

TOK STEAMIES

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*Merry Christmas
and a
Happy New Year*



STEAMSHIPS

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COVER PHOTO:
A VERY MERRY CHRISTMAS AND A
HAPPY NEW YEAR TO ALL ON BEHALF
OF STEAMSHIPS.



MANAGING DIRECTOR'S CHRISTMAS MESSAGE



Peter Langslow Managing Director

2017 has been another busy and interesting year, with the excitement of the election mid-year and continuing economic and currency challenges providing the context to what has been a great deal of very good and important work performed by teams around the Steamships group.

The trading environment has continued to be a tough one, but opportunities abound as well as challenges, as are highlighted in the divisional summaries contained in this issue of Tok Steamies.

There is certain to be the same mix of change, challenge and opportunity facing us in 2018, including of course the APEC Leaders' Conference in POM in November, which will put PNG in the spotlights on the world stage.

Meantime I would like to extend my sincere thanks and appreciation to you all for your efforts in 2017, and to wish you and your families a safe and very happy Christmas.



SEND IN YOUR STORIES AND HIGH RESOLUTION IMAGES FOR PUBLICATION IN TOK STEAMIES NEWSLETTER BY 16TH FEBRUARY 2018. YOUR STORIES SHOULD BE NO MORE THAN 500 WORDS. EMAIL: TOKSTEAMIES@STEAMSHIPS.COM.PG



CORPORATE NEWS

TRANSPORT & PORT SERVICES: SOLID PERFORMANCE



Gordon McMaster, GM TPS

Despite challenges with competition, set-backs and a depressed market, Transport & Port Services (TPS) Division has delivered a solid business performance throughout 2017, bringing great credit to the staff and management team.

Of note, was the continued improvement in respect of safety performance, with a decline in safety related accidents causing injury and damage. The reinforcement of leading indicator activities such as near miss reporting and safety audit compliance and training has developed significantly delivering a good result for the year.

A milestone achievement in March saw the International Standards Organization (ISO) accredit TPS for Health and Safety and Environment (ISO 14001 and 18001) standards. This initiative has been many years in the making and involved all staff's "buy in" to achieve this result. By holding this accreditation, it demonstrates the division's commitment to safety excellence, which is clearly evident in the continually improving safety record.

The ongoing development of the Registered Training Organization (RTO) under JVPS has seen nearly all technical training now conducted in-house and the recent expansion for safety office training to include participants from other divisions. 2018 will see further expansion of this capability both in modules and external training for third party clients.

From a business perspective for each operating arm of TPS, the environment for East West Transport (EWT) has remained challenging, however, the transport team under the prudent management of Gary Dobson, have delivered significant improvements across the entire business including the signing of new long term contracts with 3A Balsa in Rabaul, fuel haulage contracts for Puma Energy in Alotau and Kimbe, the resigning of the Exxon Mobil

fuel haulage contract for 5 years in Port Moresby, Lae and Madang, along with tendering for other large scale contracts.

Joint Venture Port Services continues to perform well country wide, particularly in relation to safe work practices and productivity however the business is not without emerging threats, particularly to our Port Moresby and Lae operations. These changes will see the activities of these businesses will cease operations sometime in the early part of 2018. As we work through this significant change, management are working with all stakeholders to pursue the best outcome for our staff and shareholders. While this is a huge disappointment for everyone involved, this change has been dictated by higher authorities and is beyond the control of the company. The early stages of 2018 will see a focus on the Port Moresby and Lae operations along with the development of new regional opportunities.

In what is predicted to be a flat market for 2018 the focus for TPS remains; the maintenance of the highest safety standards, staff training and welfare, service excellence, price competitive and cost sensitive. Despite yet another challenging year approaching we remain confident of managing this as we have in 2017.



CORPORATE NEWS

CONSORT: RISING TO THE CHALLENGE



Stuart Craker, GM Consort

2017 was once again a year of change and challenge. The year started with Consort withdrawing from the liner trade to Townsville and two ships docking in Singapore. Even with the efficiencies of Singapore the Niu Ailan Coast was still in dock for close to three months which posed challenges

As the vessels returned to service we commenced a new weekly service to

Port Moresby from Lae and this has proved throughout the year to be a success. With the new schedule in place, Consort sold a number of surplus vessels with the Madang Coast, Nakanai Coast, Papuan Coast and the Goada Chief all leaving the fleet in the first half of the year.

Harmony replaced Barrick as the tenants of our yard in Lae and we welcomed crane operators LCR as new tenants.

In April, Motukea United Limited commenced operations on the wharves at Motukea. A joint venture company with local landowners, its primary purpose is to provide stevedoring for Consort but has also serviced international vessels calling in Moresby. Lae lived up to its nickname as the rainy city with the wettest July in 60 years, but we managed to keep to our schedule with hard work by all involved.

Safety continued to be the focus for the year with on the whole a good record for the year. We welcomed a new HSSE officer for Lae and this allowed us to increase our focus on this vital area. We

were relieved when an electrical fire in a cabin on the Kopi Chief was fought by the crew in text book fashion and with no casualties. Training pays off!

Consort once again took its strong team spirit and competitiveness to the sporting arena winning trophies in both Lae and Moresby in the various Steamships' intracompany sports days. There was a championship win for the Consort football team and our Va'a teams in POM stayed afloat on a choppy day.

As we approach the end of the year Consort is preparing for changes in Moresby and Lae as a function of the concession taking over some of the wharves there. MUL will revert to a coastal stevedore. In Lae we are ready to relocate from the Lae Tidal Basin back to the main wharf. In order to relieve possible congestion, we have taken a lease of the Asiawe Wharf at Voco point.

The New Year will see changes and challenges but after a good year of strong team work Consort is ready for 2018!



CORPORATE NEWS

LAGA INDUSTRIES: GROWING STRONGER



Gerard O'Brien GM Laga Industries



2017 was another very rewarding year for Laga despite difficult economic conditions and increased competition across all markets. Overall sales growth was very strong at more than 20% on 2016 and, importantly, we saw strong growth in our core businesses of Ice Cream, Cooking Oil and Specialty Lines. We have also seen the exciting shift of focus from the Trade Winds alcoholic lines to our growing non-alcoholic beverages business. The sale of the Tradewinds business will be completed at the end of 2017 which will mark the end of an important chapter in the history of Laga.

Based on the increased revenue, the business further improved profitability in 2017. This improved result was built on improved operational performance, both in increased product availability and more efficient production and distribution, as well as much improved daily execution by our national sales team. This success, however, highlighted the weaknesses in storage capacity, particularly in frozen storage, to support the clear growth opportunities ahead for all of our business and we now have investment plans in place in 2018 to address these issues. While Laga still has many opportunities to further improve business performance, 2017 was an important milestone in re-establishing Laga as PNG's premier consumer foods business.

2018 will be an equally important year for Laga. The domestic consumer market is expected to remain very tight throughout the year, with some relief not anticipated until late in the year or early 2019 when investments in major new projects begin to flow into the country again. Accordingly, we need to continue to position the business to both survive the short term challenges and to thrive in the better times ahead. The 2018 budget approved by the Steamships Board therefore focuses on growth in our core businesses supported by capital investment in initiatives to lift our operating efficiencies and ongoing strong cost control. Our core businesses of Ice Cream, Cooking Oil, Specialty Lines and (non-alcoholic) Beverages hold enormous potential and we will continue to focus on innovation in both product and service delivery. Given the challenging market, Laga must be #1 in customer service and continue to reduce our manufacturing costs and lift production and supply chain efficiencies. We will invest in our physical and human assets to achieve this. To be #1 in customer service, we must further improve our sales execution skills and our business processes and work proactively with our suppliers and customers. As mentioned above, a critical component of the 2018 plan is a significant capital investment program to unlock bottlenecks in our current process.

This includes:

- A multi-million Kina project to install additional freezer capacity in our Lae plant to enable us to meet the increasing demand for Gala Ice Cream nationally;
- Associated with this project, the business will consolidate all of its Beverage lines (including pouches) in the Beverage building;
- Similarly, the Ice Cream Cone Machine will also be relocated and upgraded;
- The Dry Finished Goods Warehouse at Lae will also be re-laid out and expanded for increased capacity;
- Further upgrade of Specialty Lines area to improve both food safety standards and build in flexibility for new products;
- Further upgrades of our Ice Cream plant to facilitate new product formats;
- Ongoing investment in in-market freezers to enable the extension of our frozen distribution reach; and
- Further investment in Gala Pala's around the nation and into other Ice Cream formats and channels.

2018 will be another very exciting year at Laga Industries.

CORPORATE NEWS

CORAL SEA HOTELS: AWARD WINNING PERFORMANCE



Glen Murphy, GM Coral Sea Hotels

Thank you for your support during the past year.

As in previous years we continue to upgrade and expand our facilities. The Highlander Hotel is undergoing a program that will involve upgrading of rooms, expansion of the bar and restaurant areas and the construction of a 300 seat conference centre. The Gateway Hotel in Port Moresby will also commence an upgrading of all rooms.

In early 2018 The Cassowary Hotel in Kiunga, Western Province, is planned to open. This is an exciting project for the Group and will bring a new level of Accommodation and Dining to this developing region.

2018 will be dominated by APEC events culminating in the Leaders' Summit in November. These meetings will feature PNG on the World Stage. Coral Sea Hotels is proud to be associated in ensuring the success of all APEC activities.

Recent initiatives covering the Pacific Privilege Dining Loyalty Card, improved capacity of our on line booking systems, partnerships with both Qantas and Air Niugini Loyalty programs and a continued focus on staff training and development will ensure Coral Sea Hotels remains an attractive business or leisure partner for you.

We wish you all the best in 2018 and look forward to working with you during this exciting year.

Season's Greetings



The Grand Papua Hotel, Gateway Hotel and Ela Beach Hotel were again successful winners of 2017 World Luxury Hotel Awards, recently announced in St. Moritz, Switzerland.

Each were winners in the following categories;



GRAND PAPUA HOTEL
Continent (Australia & Oceania) Winner,
Luxury Diplomatic Hotel Category
Regional (Australasia) Winner,
Luxury Business Hotel Category
Regional Winner,
Luxury City Hotel category



Ela Beach HOTEL & APARTMENTS
A Coral Sea Hotel
Country Winner,
Luxury City Hotel category
Country Winner,
Luxury Diplomatic Hotel Category



Gateway HOTEL & APARTMENTS
A Coral Sea Hotel
Country Winner,
Luxury Airport Hotel category
Country winner, Luxury Hotel & Conference Centre Category
Country winner, Luxury Serviced Apartment Category

CORPORATE NEWS

PACIFIC PALMS: FOCUS 2018



Lawrie Foster, GM PPP



2017 has been a challenging year for Pacific Palms Property within the property market due to the challenges faced by the country as a whole as a result of the declining economy.

Revenue was down on forecast budgets in all sectors however, compared to the PNG property market; PPP seems to have withstood the down turn better than others. In particular, with regards to the residential market and more improvement is predicted for 2018, with the APEC summit occurring in Port Moresby.

Rental rates have reduced during 2017 and PPP has focused on securing new leases on expiring leases to strengthen the property portfolio moving forward. Property outside of Port Moresby have experienced larger decline with the retail/ industrial warehousing sector greatly affected. In Port Moresby, small industrial warehousing at Baruni have shown solid improvement with increasing demand and PPP with consideration been given to further stages.

This year has seen several development and redevelopment projects come to a conclusion.

Firstly the Madang Commercial Centre was completed in September with five of the seven tenancies now leased and interest in the remaining tenancies is strong. Mt Hagen Central consisted of four buildings; one supermarket with commercial space and three industrial/ retail buildings. The three industrial/ retail were completed in September and the supermarket will open prior to Christmas

on 15th December, 2017. Steamship Downtown Plaza also commenced a refurbishment during 2017 with improvements to internal and external finishes providing the building with a modern retail feel.

A commitment from STC to engage Australian based fire engineering specialist Falck to provide an audit of forty four (44) properties has occurred. This now has been extend to all properties within the STC property portfolio and will result in a Fire Asset Management Register being developed. This register will assist PPP to maintain all properties and provide an audit tool. HSSE in 2017 has been a challenging year for Pacific Palms Property in terms of operations and commitment towards sustainable development in all operations.

The key focus areas for Pacific Palms Property going forward is continuous improvement of systems and process through development and roll out of the IMS standards.

The rollout is complete and is now a living system where PPP will update its records to ensure compliance. PPP has indicated in its HSSE Strategic Plan 2018-2020 its key delivery areas, KPI's and action plan for HSSE.

Various professional, management training programs and awareness were delivered in 2017 to a large number of the PPP team.

As part of our community engagement program, PPP arranged and participated

in a number of programs in conjunction with international & national gazetted events that fell within the 2017 calendar year. A main highlight for the company was our July 2017 PPP Community Day where PPP funded and carried out a one day beautification program within two (2) schools in our local community; (Badili Vocational & St Theresa Primary School). PPP staff and management took a hands on approach here by turning up in full force at both schools for a day of painting classrooms, fences and landscaping.

2017 has been an interesting year for Harbourside West Tower Serviced Offices, which brought on a gradual increase in tenancies from month to month. As at November 2017, Harbourside West Tower Serviced Offices was running at full occupancy for short term offices & a steady increase in serviced office tenancies as well.

As we enter 2018, and having now identified room for improvement, several plans are in the place for modification of serviced offices into short term offices in the new year - this plan is in line with the increasing demand for not just larger office spaces, but the increase in organizations seeking professional, conducive and modern working environments.

In closing, the PPP business is looking forward to an interesting 2018 with several new developments under consideration in adjacent sectors, to PPP current markets and a focus on lease renewals.

CORPORATE NEWS

PACIFIC TOWING: FOCUSED ON SAFETY

Pacific Towing (PNG) Limited's vision is to be the premier performance leader in marine towage, salvage, commercial diving and life raft services to the maritime industries in Papua New Guinea and Solomon Islands. Though a tough year, 2017 had successes that helped the team at Pacific Towing Ltd. achieve this vision.

The year started off with the introduction of the 50 ton bollard pull (tbp)/ 3,600 brake horse power (bhp) tug TURNER, which has been renamed the LANGILA. Fleet Manager Mr. Danmon Pangali explained the motivation for the purchase.

'We are constantly looking to improve and enhance our services to meet and exceed our customers expectations;' he said. 'To do this, we added the LANGILA to the fleet and recently relocated the 50 tbp/3,600bhp tug WERRA to Rabaul; a big upgrade to towage services in that port. To support this, we have invested substantially in the training of our team. We took on 9 cadets this year and in the past month three of our Masters passed their Master 4 orals, two of our engineers have successfully passed their Engineer 3 exams and two of our deck crew have passed their Mate 5 orals.'



Neil Papenfus, GM Pacific Towing

Mr. Pangali added that the company's emergency services response capacity has been enhanced with the introduction of an oil spill service which has already been successfully utilised.

To support the requirements of the operations team, Workshop Manager Stanley Holland's maintenance team has been busy with docking and maintaining the company's fleet of tugs.

'The team have been fantastic,' he said. 'We've been rotating the tugs and have had at least one out of frontline service throughout the year, but still managed to meet all our operational requirements.'



It's been a challenge, but we've managed.'

Dive Supervisor Ricky Leka said that his team had located and purchased environmentally friendly hull cleaning equipment from Denmark.

'This will allow us to reintroduce this service,' said Mr. Leka. 'We have been busy this year, but we are always looking to grow and improve.'

Liferaft Services have introduced automatic lifejackets. Liferaft Services Manager, Morea Avuru, said that they struggled to meet initial demand.

'It went really well,' he said, 'and our clients love the product. We have new stock arriving and can service these jackets each year. It has been a great addition to our range.'

Health & Safety Manager Gerard Kasnari said that the last Lost Time Injury occurred on 14 May 2016.

'We are very proud of this achievement,' he said. 'We focus intensely on safety. Our Safety Management System was upgraded early this year and we have intensified our efforts in raising awareness. Safety has always been our priority, and this will remain the case'

Finance Manager, Ms. Trudie NDresanei's team has had a busy year keeping pace with the ongoing developments.

'We know that it is important to get the foundations right and to keep on top of all the changes. We've got good systems and the team are well prepared. They've done well this year and we have had a successful audit that supported our improvement.'

Pacific Towing Ltd. would like to wish their team, customers and suppliers and industry colleagues a Merry Christmas and all the best for 2018.

'We know that 2018 will be challenging,' said General Manager, Neil Papenfus, 'but, we've got a fantastic team and we look forward to continue to providing the best possible service'

OUT AND ABOUT



It's no wonder Rachael Ezekiel took out the Miss Photogenic and 3rd Runner up Awards at the 2017 Miss Papua New Guinea Pageant. Rachael was sponsored by After Dark Fashions. Rachel is part of the Steamships Graduate Development Program currently attached to Head Office in Port Moresby.



2017 Mixed Softball Champions in Lae pose with their winning Cup and the GM for Consort Stuart Craker. Swire Rebels beat Consort Mariners to take home the Steamships Managing Director's Cup. Nine teams participated in the Steamships Mixed Softball Competition in Lae in November.



Truckies Black and Gold are 2017 Champions of the Steamships Managing Director's Cup Mixed Softball Competition in Port Moresby. Truckies Black too out the Managing Director's Cup whilst Gold took out the Runner up Trophy.



Bamu Chief makes the first Consort call at the Asiawe Wharf at Voco Point. In to bunker and take on fresh water and spares.

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OUR SUCCESS

LAKE MURRAY EXPEDITION



Lake Murray Expedition Team

The Expedition team of five people traveling up Lake Murray were welcomed on board by Captain Nunu and the Crew of Kiwai Chief on Saturday 28th October 2017 at the AES wharf.

The expedition will take approximately 12 days and will see them traveling to Obo, then to Lake Murray Station and finally to the island of Usakof.

Mr Tim Griffiths, a PNG based lawyer has provided a brief history of this expedition and their objective for this journey.

History of Original Expedition

The first recorded journey was in 1922. An expedition by Frank Hurley and Alan McCulloch on their vessel Eureka, from the mouth of the Fly River to make contact with the tribes on the remote shores of Lake Murray.

Lake Murray was not discovered by European patrol officers until 1913. The Lieutenant Governor of Papua, Sir Hubert Murray had visited Lake Murray shortly before Hurley and McCulloch.

Hurley made contact with the headhunter tribe's despite the control of the colonial Administration and created a remarkable record of black and white photographs. These images were published in Hurley's "Pearls and Savages" in 1924.

The expedition was a controversy following allegations of theft of artifacts and use of excessive force. Sir Hubert Murray's Administration seized the artifacts collection and convened an inquiry. The expedition became headline news in Australia.

In the meantime, Hurley's photographs and cinematographic film brought Papua to the attention of the public in USA and Europe.



Photos of the first expedition in the early 1920s

Luigi D' Albertis and Lawrence Hargraves had ventured up the Fly River in 1875.

In this journey we want to retrace the route of Hurley and McCulloch's expedition of 1922 from Port Moresby to Lake Murray creating a photographic record of the journey.

We also want to undertake "Visual Repatriation Project" of original 1922 images of tribal ancestors and the village life. Publishing an Australian Geographic article and producing a documentary film of the Expedition.

Seen below is the project that the Expedition Team traveled all that way to put up. They have now returned to Port

Moresby and will be making their way back to Australia to publish their journey as mentioned by Mr Griffiths in his brief description of their journey.

We here at Consort Express Lines Ltd congratulate them on the completed expedition and look forward to seeing the article and documentary.

FEATURE STORY

CHELSEA ROMO: GRADUATE PROFILE



Chelsea and her team mates at the 2017 Steamships Touch Rugby Competition in September in Pom. She is standing fourth from the left.

Chelsea Romo joined the Steamships Graduate Development Program in 2017 as a Graduate Trainee attached to Corporate Office. At 24 years old and the eldest in a family of six, Chelsea is determined to set the pace for her younger siblings and to make a difference.

From East New Britain and Madang Province, Chelsea's petite stature motivated her to excel in her studies and grade.

"When I was in Grade Two my teacher told my mother to move me back to prep. The students used to call me names. I used to be called ice cream and lollipop because I was petite!"

Chelsea says that her mother was the back bone behind her motivation to learn and be the best in class.

She completed primary school in Madang and High School in East New Britain. *"Mum was a teacher so she made sure we studied hard because she wanted us to do better than her."* Being a teacher is a noble profession and her mother always encouraged her to excel.

Chelsea attended the University of Papua New Guinea from 2012 to 2015 and graduated with a Bachelor of Business and Management. Asked how she heard about the Steamships Graduate Development Program, Chelsea smiled and said *"I saw it in the papers in 2015 but didn't apply because the guys in school always hoarded the computers every day"*.

In 2016 Chelsea started work with Air Swift and says that she

kept a copy of the 2015 Steamships Graduate Development Program.

She applied and was surprised that she was successful! *"I still keep that advertisement with me because it is a reminder of how hard work and determination pays off."*

Chelsea's one year rotation with the Corporate Office will be completed in late January 2018.

Her next destination is Laga in Lae. Chelsea is excited to work in the famous Ice Cream division in Steamships.

Asked if she was nervous about moving to Lae, *"It will be my second time in Lae so yes I am a bit nervous about settling in a different environment and meeting new friends."* Chelsea got the opportunity to travel to Lae in November in 2017 with the STC organizing team for the Softball competition.

Chelsea says that some of the highlights working with Corporate Office was organizing the Steamships Sporting calendar and the events.

"I met colleagues from all six divisions and even got to coordinate my Team for Rugby Touch, Mixed Netball and Softball."

Chelsea would like to thank everyone at Steamships Corporate Office for helping her and giving her the opportunity to learn new things.

OUR DEVELOPMENT

WELCOME ABOARD GRADUATES OF 2018!



"I will put all my effort for the good progress of the company."

Jackson Ess,
Accounting Trainee- Coral Seas Hotels 2018



"Steamships is the winning team and I would love to be a part of it."

Shimona Ipah
Management Trainee - Corporate Head Office 2018



"Steamships is committed to the people of Papua New Guinea and that is one of the many things that has attracted me."

Julienne Angoman
Management Trainee- Pacific Palms Property 2018



"I'm excited for the opportunity to work with you. I am focused on success and long-term stability."

Gerard Habitein
Management Trainee- Corporate Head Office 2018



"As a person very much interested in business, I have hopes of easing frustrations of costs by looking for ways to reduce costs but keeping production constant."

Joy Sauni
Management Trainee- Coral Seas Hotels 2018

CORPORATE TRAINING

JANUARY – FEBRUARY 2018

22nd -31st January 2018
Certificate IV in Workplace Safety and Health
Pro Safety and Training Australia
Ela Beach Hotel and Apartments – Port Moresby

TBA January 2018
Building Talent Identification and Management Capabilities | STC Corporate HR
STC Board Room – Port Moresby
FOC- HR Managers and HR Training Managers

31 January – 2 February 2018
GDP Year 1 Workshops | Deloitte Training
Ela Beach Hotel and Apartments
Graduates and Rising Stars Only

5 – 7 February 2018
GDP Year 2 Workshops | Deloitte Training
Ela Beach Hotel and Apartments
Graduates and Rising Stars Only

12 – 14 February 2018
GDP Year 3 Workshops | Deloitte Training
Ela Beach Hotel and Apartments
Graduates and Rising Stars Only

13 – 14 February 2018
Budgets and Cash Flow Training
IBBM | IBBM Campus – Port Moresby

13 – 14 February 2018
Budgets and Cash Flow Training
IBBM | IBBM Campus – Port Moresby

20 February 2018
STC HR Module- Remuneration and Benefits
STC Corporate HR | TBA – Port Moresby

21 February 2018
STC HR Module- Remuneration and Benefits
STC Corporate HR | TBA – Lae

Contact SEINI for more information
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SEFTI KONA

REPORT IT. DON'T IGNORE IT!



There are many aspects of safety management that we consider in the day to day running of our businesses, but in this edition of Tok Steamies we would like to focus on near miss reporting.

At Steamships we take safety in the workplace very seriously and zero harm is our goal. One of the most effective ways of managing for zero harm and preventing workplace injuries and incidents is to effectively manage, observe, and record near miss activity.

SO, WHAT IS A NEAR MISS?

“A near miss is a leading indicator to an accident

that, if scrutinized and used correctly, can prevent injuries and damages.” Typically, these events result from either unsafe conditions, arising from the work environment itself, or unsafe acts, arising from activities performed in the workplace.

PICTURE THIS SCENARIO:

An employee walks through the office, stepping over an extension cord stretched across his path. He turns a corner and nearly collides with another worker. To avoid the collision, he steps to the side, and hits a shelving unit, on which a tool placed close to

the edge of the top shelf falls and hits the ground, narrowly missing another colleague. No one is hurt in this fictional scenario. However, a number of employees in it experience multiple near-miss situations – any one of which could have led to a serious injury. Reporting of such incidents and acting on the report will ensure changes in the workplace to eliminate such risk.

WHY REPORT NEAR MISSES?

Near misses represent potential threats to the safety of the workplace and its

employees. Unsafe conditions and unsafe acts can result in accidents and injuries and they need to be reported as soon as they occur.

Reporting a near miss can ensure that future incidents and injuries are avoided. This can help reduce time lost due to injury and other costs to the business. Good near miss reporting reflects a strong safety culture.

So... if you see unsafe conditions or observe unsafe acts that could have caused harm.....*report the near miss and contribute to a safer working environment for all!*

OUR HISTORY

2018 IS STEAMSHIPS CENTENARY: WE ARE LOOKING FOR HISTORICAL IMAGES - CAN YOU HELP?



In 2018 we are celebrating our 100-year anniversary.

As part of our planned activities we are developing an extensive on-line historical record for public viewing of Steamships Trading Company's association with the country, community and staff over the past 100 years.

If you have any historical pictures, even film reels, anecdotal stories that feature

any of the early Steamships stores or our business activities, any early staff photos or even any major PNG milestones that come with a story, and you would like them showcased is such an historic record... we would love to hear from you.

Any materials provided would be loaned and returned, your credit will be acknowledged in the publication and we will give you a restored- retouched digital

image of your contribution for your safe keeping and future use.

We are excited about cataloging such history for the company and the country.

For further information:

Phone +675 7998 7000

Email RLane@steamships.com.pg or MRea@steamships.com.pg

BLOW THE WHISTLE ON BAD BEHAVIOR!

1.0 POLICY STATEMENT

The Steamships Group adheres to the highest standards of business ethics, conducting all its businesses with integrity, promotes fairness and respect among all employees.

2.0 OBJECTIVE OF THIS POLICY

The purpose of the Steamships Whistleblowing Policy is to provide guidelines for any individual (whistle-blower) who wants to raise concern on unethical conduct, fraud, perceived wrongdoings or violation to any provisions of the Steamships Code of Conduct ("Improper Conduct"). This policy is a supplement to Clause 19 of the Code of Conduct.

3.0 APPLICATION OF THE POLICY

The policy applies to all employees of the Steamships Group (the Group) and related parties where Steamships has business dealings. All individuals are encouraged to be vigilant and raise a bona fide concern in good faith to the appropriate personnel without fear of losing their jobs, business dealings or becoming a victim of intimidation and harassment. The Group will maintain strict confidentiality of the reported matters.

4.0 STATEMENT OF SUPPORT TO WHISTLEBLOWERS

The Group is committed to the aims and objectives of this Policy where Whistleblowers are protected to come forward in good faith and on a proper basis to disclose unethical business conduct and other wrong doings ("improper conduct").

5.0 IMPROPER CONDUCT

For the purpose of this Policy, Improper Conduct is defined as:

- I. corrupt, fraudulent or other illegal conduct or activity;
- II. conduct that this contrary to, or a breach of, Steamships Codes and Policies;

- III. a substantial mismanagement of the Group's resources;
- IV. conduct involving substantial risk to public health or safety; or
- V. conduct involving substantial risk to the environment that would, if proven, constitute by the Group or its employee/s a criminal offence;
- VI. reasonable grounds for dismissing or dispensing with, or otherwise terminating, the services of a Steamships employee/s who was, or is, engaged in that conduct; or
- VII. reasonable grounds for disciplinary action.

6.0 WHISTLEBLOWING PROCEDURES

- 6.1 To report a genuine concern, the matters should be initially reported to the direct manager.
- 6.2 If the whistle blower is uncomfortable to report the matters through normal reporting procedures or no satisfactory actions are taken the matter must be escalated to the Steamships Internal Audit (STCIA).
- 6.3 STCIA will conduct initial assessment of the case.
- 6.4 If the disclosures are made in good faith, STCIA will gather information and undertake an appropriate investigation.
- 6.5 Recommendations on the outcome will be given to the appropriate senior management authority to address the matter.
- 6.6 This Policy is not designed to deal with general employment grievances and complaints.

Any report treated in accordance with this Policy must be for one of the Improper Conduct as outlined above. All general employment complaints or grievances will be forwarded to the respective divisional manager or GM Human Resources to address.

7.0 WHISTLEBLOWING CHANNELS

- 7.1 Individuals may report their concern through various channels:
 - i. Via email at stcia@steamships.com.pg.
 - ii. A text message can be sent to the dedicated Mobile Number 71004481.
 - iii. Postal Address at Steamships Trading Company Limited, c/o Group Internal Auditor, P.O. 1, Port Moresby.



BAD BUSINESS PRACTICE IS UNACCEPTABLE!



Are you aware of any unethical conduct, fraud, perceived wrongdoings, or violation of the Steamships Code of Conduct?

If so, then our Whistleblower policy, allows you to report any such incident, in the knowledge that it will be done so confidentially and that your identity will be protected at all times!

It's simple. Send a text to 71004481 or an e-mail to: stcia@steamships.com.pg and the matter will be appropriately dressed. You can mail it to; Steamships Trading Company Limited, c/o Group Internal Auditor, P.O. 1, Port Moresby.

