM, ISPS, ISO 9001, 14001) and as Trainer in the Maritime Academy of the organization. In 2007 he started working at Columbia Cyprus as Deputy Director for New Buildings & Projects being responsible for the management of the company s new building projects. In the period 2007 to 2011 the company has completed 19 different projects in 17 shipyards for a total number of about 120 ships of various types (oil tankers, chemicals tankers, container ships, bulk carriers and multipurpose/heavy lift ships). In 2012 he was appointed Director for Management Systems and began the Harmonization Project of the Management Systems within the CSM group. Since 2016 he holds the position of the Group Director — QSHE and Management Systems.

3 GENERATIONS OF COLUMBIA SEAFARERS

We are pleased to introduce 3 seafarers who know the meaning of loyalty.
Welcome to Captain George Unaphkoshvili, his son-in-law David, and Captain George's grandson Georgi, all from Georgia.

Please tell us the main reason you decided to work at sea?

Capt. George Unaphkoshvili,
It was my childhood dream. In my early years I was reading many books about sea stories and about brave sailors, I was deeply inspired and encouraged.

Giorgi Unaphkoshvili
Sea is the most unidentified thing in the world, to work at sea is the endless process of learning and getting experience.

2nd Officer David Khugashvili
As a child I used to like to watch movies and to read books related to sea. Seas and oceans are my sphere of interest from my childhood.

What does working for Columbia means to you?

Capt. George Unaphkoshvili
It is the greatest honor for me. Columbia is one of the largest and well established company-it has the highest values and it always appreciates its employees. I am also part of a large community. Columbia provides us with vast opportunities. I have worked more than 8 years in CSM Cyprus Office - one year as Crewing Superintendent and seven years as Marine Superintendent in QA, Technical and Marine Departments

Giorgi Unaphkoshvili
As per my understanding, which is coming from my childhood Columbia is one of the best shipping companies in the world and working for Columbia is giving opportunity to get more knowledge, experience to became highly professional competitive seafarer.

2nd Officer David Khugashvili
My work experience in Columbia lasts almost twenty years. I feel safe here and I have made lots of friends.

Deck Cadet Giorgi Unaphkoshvili

How does it make you feel knowing that you are part of three generations working for the same company?

Capt. George Unaphkoshvilil
am really happy and proud having three generations of seafarers in my own family. My son-in-law and my two grandsons Giorgi and Henri. Even ten years old grandson George is planning to follow our example to become a future Captain.

Captain George Unaphkoshvili on the bridge

2nd Officer David Khugashvili

Giorgi Unaphkoshvili
Being part of the third generation working for the same company, fills me with the highest responsibility towards the company and my family.

2nd Officer David Khugashvili
That is the greatest responsibility. I try to learn as much as possible from Captain George and then to teach young Giorgi, who graduated from Batumi Maritime Academy and soon will go at Sea as a deck cadet

Your message to our Compass readers?

Capt. George Unaphkoshvili
Ship's Master is the leader of the ship and he must always be ready to set a good example to the crew. Captain is responsible for the entire vessel and for safe navigation at all times. In order to become good ship's Master, you need to possess courage. You must face challenging different situations and always come out as a winner.

I wishing to all Compass readers very good health, very good progress and all the best at all.

Giorgi Unaphkoshvili
I would advise to Compass readers and to future seafarers to use whole own abilities and other's experiences reflected in this nice journal, in order to reach their goals.

2nd Officer David Khugashvili
People who work at sea always represent members of crew, even when they are not on Board.

As the eldest, in your opinion, why is seafaring such a unique profession?

Capt. George Unapkoshvili
Seafaring is unique, because it forms strong physical and mental personality. Courage and boldness is pivotal for seafarers. A seafarer must be independent and has to make fast and reasonable decisions, in crucial situations.

How do you encourage good teamwork on board?

Capt. George Unaphkoshvili
Beyond leadership, a collaborative spirit is vital in order to work effectively. We work always together in order to reach main goal and ensure safety on board.

From your experience, what is the main lesson you have learned from working at sea?

Capt. George Unaphkoshvili
I'm working at sea since 1970 - 48 years and 19 Years with CSM since 1999. Working for Columbia, during nineteen years was a wonderful experience for me. From the very beginning of my career, I became accustomed how to solve problems, to work under pressure and reach main purposes, which are set by our company.

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Achieving good mental health

SAFETY4SEA

Explore more at
https://goo.gl/RTJzbB

Psychological wellbeing is about feeling good and functioning well by developing our mind & body in order to have a sense of purpose for our existence. When we feel good about ourselves, we automatically have positive prospects about life. In its latest report on mental health, ISWAN provides helpful advice on how seafarers can have a better life onboard.

BE HAPPY AT SEA

Ask yourself 'What do you love to do?' and focus on the following:

1. **Be ambitious**
   What activities that you love could you do whilst you are at sea?
2. **Plan ahead**
   Take the materials with you that you need on your next voyage.
3. **Enhance the effect**
   Savour the moment when you are involved!

CONNECT WITH OTHERS

Communal activities are a good way to increase social interaction and can benefit the wellbeing of everyone onboard, e.g.:

Competitions, such as group sports or timed exercise events

Social events: karaoke, general knowledge quiz nights and movie nights

Organize learning programmes or study groups in professional skills, hobbies or perhaps a new language

Two or multiplayer computer games

Shared cultural celebrations and religious feasts

BECOME MORE SELF-AWARE

Becoming aware of the reasons we do what we do or what we feel strongly about, can give us a greater sense of fulfilment and wellbeing. Take a few minutes to think and ask yourself:

1. What is the most important thing in your life?
2. What are the top five most important things in your life?
3. How much priority do you give them?
4. Do you give them the time and attention they deserve?

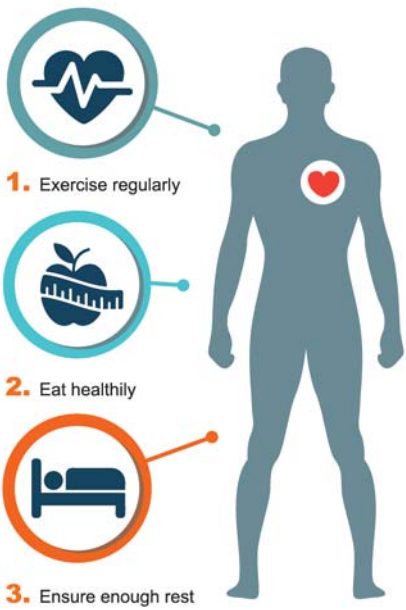
TRACK YOUR PROGRESS

4. Track and review your progress, note down what you have achieved
3. Schedule the time to work on each step or put it into action
2. Break your goals down into achie-vable steps or actions
1. Think about goals that you can work towards on a daily, weekly, or monthly basis onboard

If you are not making progress, don't give up!

MAINTAIN A HEALTHY BODY

Remain fit and healthy onboard by focusing on three key areas:



1. Exercise regularly
2. Eat healthily
3. Ensure enough rest

Special thanks to SAFETY4SEA for their kind permission to reprint this article.

SPORTS NEWS – WAN HAI 282

A seaman's life on board is full of dedication and courage. You can always expect the unexpected, surprises and challenges will always come your way. It's a tough life but also a social job where you can explore other countries and meet different nationalities.

Good education and trainings are important to refresh your knowledge in order for the individual crew member to be ready to do his duties before signing on to their respective vessel assignment.

A working environment far from family, friends and relatives makes it sometimes a hard and lonely life. Sacrifice is always a part of being a seaman to support families back home.

Homesickness and loneliness make the most obvious impact on the seafarers' mental health. Having seafarers internet access on board CSM / Wan Hai vessels helps to keep us comfortable, updated, happy and stable which is also good for the company while assured no rest hours violations. Physical health shall always be maintained with healthy food, diet and regular exercise; gym with several equipments and we play basketball whenever there's free space on Bay 36, weather permitting.

We believe in the saying that goes "There is always a calm weather after a storm".

Captain Joel T. Gonzales
Master of MV Wan Hai 282

Standing (L-R) AB Dennis L. Lalantacon, Bsn Marvin Glenn M. Del Mundo, Oiler Matt B. Verbo, Oiler Fidel S. Tejares, AB Morris O. Castaćares, AB Michael C. Navarro, ECE Marcelo D. Carteciano, 2/O Felip John P. Pastrana, C/O Edilberto T. Mahinay, Capt. Joel T. Gonzales, C/E Wilmor R. Lumapag, Ch/Cook Joedy L. Carandang, 4/E Ronald N. Edep, E/Fitter Jundy D. Juguilon, 3/E Ricky A. Navarro, 3/O Sandy Bernido, 2/E Rolando T. Tajanlangit

Sitting (L-R) O/S Allan S. Cuajao Jr., Messman Joshua M. Lagundi

AN IRONMAN'S PERSPECTIVE ON MULTI-SPORT & MULTI-TASKING

As a 2-time IRONMAN finisher (Malaysia 2015 and Korea 2017) and General Manager, I know a thing or two about the unique relationship between multi-sport and multi-tasking. I now runa crewing agency in Manila with a modest 1,500 Filipino crew pool. I am blessed with two talented kids with an equally energetic wife while spending time training in between for the next big 3.8km swim, 180km bike and finally a marathon, 42km run.

Prioritise synergy:
In business, synergy is expressed as the whole is

greater than the sum of its parts. In triathlon, this translates to smart training: series of workout blocks rather than a single exercise. I do not worry so much if I miss the intended workout target for the day due to extended hours in the office due to emergency crew dispatches or important family events which cannot be missed. They both have priority over triathlon. Training is cumulative; a sum of the total workouts done in a few weeks. A missed workout can be compensated the following day.

Time management 101:
One of the many reasons why not everyone is willing to take on a long course triathlon is the feeling that they simply do not have enough time in a day to train while keeping a balanced life. While other maritime executives who share the same passion for the sport have great flexibility, they are all forced to train around meetings or before or after going to work in a normal office day.

I normally drive to work 3-4 hours a day during peak hours and usually swim late at night or run early morning to avoid the manic office rush hour traffic. I also have my own bike trainer and exercise 95% indoors. Weekends are purely family time.

Enjoy the experience:
It is easy to lose your motivation when juggling family life, a career and triathlon. I change gear when workouts become more like work than play. I bring others into the picture.

Occasionally, I encourage my office staff to participate in local fun run events. Once, I even managed to convince my wife to join an Ironman 70.3 relay. She did the 21km run while I did the rest.

At the end, the sport adds perspective to life that a balanced and healthy lifestyle can bring success both in the tough race course and in a demanding career in crewing.

Racing IRONMAN year after year does not get easier, you just become tougher and smarter.

Captain Gilbert Garcia
General Manager
Senator Crewing (Manila) Inc.

COLUMBIA MARLOW DREAM TEAM WINS CSC BEACH VOLLEY TOURNAMENT

The annual CSC Beach Volley event was held in September 2017 at the Istioploikos venue in Limassol, Cyprus. For the first time Columbia Marlow entered 2 joint teams, the Columbia Marlow Dream Team and Columbia Marlow United.

The Dream Team reached the finals held on 24th September 2017. All teams played extremely competitively. At the end of this fun and exciting event, the CM Dream Team won the tournament in the nailbiting finals and lifted

the trophy. The CM Dream Team won 2-1 against Fameline.

It was a great event and all players and supporters enjoyed every moment of the tournament.
Well done Team!

Tasos Anastasiou
Manager
Full management Accounts
Columbia Shipmanagement
Cyprus

COLUMBIA DRAGONS CY WIN 2ND PLACE

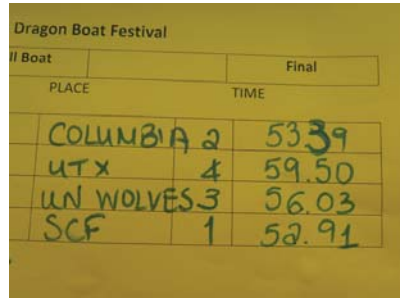
A massive congratulations to the Columbia Dragons for achieving 2nd Place at the Dragon Boat Corporate Race at Germasogeia Dam.

There was less than a second difference between 1st and 2nd place! A total of 11 teams from across Cyprus took part in the corporate races consisting of 6 small boat teams (10 paddlers each) and 5 standard ones (20 paddlers each). Well done Columbia Dragons!

Top right:
The winning times – so close!

Middle:
Paddling hard

Bottom:
Our team with Coach Djordje



SUMMER DRAGON BOAT RACE FOR CSM-D

On 15th June, CSM-D celebrated summer with a dragon boat race and a party by the Lake Alster in Hamburg. The weather was fortunately good and the party started with a sunny 23° degrees temperature.

After a warm-hearted welcome from the Summer Party Committee and an aperitif, most of the CSM-D participants dressed up for the dragon boat race in their team colours – namely: Team Orange also known as 'Dragon Fire', Team Blue aka 'Sharks' Team Yellow as 'Yellow Dragons' and Team Green 'Dwars Löper' were all ready to rumble and raced through the lake.

Team 'Yellow dragons' having fun

Congratulations go to the well-deserved winning team - 'Team Green'!
After the Dragon boat race, CSM D's staff enjoyed a summer party at the well-known Bobby Reich restaurant. Paddlers and

The orange team 'Dragon fire' fought hard!

supporters enjoyed a delicious barbecue and well deserved drinks. From the photos it's clear that everybody had loads of fun! A speech was given by CSM-D Managing Director Mr. Carsten Sommerhage to the staff, thanking them for their hard work for the company and congratulating the winning dragon boat teams.

Monika Wagener
Human Resource Officer
COLUMBIA Shipmanagement (Deutschland) GmbH

Top right:
Sunshine in Hamburg; the Shark team paddling through the Alster canals
Middle right:
The team 'Dwars Löper' before the race

Colleagues enjoying a summer evening in Hamburg

COLUMBIA BEACH RESORT'S LANDMARK RENOVATION

In November 2016 both the Columbia Beach Hotel and the Columbia Beach Resort located on the stunning Blue-Flag honoured Pissouri Bay in Cyprus, closed for renovations and reopened as one property, the Columbia Beach Resort, on September 1st 2017.

The room configurations are now, without doubt, the largest on the Island – with all rooms of the Beach Hotel being transformed into suites. The all-suite Resort now boasts 169 luxury, multi- purpose suites with a minimum size of 43 square meters each (including one- and two-bedroom abodes), including individual room Wi-Fi and interactive wide screen TV's.

The redevelopment of the resort now means that guests can choose a number of picturesque views from Inland, Garden, Pool, Side Sea, and Sea Views. Suite categories also suit every budget by spanning Junior, Executive, One- and Two-Bedroom Suites – the latter largely nestled to the east of the Resort.

Offering an authentic, welcoming atmosphere, Columbia Beach Resort prides itself on guests feeling perfectly at home, which is why each individual suite boasts unique, elegant furnishings, offering complete comfort with newly hand-woven fabrics, masterful wooden

furniture and accent colours that reflect the landscape and surrounding Mediterranean Sea. The bathrooms are embellished with double sinks, bathtubs and separate showers, along with guests being treated to a Nespresso coffee machine and exclusive skin care and bathroom accessories, courtesy of Molton Brown. Select suites are even home to a working fireplace, and private plunge pool, with the addition of an air-conditioned elevator to

deliver guests to the Eagle's Nest Executive Suites situated on the scenic hillside on the highest peak of the Resort's grounds.

Guests at the resort are spoilt for choice with flexible stays for both couples and families that span Bed and Breakfast, Half Board and Full Board options. Quality dining is on offer throughout the resort with a choice of upgraded restaurants and eateries – there are also dedicated menus for children available.

Guests can relax and unwind with sumptuous treatments at the award winning Hébe Spa and families have peace of mind with expert child friendly facilities boasting the brand new dedicated Den Kids Club and Cub Life Crèche, for infants. Both options are brought to guests in collaboration with Worldwide Kids Co. Ltd, an international entity with over 30 years of experience in providing childcare in the hospitality industry; the perfect fit for our Resort.

On top of Columbia's 169 artfully appointed suites, the resort also boasts two swimming pools – one masterfully meandering down the core of the resort's west wing, the other situated to the east, geared towards families – and an array of activities to engage and challenge including: cycling and hiking tours, watersports, tennis, golf, cooking lessons, and more. We sincerely look forward to welcoming you to our enhanced Resort.

Stelios Kizis
Director
Columbia Hotels & Resorts Ltd

WORLD TRAVEL AWARDS WINNER 2017
Cyprus's Leading Resort

WORLD TRAVEL AWARDS WINNER 2017
Mediterranean's Leading Resort

WORLD TRAVEL AWARDS WINNER 2017
Europe's Leading Luxury All Suite Resort

In acknowledgement of Columbia Beach Resort's continued commitment to excellence, the World Travel Awards has honoured the five-star luxury property with a total of three awards across three categories,

- Europe's Leading Luxury All Suite Resort
- Mediterranean's Leading Resort
- Cyprus' Leading Resort

WORLD SPA & WELLNESS WINNER AWARDS 2018

BREAKING NEWS

Columbia Beach Resort's Hébe Spa has won 'Resort Spa of the Year: Eastern Europe' at the World Spa & Wellness Awards 2018.

COLUMBIA BEACH CELEBRATES 1 YEAR!

In July 2017, the long-awaited Columbia Beach opened its doors and proved an instant hit with the public. Word-of-mouth was all that was needed to ensure that Columbia Restaurants' fifth venture was the most talked about opening of the summer and fully booked from the first day.

Located where the well-known Goody's restaurant used to be on Limassol's busy seafront road, close to the city centre, the structure's transformation has been nothing short of extra-ordinary. The Columbia management team worked closely with Vakis Architects to create a space that provides a world apart from the daily hustle and bustle. The building was extensively renovated and, though striking, its non-imposing architecture is both welcoming and warm. The design took into account Cyprus' year-round climatic needs and, according to Vakis Architects, the project included "designing large pergolas and working with existing vegetation to create a shaded and cool dining environment throughout the summer months and in parallel accommodating for an all-year-round restaurant by introducing sliding glazed components and screens."

Its wall-to-wall windows

take advantage of its location and unobstructed view of the Mediterranean throughout the year.

The interiors are timeless yet contemporary and the aesthetic is one of understated luxury throughout. The layout has been carefully considered and guests have already

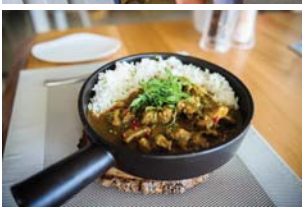
remarked that the venue feels intimate even when full.

The restaurant's large open kitchen is reminiscent of a country house and provides a focal point in the indoor dining area. It is separated into three areas – main kitchen, pool/beach/bar snacks and sushi station in order to provide the best possible service, even when the venue is at full capacity.

Head Chef Polis Papageorgiou has used his vast experience – including a stint at London's two-Michelin-starred Ledbury – to create menus that cater to both classic and more modern palates. The restaurant offers a contemporary approach to fine dining, with dishes inspired from east to west. The ingredients used are fresh, local wherever possible and imported when unavailable locally.

Like all self-respecting establishments, everything is made in-house, including all marinades and sauces. The recent inclusion of brunch has already been embraced by both the business community and the more casual patron. The menus will be changed seasonally to ensure a sustained exciting dining experience.

Unfailingly polite, its staff is as multicultural as its clientele and makes sure that all guests feel welcome in at least fifteen languages! Special emphasis has been placed on the quality of service, ensuring that all customers, whether their first time or repeat, enjoy their experience from start to finish, a feature long-associated with the Columbia name. The bar list caters to any taste, from coffees and milkshakes, to classic and signature cocktails, to that hard-to-find spirit, and the bar staff is knowledgeable and obliging.



The bar hosts special events and guest DJ appearances on a regular basis.

Columbia Beach is one of Limassol's largest all-day venues. Under the guidance of General Manager Eddy Nassar, day to night, summer to winter, it has become the perfect setting to enjoy the beachfront, with its restaurant, bar, pool and now-famous 'sand pits'.

Please visit:

www.columbia-beach.com

columbiabeachlimassol

columbiabeachlimassol

Reservations are highly recommended!

the true taste of greece

A beautiful listed old house in the historic Ayiou Andreou Street adjacent to the Columbia Plaza is the setting of this exceptional taverna.

With a charming courtyard full of colour and scented with fresh herbs such as mint, sage, basil, oregano and rosemary, the garden setting is perfect for enjoying exquisite Greek cuisine under the stars.

Enjoy the popular Meze with its traditional dishes or choose from our A La Carte menu for an authentic dinner experience reminiscent of Greece and the Islands.

LIVE MUSIC ON WEDNESDAY, FRIDAY & SATURDAY NIGHTS

AVLI TOU VASILEA

THE TRUE TASTE OF GREECE

Tuesday
to Sunday
19:00–23:00

239, St.Andrews str.
Limassol – Cyprus
tel: 25 278000

avlitouvasilea

COMPASS 12TH PHOTOGRAPHIC COMPETITION

We are pleased to announce our 12th annual Compass photo competition, open to all Columbia employees, ashore and at sea (excluding members of the editorial team). Entries by spouses and children of CSM employees are also welcome.

Compass aims to highlight the diversity of shipping moments from around the world. Why enter? Your photo could be featured through our company online portals, print and social media as well as used in future marketing campaigns. Category winners each win a high end digital camera with runners-up receiving a photography book.

Important:
Please ensure safety procedures are strictly followed when taking photos. Intrinsically safe cameras should be used onboard tankers.

The Marketing Director will select a shortlist of photos; from this shortlist, Mr. Schoeller chooses a winner and a runner-up from each category.

The closing date is 15th November 2018. Winners will be announced in our next Compass issue no. 43. Note: by submitting your photos you allow CSM the right to re-use images for future promotional purposes and Compass publication.

Good luck!
Editorial Team

Some previous entries for inspiration:

CATEGORY 1 – Life Onboard
We are looking for images
that share your story of life at sea

CATEGORY 2 – The Magnificent Ocean
Capture the beauty of nature
and inspire us to conserve our environment

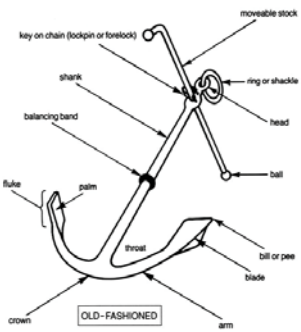
CATEGORY 3 – Crew at Work
Show us your everyday life

DID YOU KNOW?

HISTORY OF THE ANCHOR

Don't get carried away

Can you name a type of anchor? Your average non-seafarer will most probably, with difficulty, be able to name perhaps…one? The one that easily comes to mind is the 'old-fashioned'; it consists of a shank, a stock which crosses the shank on the top part, a crown at the bottom and arms which are attached to the base of the shank at a right angle to the stock. These arms are curved upwards and end in triangular flukes. This is actually called the Fisherman or the Admiralty anchor and it is one of many designs available.



An anchor is one of the basic pieces of equipment used by a ship; not necessarily 'THE' most critical equipment on board but one of extreme importance and essential to its safety.

Its purpose is to maintain a connection from the ships to the seabed thus stabilising the vessel's position and preventing it from getting carried away by currents, waves or wind and eventually from becoming wrecked. The history of the anchor is long and dates back to the Bronze Age. Long before the 'anchor' per se was invented, ships in antiquity (2000 BC) would use large stones, baskets of stones, sand filled sacks or logs of wood filled with lead to steady themselves in place; these are considered to be weight anchors. Such anchors can keep vessels relatively in place by using their weight and the friction caused along the seabed.

Some weight anchors were initially simple shapeless stones. However in time holes were carved into them in order to allow a rope to be passed through and secured. Many of these anchors have been found in and around the Mediterranean Sea.

On the South coast of the island of Cyprus, where the ancient Kingdom of Kition once stood, the largest collection of stone anchors ever to be found was brought to light in the 1960's, 147 in exact. These have been dated to the 6th millennium.

References to anchors can be found in abundance, depicted on stone carvings, silver coins and Bronze Age representations of seagoing vessels amongst others. A clay jug from the 17th Century B.C, found in Cyprus, portrays a person raising a stone anchor (pictured above).

The discovery of the anchor shape as we know it today is generally attributed to the Greeks; certain theories pinpoint the invention to an Athenian named Eupalamus, the grandfather of Icarus, the famous mythological character who tried to escape from the island of Crete making use of DIY wax coated feather wings. In this theory the material used was wood, and Eupalamus was the first to make use of a stem that ended with teeth, now referred to as a one fluked anchor.

Another theory states that Eupalamus actually lived long before the anchor was 'born', placing the invention of the anchor sometime between the lifetimes of the great writers Homer and Herodotus and attributing it to Anacharsis, a philosopher, who supposedly invented not only the anchor but more specifically the two fluked anchor.

Overall one could say that the design of the anchor has not undergone extreme alterations through time. In the 1820's and 1830's the wooden stocks were replaced with wrought iron stocks. Also, around that same time a patent was registered in England, for the first major alteration in the design which introduced a stockless anchor. This design offered a simpler stowage procedure however the holding rate was lower than that of its predecessor. While in the early 1900 curved arms began to replace the straight arms.

What has definitely improved though through time is the craftsmanship and knowledge on anchor production. Manpower has been replaced by machine power, bellows have been substituted with fan blasting and steam hammers and furnaces are now in use, all which contribute to us having superior quality anchors than those of 50 years ago. The number of anchors used on board has also changed. Here, some famous vessels as examples: 1575 'Santa Maria' – part of Columbus' fleet carried 7 anchors

1637 'Sovereign of the Seas' – the English warship carried 11 anchors

1765 'HMS Victory' – Lord Nelson's protagonist in the Battle of Trafalgar in 1805 carried 6 anchors

Modern day vessels usually carry two forward and two aft. The improvements in the materials used, weight and shape of the design have adapted the anchor to suit a wider array of vessels, ensure their effectiveness with various types of seabed (sand/rock/grass) thus maximising the anchors holding power and eliminating any problems in usage or stowage, such as possible damage to the vessel when pulling up.

Today anchors made of stainless steel, brass and bronze alloy (lightweights) are used for pleasure boats while heavy cast iron and forged type anchors are used for deep sea vessels. The anchor for the ULCC supertanker 'Seawise Giant' (the longest ship ever built, 1979) weighed in at 36 tons, approximately the same weight as 8 average sized African male elephants!

The shape of the anchor of course has just come to symbolise more than the sea; it also symbolises faith, hope and stability. The actual symbolism is remarkable once you realise for how long it has been around. In Zeus Tragedies by Lucian of Samosata written somewhere between c.AD 125 – 180 the anchor is already used in its figurative form, that of safety.

Reference is also made in the Hindu and Christian religions; a passage from the Bible reads: "We have this hope as an anchor for the soul, firm and secure." (Hebrews 6:19)

When in turbulent and dark times, we seek for shelter, stability, guidance and hope and the anchor provides us with exactly that; a powerful reminder that better times are just around the corner, not to lose faith, that all is not lost and home is near; an eternal truth… that hope gives us strength and courage beyond measure.

Maria Theodosiou
Commercial Manager
GP General Procurement Company Limited

I care

RESPECT
LOYALTY
COMPETENCE
ACCOUNTABILITY
PASSION

'I CARE' PHOTO CONTEST

Further to the circulation of our 'I CARE' policy, we are pleased to announce the 'I CARE' photo contest. We invite all seafarers to participate and submit your best shots capturing the essence of our core company values: Respect, Loyalty, Competence, Accountability, Passion.

The purpose of the 'I CARE' campaign is to refocus on Columbia's core values. Threee winners a month will be chosen between June and November and featured in our reintroduced initiative: the CSM wall calendar.

Share your best shots with us!

Photos should be submitted in HD either via email if 1MB or less or in CD format via vessel mail.

PHOTO SUBMISION VIA EMAIL TO:

NATALIE SEY **N.Sey@csmcy.com**

Thanks for caring!

CSM
COLUMBIA
SHIPMANAGEMENT

LIGHTHOUSE CORNER

COFFEE BREAK READING

SUBMISSION GUIDELINES

MIND PUZZLERS

DESIGN INSPIRATION

SUBMISSION GUIDELINES

Established in 1994, Compass is published twice a year; Winter and Summer.

We share company news with our worldwide readership, the Columbia family. We seek input for our regular sections (Fleet News, Life Onboard, Sports events) as well as company news. Submissions from our colleagues onshore and at sea are welcome: compass@csmcy.com

Please send your article proposals, in case a similar topic is already planned for an upcoming issue. Authors will be given full proofreading support.

A Writing Tips sheet and deadline information will be sent to you upon request.

We look forward to hearing from you.

MIND PUZZLERS

9						4		6
				1	6			
	2	1				8		
		9			1		3	
8					9	1	6	5
					7			
				3		6	8	9
4		6						
				8	5			4

SUDOKU

RIDDLES

1. What has many keys, but can't even open a single door?

2. I am easy to waste and unstoppable. What am I?

3. I can fly, but have no wings. I can cry but I have no eyes. Wherever I go, darkness follows me. What am I?

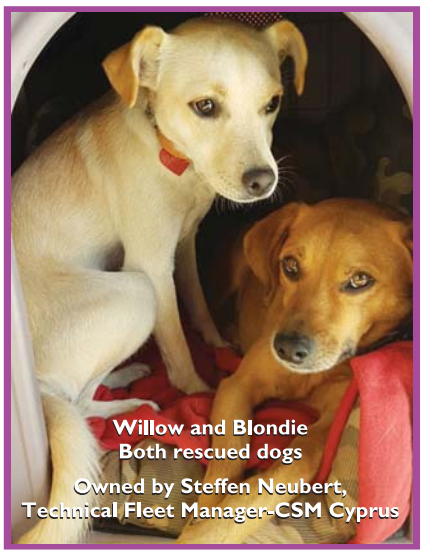
4. Can you name three consecutive days without using the words Monday, Tuesday, Wednesday, Thursday, Friday, Saturday, or Sunday?

5. Angels and pilots work with me. What am i?

MIND PUZZLER
ANSWERS

9	3	5	2	7	8	4	1	6
7	4	8	9	1	6	5	2	3
6	2	1	4	5	3	8	9	7
5	6	9	8	4	1	7	3	2
8	7	4	3	2	9	1	6	5
3	1	2	5	6	7	9	4	8
2	5	7	1	3	4	6	8	9
4	8	6	7	9	2	3	5	1
1	9	3	6	8	5	2	7	4

CSM FAITHFUL FRIENDS



DESIGN INSPIRATION
THE ANCHOR

On the next page you can find a collection of anchor-themed designs, from interior décor to beach accessories.

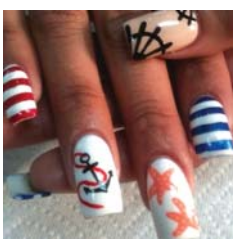
Have a good Summer!

RIDDLE ANSWERS

1. A piano 2. Time 3. A cloud
4. Yesterday, Today and Tomorrow
5. Wings

VISUAL PUZZLE
Find the fish!

CSM



BIRTH ANOUNCEMENTS

We are delighted to introduce the newest members of our global Columbia family. All of these special babies were born between 2017 and 2018. Congratulations and thank you to the proud parents.

Welcome to the world!

Evgenia Tsiakkirou

Born: 18th September 2017

Mother's name:
Anthi Kleanthous
Purchaser for CSM Deutschland

Father's name:
Lefteris Tsiakkiros

Muhammad Syarif Bin Muhammad Shafawi

Born: 18th November 2017

Mother's name:
Aishah Binti Ramli
Administrative Officer
CSM Singapore

Father's name:
Muhammad Shafawi Bin Ahmad

Lucas Tay
Born: 19th November 2017

Mother's name:
Karen Toh

Father's name:
Kent Tay
Accountant, Full Management Vessels
CSM Singapore

Adelaide Asher Mangan
Born: 23rd November 2017

Mother's name:
Rebecca Mangan

Father's name:
Andrew Mangan
Chartering Manager
AAL Singapore

Amelia Jane Yabsley
Born: 2nd December 2017

Mother's name:
Candice Yabsley

Father's name:
Chris Yabsley
Chartering Broker
AAL Brisbane

Aurora Slabzhennikova

Born: 19th January 2018

Mother's name:
Maria Slabzhennikov

Father's name:
Roman Slabzhennikov
Voyage Operator
AAL Singapore

Aden Liew

Born: 18th March 2018

Mother's name:
Moon Ang
Voyage Operator
AAL Singapore

Father's name:
Mr. Liew

Elsa Castillo Thom

Born: 10th April 2018

Mother's name:
Annika Thom

Father's name:
Juan Castillo
Marketing Officer
CSM Cyprus

GREETINGS FROM OUR COMPASS EDITORIAL TEAM

L-R: Marios Nicolaou (Accounts dept.), Natalie Sey (Marketing dept.), Yiola Hadjichristodoulou (QSHE dept.), Tasos Anastasiou (Accounts dept.), Dina Constantinou (Reception), Maria Theodosiou (GenPro).

With each new Compass edition, more interesting stories from seafarers and onshore staff come along. As Columbia keeps growing, so does Compass therefore, we would like to invite new members to our editorial team. We are looking for:

- Correspondents at sea
- Compass team members ashore from overseas offices
- Photographers
- Writers
- Creative types

Interested? Contact us via email: compass@csmcy.com

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CYPRUS

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GERMANY
OFFICE

CSM
SINGAPORE
OFFICE

We live by the **'I CARE'** motto which stands for:

C - **Commitment** to our ***CSM CORE DOCUMENTS*** and in particular to our Core Values, and a commitment to live and work by these.

A - **Appreciation** of why the ***CSM CORE DOCUMENTS*** are important and why we choose to work at CSM.

R – **Responsibility** to oneself, one's colleagues and clients to abide by and comply with the ***CSM CORE DOCUMENTS*** and to encourage colleagues to do likewise.

E - **Evidence** compliance with the ***CSM CORE DOCUMENTS*** in everything we do, every decision we take, and Expose non compliance in accordance with CSM's Open Reporting ("Call it Out!") Policy.

I care

CSM
COLUMBIA
SHIPMANAGEMENT