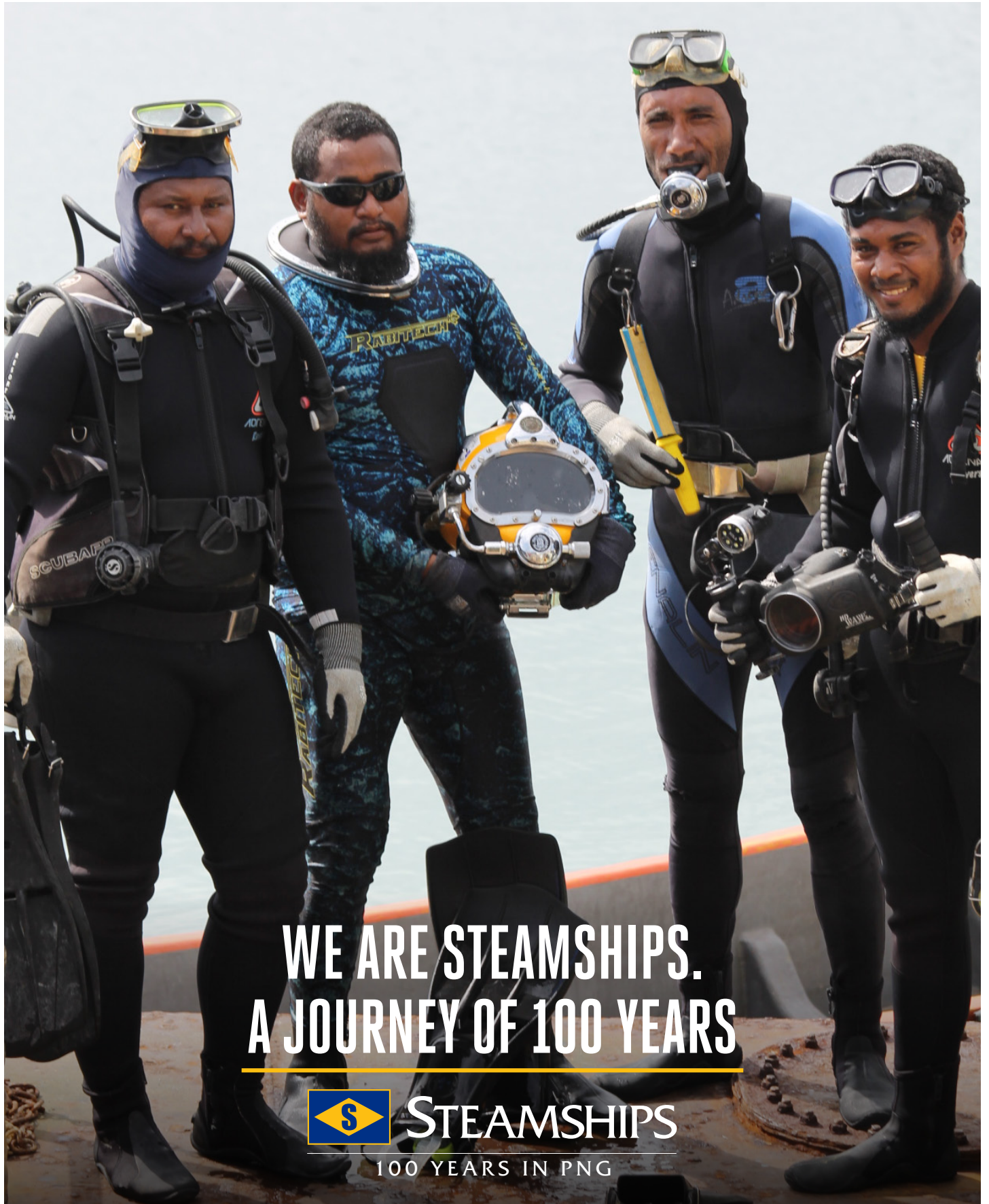


TOK STEAMIES N^o48

MAR/APR 2018



**WE ARE STEAMSHIPS.
A JOURNEY OF 100 YEARS**



STEAMSHIPS

100 YEARS IN PNG

CONTENTS

Corporate News 3

STEAMSHIPS SAYS THANK YOU

Feature Story 4

PACTOW DIVES INTO THE FUTURE

Our Success 6

STEAMSHIPS ASSISTS COMMUNITY

Out & About 8

SEE WHAT'S HAPPENING ACROSS THE DIVISIONS

Our Development 11

INVESTING IN OUR PEOPLE

Sefti Kona 13

BENEFITS OF A RETURN TO WORK PROGRAM

Our History 14

SEND US YOUR PICS FOR STEAMSHIPS CENTENERARY

Whistle Blowing Policy 15



COVER PHOTO: PACTOW DIVERS PREPARING FOR THEIR NEXT DIVE PROJECT.



CORPORATE NEWS

STEAMSHIPS EXPRESSES GRATITUDE TO HANUABADA & ELEVELA

A small ceremony was conducted in the boardroom of Port Services PNG Limited (PSL) on Thursday 12 April, to mark the end of a successful business relationship between the villagers of Hanuabada and Elevela, and Steamships.

Port Services is almost as old as the Independent State of Papua New Guinea, having commenced its operations in 1979. For over 25 years of the operations, the business has been a joint venture between Steamships, the Motu Koita Assembly through Tabudubu Limited, and the villagers of Hanuabada and Elevela, through H&E Stevedores Limited. The move of the port to Motukea and the appointment of an International Terminal operator has necessitated the closure of the business.

The ceremony was held to distribute a dividend to the shareholders as the business is wound up and assets are

sold. When handing over the cheques General Manager of TPS, Gordon McMaster remarked that it was pleasing for Steamships to have had a business relationship that returned significant income and benefit to a local community. "Today's payment is a realisation of the significant value generated over the lifetime of the business" said McMaster.

"We're very grateful to our fellow shareholders and the staff of PSL, for their commitment and contribution to what has been a very successful business", continued McMaster. "Over the years the company has provided employment to thousands of men and women from Hanuabada and Elevela, as well as people from Baruni and Tatana. In fact, some of our employees are actually third generation", continued Mr McMaster.

Steamships celebrates 100 years of



Steamships Management and members of Tabudubu and H and E members

doing business in PNG this year. The company has a long association with the people of Motu Koita, and this year will be a major sponsor of the Hiri Moale Festival. In accepting the dividend on behalf of Tabudubu, Chairman Turaho Morea, and Taunao Vai of H&E Stevedoring expressed their thanks to Steamships and Port Services for their confidence and investment in the people of Motu Koita.

HAGEN CENTRAL: AN EXCITING NEW COMMERCIAL DEVELOPMENT FOR THE HIGHLANDS REGION.



L-R: Margie Duckworth and Merlin Swire at the recent official unveiling of the Hagen Central in Mt Hagen on Saturday 17th March 2018

Wonye Ltd, a JV company established by Steamships property arm, Pacific Palm Properties, and local business Tininga, officially unveiled their exciting new project, Hagen Central, on Saturday 16 March 2018.

The project development is valued at K58 million and is a mixed use retail and commercial development which is set to meet the demands of the growing highlands economic centre. The complex totals 7,574m2 of Gross Lettable Area,

consisting of four buildings; three warehouse buildings with mezzanine floors, and a Supermarket building with Office space above. The design provides 144 off-street and secure car park spaces, plus three 20ft container truck parking bays.

To celebrate the official opening of Hagen Central a commemorative plaque was unveiled by Mrs. Margie Duckworth and Mr. Merlin Swire, as representatives of the shareholders of Tininga and Steamships.

At a small function to celebrate the event, and to welcome the Board of Steamships to Mount Hagen, Pat Duckworth, the Managing Director of Tininga said, "It's fantastic to see a company of the size and stature of Steamships actively involved in Mount Hagen with current developments at the Highlander and Hagen Central together with a considerable property portfolio. This

is definitely the largest project that Tininga have been involved in to date and is a demonstration of our commitment to Mount Hagen".

Lawrie Foster, the General Manager of Pacific Palms Property agreed, remarking, "We are pleased with the outcome of Hagen Central. The JV partnership with Pat and Margie Duckworth of Tininga brings Steamships together with like-minded individuals, who have a long term and quality perspective, and a prominent standing in the Hagen community".

The Steamships Board also held their quarterly meeting in Mount Hagen for the first time since 2009. Steamships Chairman, Geoff Cundle, expressed the Boards condolences and sympathy to the victims of the recent Earthquake disaster in the highlands region, and announced a commitment of K250,000 towards the relief efforts.



SEND IN YOUR STORIES AND HIGH RESOLUTION IMAGES FOR PUBLICATION IN TOK STEAMIES NEWSLETTER BY 19TH MAY 2018. YOUR STORIES SHOULD BE NO MORE THAN 500 WORDS. EMAIL: TOKSTEAMIES@STEAMSHIPS.COM.PG

FEATURE STORY

PACTOW IS DIVING INTO THE FUTURE



Ricky Leka, Nao Rei & Kila Leka making sure that Vaburi Rea and Owen Galama are safely geared up to carry out inwater video survey at the LNG Tanker - GIGIRA LAITEBO @ Caution Bay

It is amazing to see fellow Papua New Guineans venturing into the pathway of Professional Diving. Not everyone is aware of this profession, when we hear of diving – the first thing we think about is either diving for fish or corals or enjoying the underwater world and its mysteries.

The deepest point ever reached by man is 35,858 feet below the surface of the ocean, which happens to be as deep as water gets on earth. To go deeper, you'll have to travel to the bottom of the Challenger Deep, a section of the Mariana Trench under the Pacific Ocean 200 miles southwest of Guam. And you're going to need a shovel.

Our story takes us to Pactow where we meet Ricky Leka and Michael Gari. Ricky is the Diving Manager for Pacific Towing and at the age of 36 years old, his drive and commitment has seen him train a number of Papua New Guinean Divers in the past five years of his employment. He is also passionate about his job and it is shown in the way he meticulously checks his equipment, ensures the safety of himself and his divers and completes his task with high standards.

Hailing from Babaka in Central Province he completed his education in Hula village, outside of Port Moresby, and then

went on to laowari High School. Upon completion of his high school education he enrolled at the College of Distant of Education for further studies.

His love for the ocean brought him to the Dive school in 2003 where he completed his Padi courses and secured his employment with the Central Diving Contractor (CDC) for two years as a contract diver.

He recalls in 2005, an incident in Lihir where a section of the land had collapsed into the sea causing a mini tidal wave.

“Most of the coconut trees around the coastline and even a genset from Lihir Mining dropped into the sea. The wave had sank a tug called Lucinda. Sadly three crew members perished”.

Owners contracted Pactow to salvage the Lucinda and CDC were engaged to provide two divers, which included Ricky. Mark Kruger was the Diving Superintendent with Pactow at that time and they salvaged Lucinda and a Toyota Land Cruiser that had fallen into the sea. They tried searching for the bodies of the three crew members but unfortunately the sea had taken them into its mysterious world and they could not be found.

Ricky left CDC and joined Pactow the same year bringing its numbers to four,

one in Lae (Isaiah Joseph) and three in Pom (Sam Nari, Sarto Mewadi and Ricky). Even though there were limited resources, his determination and sheer hard work proved to be a success and he worked on more salvage jobs.

In 2007 Ricky flew to Sydney to undergo his Commercial Diving Level One training. This was a huge task for Ricky who had suddenly seen himself been thrown into a senior role. His ability to not shy away from a challenge propelled him to excel and become Pactow's Diving Supervisor.

During the years that followed 2007, changes within the department accompanied by the increased demand of salvage jobs allowed Ricky to recruit more divers. In 2009 he completed his Commercial Diving Level Two. Four years later in 2013 when Mark prepared to depart Pactow it was decided to appoint Ricky as the Dive Manager

Prior to Ricky's employment with Pacific Towing, Michael Gari joined as the Store Personnel and Driver in 2005. Michael began his primary education at Hagara and completed High School at Badihagwa High School and Gordons Secondary. Coming from Hanuabada where he was surrounded by sea, he always had an interest in diving and

FEATURE STORY

during his spare time, was seen hanging around with the Pactow divers.

His interest in diving was evident and when the supervisor enquired and asked if he wanted to be a diver he quickly jumped to the opportunity. For the next few years he was a rookie assisting the divers carry equipment, reading diving manuals and books. In 2006 he completed his Padi Course and received his certificate.

The following year in 2007 Michael headed down south for a month to get his Commercial Diving Level One and two years later in 2009 he received his Commercial Diving Level Two. Michael's determination and perseverance saw him take up the Diving Supervisor position.

Ricky and Michael have 28 years of diving experience combined with Ricky having fifteen years under his belt. Both say that they are fortunate to receive quality training and the trade secrets from their former bosses who were excellent divers themselves.

In commercial diving, not all jobs are the same as it varies from one job to another since the project time frame is not fixed. The job has taken them to other parts of PNG, the Pacific Islands and Australia. Michael and Ricky have said that they have had to leave their families for weeks but they are grateful that their family understand the importance of their job and they are very supportive.

Ricky spoke proudly that most of the salvage and even underwater repairs are done by the Pactow divers here in PNG and at times there are jobs outside of the country which require them to travel overseas. He spoke highly of their trip to Albany in Western Australia, where they had to work with international divers on their project. Despite minor setbacks with Immigrations Ricky and Michael went straight down to business.

Michael and Ricky assisted offshore divers whilst in Australia. Ricky was ecstatic when speaking about how he and Michael showed other divers to do a box patching in a 300 meter vessel!

Box patching is the term used when it comes to wet welding of cracks, splits or holes found on the ship's hull usually in salvages. Steel plates minimum 8-10mm

“The job is demanding and you have to know that you can be called within 24 hours any time”

wall thickness measured, cut & welded to form box like shapes depending on the length and width. The height will be determined by the contour or bottom profile of where the box patch is to be positioned. The box is locked into position over the damaged area using dogging flat bars stitch welded to the hull on the outside of the box in “L” shape so steel wedges could be used to push the steel box patch hard against the ship's hull. A scribing tool is then used along the sides of the box to mark out the contour or bottom profile. This is then pulled out of the water to be cut by a boiler maker on deck. It is sent back into the water after cutting for the diver to refit & if it is a 90-100% fit, then the diver commences on the actual box patch welding. As usual still photos are taken during and after completion of the wet welding.

A mix of underwater construction projects, maintenance and repair work, vessel recoveries have been keeping several diving and salvage divers busy at Pactow.

Diving to do underwater projects and to salvage is a high risk job and safety is Pactow's number one priority. Safety

Working for Mine Owners of Lihir Gold Mine in PNG, PacTow salvors and divers located and raised the small tugboat Lucinda from 20 meters depth after it sank in the wake of a local tsunami. The vessel was rigged for lift with airbags to enable close to neutral buoyancy to drag it closer to shore and then connected to a crane and air bag lift arrangement to allow for dewatering at the sea surface prior to lifting ashore with a large mine owned crane.



management project plans are in place to guide the divers for different dive projects. The divers are trained & certified to work safely & competently at 30 meters depth as a working diver. They can dive to 50 meter depths in emergency rescue cases but based on the DIEM dive tables, the bottom times will be limited. Simply put, “the deeper you go, the less bottom time you have.” Even if you dive within the tables/limits or accidentally exceed the no decompression limits at any depth, the tables are there to guide you to do your compulsory deco stops or the mandatory safety stop.

In 2014, Ricky and Michael received their Level Two Supervision course which is the highest level they can go for being an onshore company and the license is recognised internationally.

Michael says the job comes with challenges but it does not stop them from doing what they love- diving! Both men get their inspiration from their families who continue to support their career. It is safe to say that Ricky and Michael are the best at their job in the country.

Ricky's Uncle, Karo Valo was a Marine Engineer and Commercial Diver, the first National Commercial Diver with Pacific Towing. Ricky says he always looked up to him and told himself, that someday he would be like him or maybe even one step ahead of him. He believes he has achieved that.

Both divers jokingly say that they would not dream of doing a desk job, Human Resource Officer or Accountant or Salesman. This is where they belong, they love their job and enjoy what they do.

When asked if they had a message to send to young people and interested divers, they simply said,

“Nothing comes easy, you have to work hard, be committed, discipline and love what you do. On top of that, if you are to be a best diver you have to be able to think fast and be very observant. A very good investigative diver picks out a lot of stuff in jobs and is the best kind of diver.”

Both men are grateful to Pactow and Steamships for the opportunity given to them.

OUR SUCCESS

HAGARA ELEMENTARY SCHOOL RECEIVES A NEW LIBRARY & LEARNING CENTRE

Steamships Limited officially opened the Hagara Elementary School Library through its partnership with Buk Bilong Pikinini on Tuesday 12th March.

The Buk Bilong Pikini vision is a PNG where all children have equal access to the educational opportunities they need to determine and realise their dreams, and they have provided early learning opportunities to the most vulnerable and marginalised children in the community for over a decade. As a foundation platinum sponsor of Buk bilong Pikinini, Steamships has provided learning opportunities to over 1,000 of those children in Goroka, Lae and Port Moresby.

The Commercial Manager of Steamships, Richard Gould expressed his company's satisfaction with the partnership with Buk bilong Pikinini. "The work of BbP fits neatly into the requirements of our Community Engagement principles. This library is a particularly

exciting development as it introduces a sustainability model whereby the Board of Management of Hagara, will eventually take over full responsibility of the management and operations of the library, in a partnership with BbP".

In response, Chairman of Hagara Elementary School Dadi Toka Jr said " Hanuabada has a very rich historical association with Steamships, and we're pleased to be able to announce yet another partnership with such a long standing Papua New Guinean company. The library will bring enormous benefit to the young people of our community, and we also thank Buk bilong Pikinini for their partnership".

The founder of Buk Bilong Pikinini Anne-Sophie Herman said; "Thanks to Steamships generous support since 2009, Buk bilong Pikinini has been able to provide thousands of children in Port Moresby, Lae and Gokora with an opportunity to become literate. This is

a true gift to families and communities across the country, who can now know that their children have had the best possible start and support for their on-going education. Buk bilong Pikinini is grateful to Steamships for the support for our Library Learning Centres and programs, which allow children to become literate at the age of 5, develop a love of lifelong reading and to excel at school."

The Steamships' Community Grants Program supports not-for-profit organisations and initiatives that deliver impactful, measurable, innovative and sustainable results to the people of Papua New Guinea in a manner that improves community wellbeing. The Program is deliberately targeted at health, education, and social welfare issues, with a focus on women, children and the most marginalized citizens of the country.

L-R: Richard Gould (Steamships Commercial Manager) second from left, Anne-Sophie Herman, Chairlady and Co-founder of Buk Bilong Pikinini, Dadi Toka Jr, Chairman of Hagara Elementary School took a few minutes to read with the children at the new Hagara Elementary Library and Learning Centre.



OUR SUCCESS

STEAMSHIPS CONTRIBUTES K250,000 IN TOTAL TO QUAKE RELIEF EFFORTS

Steamships Trading Co Ltd has come on board to help assist victims of the recent earthquake in the highlands by donating K50,000 to The Salvation Army. Managing Director Peter Langslow presented the cheque to Colonel Kelvin Alley, the Salvation Army's Territorial Commander, at the Steamships office yesterday.

Peter Langslow said, "Our sincere condolences go out to everyone who has been affected by this terrible tragedy. Steamships marks its centenary this year and our businesses have stood with the people and communities of PNG through all the ups and down of the past 100 years. It's therefore important to us now to show our tangible concern for the people affected by the earthquake. The Steamships board has committed K250,000 to earthquake relief and we are using this to support the activities of particular agencies and organisations with which we are partnered or

associated around the country. We have had a very long and close relationship, over decades, with the Salvation Army in PNG, which does great work throughout the country and we know that every toea of this K50,000 donation will be put to great effect."

Col Kelvin in receiving the cheque expressed his gratitude to Steamship for this donation saying. "This will go a long way towards helping people who are still in need". He went on to say that the money will be used solely to purchase medical supplies. A report from the salvos workers who have been deployed to the remote areas have found that basic medical attention is a critical need for the people. There is also a great need for food and clothing especially for the women and children.

Charlie Clement, Health Advisor attached with the Salvo's mentioned that the team has carried out medical work in Komo

& Paio Aid Post, Mananda Evangelical Church of PNG's Aid Post, which is located further away from Komo, Beneria Aid Post and the Hides Four area. He mentioned that most people treated were patients who were injured during the earthquake and others who came were in need of basic health care.

"Salvos will purchase further medical supplies this week. This is approximately K30,000, and will be repeated again in another week or two in order for us to keep up a ready availability of medical supplies", said Col Kelvin.

The donation is timely and will assist the Salvos to continue the relief work that they are currently carrying out in the highlands.

Steamships donated K50,000 to the Mission Aviation Fellowship (MAF), K50,000 to Ok Tedi Foundation and K100,000 to Oil Search Foundation.

L-R Peter Langslow and Colonel Kelvin Alley the Salvation Army's Territorial Commander



OUT & ABOUT

GRAND PAPUA HOTEL : LEADERS IN FOOD SAFETY



Pictured is the General Manager Mr. Vic Namasivayam and CSH Group Training Chef, Scott Lawther in a small occasion witnessing the issue of certificates to some of the participants.

Grand Papua Hotel is now asserting itself as one of the leaders in food safety in the Coral Sea Group of Hotels. This was realized recently when 11 of its staff completed the online 'Food Safety

Supervisor's accredited course with the Australian Institute of Food Safety. From the initial point of delivery of food, storage and preparation and to food service, there will be now a stringent food compliance every step of the

way as best practice on the part of staff. Organised by the Coral Sea Hotels' Head Office, the course was completed via the online mode of training. The course not only benefited

the Coral Sea Hotel brand but also, it benefited with the individuals who set for it. It again amplifies CSH long-term vision of empowering its employees to attain high standard of professionalism at the workplace.



Stuart Craker, General Manager of Consort celebrated his birthday on 10th April with his staff at Consort's Lae Office.

OUT & ABOUT

CASSOWARY HOTEL OPENS FOR BUSINESS



The Hotel Manager Mal Raja Toran and his management team and staff are in full preparation for the soft-opening of the Cassowary Hotel in Kiunga. The iconic Hotel in Kiunga had its official unveiling on 18th April and will offer 38 premium rooms, 6 suites, the Fly Breeze All-day-Dining, the Barra-Bar and two meeting rooms (Yongom and Awin) which when combined is called The Western meeting room.

Left: Cassowary Hotel Manager Mar Raja Toran and his team are ready for business.



Pactow diver carefully setting a coral as part of Pactow's environmental sustainability effort to protect marine life.

OUT & ABOUT



PPP staff at Harbourside pose proudly showing their stylish new uniforms.



Above Left: Steamships Management and graduates at the recent Greet & Meet on board Moresby Chief
Above Right: Interview for Management Training at the Grand Papua Hotel in April.
Left: Project Fundamentals workshop in April at GPD
Right: Participants at the Leadership Development Course in March 2018.



OUR DEVELOPMENT

WHO IN YOUR TEAM CAN MAKE A BIG DIFFERENCE WITH YOUR SUCCESS?



Douglas Relgang, 4th Year Accounting Trainee

My journey with Steamships started in 2015 when I was accepted to join the graduate program. For my first year, I started with Coral Sea Hotels and gained good experience in the Hospitality industry. Initially it was challenging to understand the business with a broad perspective but the guidance I received from my line managers there helped me out a lot. As a first year trainee, it really helps to have your first line manager supervise you closely and transition you into being an employee with good ethics from the very start.

In my second year of the program, I was moved to Corporate Headoffice

and was involved with management reporting. Another challenge indeed, as I needed to fully understand how different management reporting was and how it needed to be done and done correctly! I was very fortunate for my line manager at the time, Buddhika Nanayakkara, who coached me to ensure I used my abilities well and met expectations.

After a year with Pacific Palms Property, learning about finance in the property industry was interesting. Real estate is certainly no easy place to do business and I am glad I got through the year with support from the finance team there. I am now in my 4th and final year of

the program- back in the Corporate Headoffice and looking forward to graduating from the program next year. Over the last few years being in the workforce, I've come to realize that a career in life is a journey and that support groups and people are as important as being focused on your own goals and choices. People around you influence how you see the world and all the possibilities. I am very happy to be under Buddhika's leadership again as he had an impact in my career during my second year and I am learning more things and pushing myself more this year to be one of the best accountants around.

OUR DEVELOPMENT

MY PARENTS TAUGHT ME TO NEVER GIVE UP - HERE I AM



Kerrian Barilla, 3rd Year Management Trainee

In 2014 I graduated with a Bachelor in Business Management majoring in Banking and Finance at UPNG. After countless applications to Graduate Development Programs which were available at the time, I wasn't one of the lucky ones. I decided to start working straight away and landed a job with Microbank. I spent a year there of which I still could not kill the fire in me to get into a development program. It was hard though, because I was also tortured with self-doubt after my initial failed attempts. After seeing Steamships GDP advertised online, my parents persuaded me to give it another shot. This time I made it through.

I am now in my third year of the program since starting in 2016, and am based with Consort Express Lines with the Marine Technical Department in Port Moresby. Over the next few months, I am anticipating exposure in the Commercial and Agency departments to build my experience as well. It's been a great three months so far learning so many new terms and ways of working.

The GDP had enabled exposure for me in the hotel and manufacturing industries where I did work in Coral Seas Hotels and Laga Industries before. More recently I found myself on board the Bouganville Coast, getting familiar with cargoships, the way they are operated and by who. This is a whole new thing for me again and I am grateful I did not make the other programs as I would not have been able to get this much experience through any other GDP and in any other company.

I am thankful to the people I get to work with who support my learning and success. There are also no words to describe my gratitude for my hard working parents who are my pillars of strength. They taught me to never give up and here I am. Even when I second guess myself, I am encouraged to never give up and to also believe that it's never too late to try again.

CORPORATE TRAINING

MAY- JUNE 2018

2- 3 May 2018 | **Business Communication**
IBBM | IBBM Campus- Port Moresby

7-10 May 2018 | **Financial Intelligence Program**
IBSCOE | Grand Papua Hotel- Port Moresby

14- 15 May 2018 | **Manage People Performance**
PNGIM | Grand Papua Hotel- Port Moresby

17 - 18 May 2018 | **Time Management**
IBBM | Huon Gulf Hotel- Lae

22 May 2018 | **STC HR Module 3- Leave and Entitlements**
STC HR Module 3- Leave and Entitlements

28- 29 May 2018 | **Risk Management**
PNGIM | Grand Papua Hotel- Port Moresby

5 June 2018 | **Business Etiquette- For Leaders**
JDW | Grand Papua Hotel- Port Moresby

4-8 June 2018 | **Intro to Supervision**
IBBM| IBBM Campus - Port Moresby

6-7 June 2018 | **Business Writing**
IBBM | IBBM Campus- Port Moresby

13- 14 June 2018 | **Goal Setting & Getting Things Done**
IBBM | IBBM Campus - Port Moresby

13- 14 June 2018 | **Budgets & Cashflow**
IBBM | IBBM Campus- Port Moresby

25-26 June 2018 | **Facilitate & Capitalise on Change & Innovation** | PNGIM | Grand Papua Hotel - Port Moresby

28-29 June 2018 | **Assertiveness & Self-Confidence**
IBBM | IBBM Campus- Port Moresby

contact **SEINI** for more information
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SEFTI KONA

WHAT IS RETURN TO WORK?

Return-to-Work is a proactive approach, endorsed by many health care providers, designed to help restore injured workers to their former lifestyle in the safest and most effective manner possible. The Return-to-Work process restores a worker to the workplace as part of his or her recovery program.

Why Introduce Return-to-Work Programs?

Workplace injuries, illnesses, and accidents are costly to employers, workers, and the compensation partnership. A Return-to-Work program assists in assuring that the worker obtains prompt medical care both during the initial stages of recovery, and during the subsequent return to productive employment.

Costs of absence to the Workforce:

- Dealing with replacement workers
- Increased benefit costs
- Loss of potential income

To the Employer:

- Recovery of production
- Increased training costs
- Overtime



BENEFITS OF A RETURN-TO-WORK PROGRAM BY STAKEHOLDERS

The Employer May Benefit By:

- Reduced staff turnover and training costs by retaining experienced and knowledgeable workers.
- Minimized non-recoverable expenses such as employee benefits, the hiring and training of replacement workers, and the cost of inexperienced workers.

Injured/III Worker May Benefit By:

- Maintaining the employment relationship, which provides job security and financial independence.
- Being able to return earlier to a healthy and productive life and reducing the amount of time for recovery.

Co-Workers May Benefit By:

- Improved productivity because skilled and productive workers are kept on the job.

The Family May Benefit By:

- Continued income.
- Reduced medical expense.
- However, we encourage "Zero Harm" at work, and that is to Avoid Injuries by considering all necessary
- Pro-Active measures at work. All employees MUST return home the same way they came to work in Good Health.



ZERO HARM is not an option!

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 MRea@steamships.com.pg

WHISTLE BLOWING POLICY

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.



100 YEARS IN PNG

*Send us your stories and high resolution images
for publication in Tok Steamies Newsletter by 19th May 2018.*

Your stories should be no more than 500 words.

Email: toksteamies@steamships.com.pg