

# TOK STEAMIES Nº50

JUL/SEP 2018



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



**STEAMSHIPS**


100 YEARS IN PNG

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**COVER PHOTO:**  
HARBORSIDE TURNS ON A COLOURFUL CELEBRATION TO MARK THE CENTENARY OF STEAMSHIPS IN PNG

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## CORPORATE NEWS

# SALE OF LAGA INDUSTRIES TO PARADISE COMPANY



Anthony Smare (left) Chairman Paradise Company Ltd and Peter Langslow, Outgoing Managing Director of Steamships, finalise the sale of Laga Industries

Steamships Trading Company Limited (Steamships) has sold Laga Industries, manufacturer of popular Gala ice cream, beloved to PNG children, to Paradise Company Limited, another food and beverage manufacturer on Monday 2nd July 2018. Steamships announced that it has entered into an agreement to sell its 100% owned subsidiary Laga Industries Limited to Paradise Company Limited. Laga Industries is a local consumer foods business and the manufacturer and distributor of iconic PNG brands including Gala Ice Cream and Highland Meadows Cooking Oil, plus a wide range of locally produced condiments, powdered drinks, snacks and beverages. Outgoing Managing Director, Peter Langslow, said

**“Laga has been a part of the Steamships family since 2005. In that time we’ve invested heavily...”**

*Peter Langslow,  
Outgoing Managing Director, Steamships*

“Laga has been a part of the Steamships family since 2005. In that time we’ve invested heavily in manufacturing equipment and in the development of the Laga team, to ensure that the company has gone from

strength to strength. In 2015 the company commissioned a state of the art ice cream plant which remains the largest and most modern in the South Pacific (outside Australia & New Zealand). While there is a note of sadness in saying goodbye, I am confident that the Laga business will benefit greatly from becoming part of a larger and more focused consumer foods business in Paradise Company.”

Steamships is a committed investor in Papua New Guinea and celebrates the centenary of its founding in 2018. The group is a well-established business conglomerate with diverse commercial interests and listings on both the Australian and Port Moresby Stock Exchanges.

CENTENARY CELEBRATION HIGHLIGHTS

# STEAMSHIPS CELEBRATES 100 YEARS IN PNG



Over 500 guests and staff gathered at the Harbourside Complex on Wednesday 12th September, 2018, to help Steamships celebrate a Centenary of doing business in Papua New Guinea. The evening showcased the vibrant and diverse culture of Papua New Guinea with cultural groups from various regions around PNG welcoming guests on arrival, and the famous “Mudmen of Asaro” mingling with guests during the early part of the evening.

The official programme commenced with a traditional welcome from local Motu Koitabuan villagers, followed by a short video on the legend of the Hiri Trade, particularly relevant given Steamships sponsorship of the 2018 Hiri Moale festival, due to be launched a few days later. A message of thanks and congratulations was provided by the Honorable Justin Tkatchenko, Member for Moresby South and Minister for Lands and APEC, following a welcome address by the Chairman of Steamships, Geoff Cundle. The official programme was concluded with a medley of contemporary traditional performances, followed by a spectacular fireworks display that lit up the Port Moresby skyline.

In his welcoming speech, the Chairman, Geoff Cundle, described the journey of Steamships, from its modest origins as a coastal trader, describing a company that “grew over the next 100 years experiencing its ups and downs in a similar manner to PNG with which its fortunes have been so

intrinsically linked”. He added that, “This is an occasion to acknowledge the efforts of the many thousands of staff, the vast majority being PNG citizens, that over 100 years have built a business that has contributed much to PNG. A company with ambition to continue to invest in its business and its people- and to be a respected PNG corporate citizen”.

Describing a long history of contributions to the community, development of staff, and economic contribution to Papua New Guinea, Mr Cundle observed that Steamships “is a PNG business. It has never had any business outside of PNG- I suspect it never will have any business interests outside of PNG. PNG is its DNA”.

The Chairman concluded his remarks by acknowledging the growth and development of PNG. Recognising the significance of the 2018 hosting of APEC, Mr Cundle finished by saying, “When Captain Fitch sailed Queenscliffe into Fairfax Harbour nearly 100 years ago and moored close to where we are standing tonight, he could not have imagined that one day cruise ships 75 times bigger than Queenscliffe would be hosting global leaders in Port Moresby. STC is privileged to have been part of PNG’s history over the past 100 years and looks forward to being part of PNG’s exciting future over the next 100 years”.

The centenary celebrations were definitely a proud moment for all involved with the remarkable journey of Steamships.

“STC is privileged to have been part of PNG’s history over the past 100 years and looks forward to being part of PNG’s exciting future over the next 100 years”

Geoff Cundle,  
Chairman, Steamships

CENTENARY CELEBRATION HIGHLIGHTS



Barnaby Swire raises a toast to PNG during Steamships centenary celebrations.



Sir Mike Bromely stands proudly with his daughters



Former Finance Director, Sean Pelling, with Corporate Finance Manager, Wei Leong Chew and his wife, Crystal Phang.



L-R Peter Langslow, Rupert Bray and STC Managing Director Michael Scantlebury



It was smiles all round for our guests during the Centenary Celebrations



Bougainville dancers swaying to the beat of bamboo music during the Centenary celebrations.

CENTENARY CELEBRATION HIGHLIGHTS



CSH General Manager Marc Ehler (far right) and his team at the arrival.



Dancers from Morobe Province display their heritage through dance.



PNG Minister for APEC Justin Tkachenko.



The performers pose for a group photo.



A fireworks display lit up the Pom skies for more than five minutes.



Lady Winifred Kamit (in the centre) with friends at the arrival



General Manager of Ela Beach Hotel Kris Larner from the right, Mike Kensington and Mandy Davis



Stunning ushers assisted the guests upon arrival. L-R ; Shimona Ipah, Kalyna Vanua, Julienne Angoman, Joy Sauni and Bernadette Maguna.



Secretary General of PNG Olympic Committee Auvita Rapilla and husband Billy smiling for the camera on the evening.



Team CSD



EWT General Manager Gary Dobson (far right) takes a minute out to pose for the camera.



MC and General Manager Corporate Affairs David Toua.



More smiles from guests at the arrival photo booth



Managing Director of Kumul Consolidated Holdings Darren Young and wife Alison pose for the camera.



JVPS staff joined the celebrations from left to right Lua Ravusiro, Susan Wanpis, Asi Tongia and Alma Urakowi



General Manager Pacific Palms Property Gordon McMaster, second from right, with friends at the celebrations



Peter Aitsi and his wife Teresa pose at the arrival.

## TOK STEAMIES SPEAKS TO OUTGOING MANAGING DIRECTOR PETER LANGSLOW



Outgoing Managing Director Peter Langslow joined Steamships from Cathay Pacific Airways (Cathay Pacific) and was appointed as Managing Director of Steamships Trading Company Limited in January 2015. He spent 29 years with Cathay Pacific, holding positions both overseas and in senior roles in Hong Kong. Peter Langslow was born in the United Kingdom and studied at Cambridge University. Early this year in May 2018, it was announced the Outgoing Managing Director Peter Langslow was to take up a new role within the Swire Group in Singapore with his successor to be Michael Scantlebury. Michael took over the reins on 27th August.

### Could you tell us what it is like managing across multiple industries, issues and activities?

**PETER:** It has been a privilege being the Managing Director of Steamships which is quite a distinguished and distinctive brand company in PNG for the last 100 years. I am very pleased and fortunate to have had the opportunity. It has been fascinating, because of the remarkable country we live in and the diversity of the country, the people and the business. Most of the businesses were industry sectors that were new to me when I arrived in late 2014, after having previously spent 29 years with Cathay Pacific and having spent my life in a single business. To go from an airline business, which was basically my whole career to that point, into a group with the ultimate directive that Steamships has been fascinating. For that reason, not only is it interesting but also challenging as it is a lot to learn and a lot to try get abreast of. At a time that it is relatively difficult for the PNG economy and for the businesses it has been a huge, fascinating opportunity and a big privilege being the Managing Director of Steamships. I consider myself to be very fortunate to work in this country and to work with the people of Steamships.

### How would you describe your journey here at Steamships?

**PETER:** I think turbulent, simply for the reason that it has not been an easy ride for any of our businesses. I would say the journey for our Steamships business was somewhat divergent, with the number of different industry sectors and businesses that we have. It is never the case that all of them are going in the same direction, at the

L-R: Peter Langslow and Gerard Habitein.

“I have no doubt that the shape of the Steamship's group will continue to evolve.”

*Peter Langslow,  
Outgoing Managing Director, Steamships*

same pace and at the same time, though they have had different trajectories. Before I arrived in 2014, it was a difficult year for East West Transport, for Laga Industries and indeed for Consort with Steamships Coastal Shipping. I am pleased that Laga was successfully turned around, thanks to the superb efforts of the Laga Team led by Gerard O'Brien. Similarly with East West Transport, closing its operations along the Highlands highway in February 2015 which was one month after I arrived. Since then East West has been concentrating on the principle Metros of Port Moresby and Lae. It has done very well, that business has turned around. Pactow remains stable, it has built its capability. As for Hotels, it has been struggling since 2016 and Properties has been trending down. The property division is not so volatile as the consumer goods or shipping. The business that had perhaps the toughest journey over the time that I have been here, has been Consort.

However, there are challenges that remain for the Consort team, but I feel pleased and hopeful because of the work that has been done by the team led by Stuart Craker in putting new systems into place. It is never easy but necessary, in order to build the capabilities of the business. This year is a big and tough year in respect of getting those things done, in terms of the fleet and getting the three large vessels, the so called, the three sisters. Similarly, there has been some organisational changes and some additions to the senior management team, I think all of that together puts Consort into a much stronger position. As we approach 2019, I do hope very much that the business climate picks up depending on upcoming developments such as Elk Antelope, Wafi-Golpu and indeed the continuing commodity prices. There is at least reasons to hope that things pick up so that the journey of Steamships businesses and the people of Steamships

may become easier.

**We are celebrating 100 years this year, and I believe we can do another 100.. What do you think of the Steamships Group's future in PNG?**

**PETER:** I think that Steamships commitment to Papua New Guinea is very clearly demonstrated over the last 100 years. We invested heavily in Papua New Guinea, with the exception of Pactow in Solomon Islands. Every other business that Steamships has engaged always has been and is in Papua New Guinea. Also, the opportunities that the place offers continue to be very clear and exciting, although the challenges are distinct as well. If you look at Steamships history we have evolved continuously and I have no doubt that the shape of the Steamship's group will continue to evolve. We sold Laga, a couple of months ago and that is the last general commercial interest of Steamships. We at present, are very clear and focused on the strategic categories of Logistics, Property and Hotels. At the moment it is right, that we have focus on where we can add and differentiate, in terms of our competence. It will be difficult to predict where we will be in 5 years but, I am sure Steamships will not stand still. It will continue to evolve in what we will hopefully see a positive economic growth phase and therefore, more business opportunities.

**Is there a farewell message that you would like to tell the STC Staff?**

**PETER:** I would like to say thank you for the last four years, and for making me and my wife feel welcomed in this amazing country. Thank you for superb efforts that have been made by the people of Steamships in all of our businesses. It has sometimes felt like a difficult journey through choppy waters, nevertheless I think that good progress has been made in all our businesses, through the excellent efforts, and very impressive commitment of every Steamships person at every level. I feel very privileged and fortunate to work here with the team in this business. I shall certainly follow in my job in Singapore, the news of PNG and of Steamships Trading Company Limited. I look forward to staying in touch to what's going on here and the people I have met here, in addition I wish the people of Steamships and the business every possible success in 2019 and beyond.

## STEAMSHIPS ANNOUNCES NEW APPOINTMENTS



### Managing Director – Michael Scantlebury

Michael Scantlebury succeeded Peter Langslow as Managing Director on 27th August 2018. Mike was the company's Finance Director prior to taking up his current role.

He joined Steamships from the Swire Group in Hong where he was latterly the Director Financial Planning at Swire Pacific Ltd. Mike is a chartered accountant (Scottish Institute, although he is English, how did that happen?!) and worked in London and Hong Kong with KPMG and PwC respectively. He joined Swire in 1987 and spent time in the finance dept. at Cathay Pacific Airways and the Trading Division of Swire Pacific. Mike left in 1999 to pursue adventure, and his roles thereafter include; chief financial adviser to Philippine Airlines, finance director to a start-up airline in Rome and finally finance Director to a horse racing and breeding operation in England owned by Sheikh Maktoum of Dubai. Clearly this was not exciting enough for Mike and he returned to the Swire Group in Hong Kong in 2007 and headed the procurement and aircraft trading team at Cathay for eight years and then a head office role at Swire Pacific. Mike's appetite for challenge and opportunity has now brought him to Steamships where he started in June 2016.

He will continue his position as the Finance Director and Company Secretary of Steamships.



### Chief Operating Officer – Rupert Bray

Rupert Bray joined Steamships as Chief Operating Officer and as a Director on 27th August 2018.

Rupert has worked with the Swire Group for 24 years, most recently as the Marine Services Director of Swire Pacific Offshore, Swire Pacific's offshore oil and gas division. Prior to his appointment as COO for Steamships, Rupert was based in Singapore. In his role there, he oversaw SPO's subsea, renewables, salvage, emergency response and seismic businesses. Rupert was the Managing Director of Singapore based Swire Salvage and of Dubai based Swire Emergency Response Services, Chairman of Denmark based renewables leader, Swire Blue Ocean, and a director of Norway based Swire Seabed which is the principle operating entity for Swire's subsea businesses.

Before joining Swire Pacific Offshore, Rupert held a wide range of positions within the Swire Group, including Chief Operating Officer of UK based, Swire Oilfield Services. In his earlier career, he held numerous management roles for Cathay Pacific Airways in Hong Kong, Indonesia and India.

Rupert graduated with a Bachelor of Arts with Honours in Geography from Bristol University, UK and more recently completed a Masters of Science in Maritime Studies at Nanyang Technological University, Singapore in 2015. Prior to his life in Swire, Rupert was in the British Royal Marines.

Rupert is joined in PNG by his wife, Mia, and his two children, Annabel who is fourteen, and his son Jamie who is twelve years old. Annabel and Jamie are at boarding school in the UK, but look forward to spending their holidays exploring PNG.

## MARGARET BUNDU - 30 YEARS AND GOING STRONG

As the celebrations continue, we return to visit our story of the first 100 years. "Our People" is one of the three pillars of Steamships Sustainable Development Policy. The journey into 100 years of business investment and partnership has provided opportunities for our people, the community in which we operate and the environment. Our great journey is a result of our strong focus in our people – the men and women that work tirelessly and remain committed to doing the right thing.

At Steamships, the focus is to ensure that employees are afforded every opportunity to build strong, rewarding and successful careers in a safe, learning and developing environment. Today, we look at one of our longest serving staff, Margaret Bundu.

Margaret Bundu was born on November 23rd of 1967 and hails from Eroro Village, Oro Bay in Popondetta. She comes from a family of 11 children, two boys and six girls plus three children who were adopted.

Margaret is the sixth in the family.

Margaret recalls that it was tough growing up in a missionary homes. Both her parents were missionaries and at time it was a struggle to maintain a household of eleven children with the little money her parents received from the mission station. Education for Margaret was crucial as this would pave the way for employment and opportunities. Just like her siblings before her she strived to excel in her studies.

By the end of 1984 Margaret had completed year ten at Holy Name, an all-girls high school run by the Anglican Church. The school sits atop the Dogura plateau in Milne Bay Province. After successfully completing grade ten, she later pursued her studies at Lae Technical College to do a Pre-Employment Technical Training (PETT) Course, a one year course in Basic Secretarial in 1985 where she graduated with a typing speed of 35 words per minute but she reckons she types faster these days.

Margaret took up a job in Port Moresby soon after college with a timber company for two years before joining an insurance company. Ten months into her job with the insurance company she joined Steamships and has never looked back since 1988. Margaret started off as a junior secretary and after three months she was promoted



*Margaret Bundu's first day at work as the Secretary for the Steamships Home Ownership Scheme in 1988*

to an executive secretary to the Steamships Company Lawyer. After more than ten years into her role she was assigned to her current position as the assistant to the Steamship's Group Company Secretary. She has held this position for seventeen years.

"I started with the Company in November 1988 as a secretary for the Steamships Home Ownership Scheme.

The Home Ownership Scheme was a section in the HR Division (Personnel Division at that time) and I was responsible for entering data for long service staff who were listed to participate in the newly introduced Steamships Home Ownership Scheme, it was a scheme that benefited a lot of the national senior and long serviced staff."

Margaret recalls her first day at work with Steamships,

"I remember it quite well. I came to the office very early that day. When I arrived my boss was already in the office and so I waited until 8am until he called me in."

Margaret was moved from HR to the Corporate Office in 1989 and worked as the Executive Secretary to the Steamships Company Lawyer. The Legal division had just been established and they were recruiting staff.

The Legal Section became part of the Corporate Office. Margaret worked for a number of company lawyers namely David Houseman (a soft-spoken English man), Ms Kiata Mori (who runs a successful second-hand shop today) and Mr Ere Kariko (currently a National Court Judge).

She worked with three different Managing Directors in the likes of David Copland, Christopher Pratt and John Dunlop when the secretary was not available. It was

FEATURE STORY

interesting to work along with them.”

In January 2000, Maggie (as she is known by many colleagues) became the Assistant to the Steamships Group Company Secretary. It was a new job but she was reporting to her former boss (Ere Kariko) who was the Groups’ Company Lawyer as well as the Company Secretary.

Over the years since 1988 Margaret has worked and seen seven Managing Directors. Her current role current role includes maintaining the “company Registers” for STC and its subsidiaries, joint venture and associated Companies’ and ensure the Companies comply with the Investment Promotion Authority Act and the companies Act 1997. Maggie checks and releases financial and other company documents to the Australian Securities Exchange (ASX) and the Port Moresby Stock Exchange (POMSoX). She ensure that STC complies with the Listing Rules of the respective Stock Exchanges.



Margaret Bundu, 51, Assistant to the Steamships Group Company Secretary

“It all goes back to good management from the top, who look ahead and have a great vision for the Company’s future.”

Margaret Bundu

“I have learnt so much and grown in my career professionally and also on a personal level”. Maggie is passionate about her job and takes pride in doing the job the best she can. Her nature is one of optimism and her approach to life is staying positive at all-time no matter what life throws her way.

“I pinch myself sometimes because I cannot believe that I am still working for Steamships. I’m just amazed at how far I have come and in my career. I owe it to my family, friends, past and present colleagues”. There is one person during her career that she fondly remembers. Mrs. Erica Buase who first introduced her to Steamships and gave her a very important advice, one that saw her through the years “Stay committed and make use of the opportunities given to you.”

Maggie meets Erica occasionally in town and each time Erica asks if she is with Steamships to which she replies “You will be the first to know when I leave STC.” Margaret has made many friends along the way, met people from all walks of life and different background either from a cleaner to a Company Director.

Maggie’s philosophy in life “work smart and not hard”.

Her humble approach and soft spoken voice puts people at ease. She has gained confidence over the years. A very emotional Margaret spoke on how her parents were an inspiration to her to her since childhood and how they have motivated her throughout her career.

“There is always good and bad in life and that it is important to have a balance”.

One highlight in Maggie’s career is that of assisting the Steamships Legal team by having precedents of court documents, setting up the Law Library with various legislations, Core Laws. Court documents and legislations can be downloaded on line via PNG in Law.

When asked what her fondest memories

with Steamships is?

“The boat cruises and Christmas parties. There is so much fun and we really do know how to throw a party!” I remember some of the cruises on the Silver Fox, Sutherland and now our flagship the Moresby Chief”.

She recalls the golf games including the Axe Challenges and Scotts Cup. She played her last golf game in 2013. Maggie loves doing what she does and is grateful to Steamships for the many opportunities she continues to throw her way.

Asked why Steamships has stood the test of time,

Steamships is a well-established, diverse trading conglomerate operating in PNG for 100 years and will continue to stay on for many more years. I have seen a lot in my years of employment here and it all goes back to good management from the top, who look ahead and have a great vision for the Company’s future. Steamships is so special because I spent half my life here and I happened to be celebrating the Centenary with the rest of my colleagues. Something I never thought I would be here witnessing it.”

OUR SUCCESS

# ST. CHARLES LWANGA WINS THE STC SCHOOL’S DEBATE



A few of the participating schools at World Environment Day School Debate, pictured at Gateway Hotel, Jacksons Ballroom

The Champions of the Steamships World Environment Day School’s debate for the third consecutive year is St Charles Lwanga Secondary School.

The team of three included Elenor Gangloff, Abraham David and Clive Akuru who defended their title against St Joseph International School at the Gateway Hotel.

Ten schools in NCD and Central which were St Charles Lwanga Secondary School, Port Moresby International School, Gerehu Secondary School, Tokarara Secondary School, Waigani Christian College, Jubilee Secondary School, Marianville Secondary School, Iarowari Secondary School, Kilakila Secondary School, St Joseph International College took to the stage to debate on ideas and solutions on the use of plastic shopping bags in the country. A total of thirty students competed displaying charisma, communication skills, confidence and research skills to an audience of 150 students including teachers and fellow students.

Steamships supports World Environment Day through its School Program initiatives that include debates, essay and poster competition.

# CONSORT LENDS A WELCOME HAND

Consort recently, donated two PC Desktop computers to the Antenatal Ward at Angau General Hospital in Lae, Morobe Province.

These computers will be used to help the ward maintain patient records and register births.



L to R: Henry Keleu (Sales & Marketing), Dr Leo Winuan (SSMO, Obstetrician / Gynaecologist), Stuart Craker (GM Consort), Sr Cheryl Poloman (Midwife), Esther Okona (Assistant Nurse Manager, Labour Ward) and Davies Robson (I.T CEL)

OUT & ABOUT

# TEAM BONDING GAMES – BREAKING THROUGH COMMUNICATIONS BARRIERS

Have you come across a person one day and during a conversation or an exchange of hello's that this is some one that works in the same company as you? And you wondered if you were on a different planet!

The Management of Kimbe Ports stressed the importance of communication by hosting a number of staff sports through a first ever Team Bonding Quarterly Games on 11 June at the Muthuvel Stadium - Kimbe. With the assistance of team leaders, the manager organized

the first Team Bonding Quarterly Games on Monday 11th June (Queen's Birthday Public Holiday) at the Muthuvel Stadium - Kimbe. The aim of this first Team Bonding Activity is to improve communication, between staff of EWT, New Britain Shipping and Consort – all of whom come under one Kimbe management.

Four groups were formed, Team Gold, Team Red, Team Black and Team White transformed into Tricky Gold, Red Red Wine, Black Poison and White Horses, much to the surprise of the organizers.

The day at the stadium started off with the mixed netball competition. Although this was a fairly new experience for many who knew very little about this game, it was interesting to see a lot of talent on the netball court, ranging from high jumpers, to basketballers, to fitness instructors and even ballerinas. Each team had a chance to play each other once however as hard as they each performed.

Rugby 7s proved to be a challenge because most participants had not played the game before and already a few players were experiencing muscle soreness, exhaustion and pain.

As for the few players, well let's say they sailed through the games because they had experience whilst playing in town competitions.

Congratulations to the winning teams in Quarter One and also to White Horses who took out the championships in the Quarter Two.

The Management would like to thank the staff and their families that came out and supported during the games.



Above: Team captains of White Horses being presented their Trophy. L-R: Captain Paul Turalom (EWT), V/Captain Steven Kopman (NBS), Manager Henny Taurakava. Below: The first Team Bonding Quarterly Games on Monday 11th June (Queen's Birthday Public Holiday) at the Muthuvel Stadium - Kimbe.



OUT & ABOUT



Truckies Gold player, Michael Carlos braving the sun during the Mixed Softball Game here in POM.



CSH Diamond Invader Viccah Savur calling her teammates one last time before going up against Truckies Gold in the General Managers Cup play off.



PPP Residents Dio John tries to take off 3rd base while STC Chiefs Yellow Agnes Kairuku watches his every move



Pacific Palms Property GM, Gordon McMaster, presenting the MD's Cup to Truckies Black Captain, Ronald Pouna. Truckies defeated the Swire Vikings to be crowned Mixed Softball Champs 2018.



Truckies Black player, Freda Apisah, about hit the ball and make a run for the first base



Consort Liners pitcher, Dianne Bulumaris eyes the batter before laying one on her opponent.



OUT & ABOUT



East West Team outside Port Moresby loading the logs for the construction of two lagatois sponsored by Steamships.



JVPS backs a Netball team L-R: Asi Garu (V/Captain receiving cheque), Lua Ravusiro (JVPS HRM, Ruth Kokiva (Treasurer), Asi Tongia (Executive Assistance/ Training Co-ordinator).



JVPS Staff showing their new uniforms with the National and Terminal Manager, Greg Kettleton.



Steamships Corporate Head office Staff displaying their Centenary Corporate Toana and Polo wear at Harbourside, Boardwalk in September.



Corporate Affairs GM David Toua looks on while the signing of the Construction of the two Lagatois sponsored by Steamships for the two villages and the Hiri Moale Committee Chairman.



Final farewell of Laga Industries at the Corporate Office in early July. The team is seen here with Laga's iconic brand Gala ice cream.

OUR SUCCESS

# TUG "VICTORY" RESCUES 16 PEOPLE



Tug VICTORY crew assisting the survivors aboard.

Captain Arnold Biar and the Pacific Towing (PNG) Ltd. Madang based tugboat VICTORY have rescued 12 adults & four children found drifting in a banana boat between Madang and Basamuk at 13:30 Hrs on Monday, 31/07/18

The 23 foot banana boat's 40 hp outboard engine had developed problems and drifted for four (4) hours in 12 to 15 knot South East winds and sea swell up to One metre. There were no reported injuries, though

some of the passengers were seasick.

The VICTORY safely delivered all passengers to Madang port at 15:20 Hrs the same day.

Captain Biar said that the banana boat crew & passengers were lucky that the VICTORY happened to be in the area to rescue them otherwise they could have drifted a long time before help arrived.

He stressed the importance of safety at sea.

"Always make sure that you have lifejackets and the proper equipment on board and never overload the boat," he said.

He added that the National Maritime Safety Authority (NMSA) had information on how to safely operate small boats at sea readily available

"Remember, it is your life that is at risk. Always respect the sea and plan for your trip"

# CASSOWARY HOTEL'S CELEBRATES FIRST OUTSIDE CATERING AT CALLAN SERVICES – KIUNGA

Cassowary Hotel in Kiunga were honored during Independence to provide catering to Callan Disability Facility. Callan Health Care is a church run centre that accommodates persons living with disability. Chef Kiro and his team prepared lunch for the staff and the children.



The Cassowary Hotel Team, Mr. Zadrach Ginuni (Maintenance Manager), Robinson Lambert (Restaurant & Bar Manager) and Tedi Diulo (Accounts Clerk) delivered the food to Callan Services staff and children for this occasion.

OUR SUCCESS

# COMMUNITY BENEFITS FROM PACIFIC PALMS PROPERTY SUPPORT



Left to Right: Member of R14 Receiving Police Field Uniform and GP Boots from Property Manager Lae, Ms. Mary Auri, while the Police Superintendent, Operations witnessed the presentation.

Pacific Palms Property donated some Trukai Fun Run T-Shirts to the Sevese Morea Primary School and also sponsored uniforms for the Royal Constabulary in Lae.



The Trukai Fun Run t-shirts were presented by Pacific Palms property HR Manager, Ms. Joyce Enos

PPP donated 300 Fun Run T-Shirts. The School Board and the Royal Constabulary in Lae thanked the management and staff of PPP.

# STAFF OPTICAL TEST AND AWARENESS PROGRAM

Pacific International Hospital carried out an Optical Awareness and tests for Pacific Palm Property employees.

The informative session included optical awareness and eye health which are vitally important, and can play a big part in improving a person's sense of wellbeing.

Right: Pacific Palms Property Warehouse Stores Assistant, Elias Sion, undergoes eye testing procedures with PIH Eye Specialist, Joycelyne carrying out the examination



OUR DEVELOPMENT

# USING PSYCHOMETRIC TESTING FOR RECRUITMENT

While in-person interviewing remains the traditional way of selecting the right candidate for a position, it's becoming more common for employers to include psychometric tests as part of their recruitment process to help them get the right person. This process gives a competitive edge to the organisation, as it helps to discover the candidate's core competencies through the selection process. You may ask, what does the psychometric test add to the selection process?

Well the testing is an objective way for us to test each candidates against each other, and the results enables us to make an unbiased comparison and eliminate the guess work and "trust your gut" decision making that could lead to costly mis-hires. Also the psychometric testing information is very helpful as it informs us on effective ways to integrate new leaders into the organisation and identifies areas of development to coach them on to ensure success for them and the organisation.

GDP intending candidates undertake psychometric test as a part of their assessment process.



## CORPORATE TRAINING SEPTEMBER - OCTOBER 2018

### COURSES TO BE HELD IN LAE

20-21 September 2018  
**Budgets and Cash**  
IBBM | Huon Gulf Hotel- Lae

18-19 October 2018  
**Business Communication**  
IBBM | Huon Gulf Hotel- Lae

### COURSES TO BE HELD IN PORT MORESBY

3-7 September 2018  
**Introduction to Supervision**  
IBBM | IBBM Campus

12-13 September 2018  
**Business Writing**  
IBBM | IBBM Campus

23- 24 October 2018  
**Leading Teams through Change**  
PNGIM | Grand Papua Hotel

24- 25 October 2018  
**Handling Difficult Customers**  
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SEFTI KONA

# SAFETY FORUM 2018 - THE CONTINUING JOURNEY TO SAFETY EXCELLENCE



Attendees from all STC Divisions at recent SafetyWorkshop conducted at the Grand Papua, Thursday 12th July, included the Managing Director Peter Langslow and Finance Director Michael Scantlebury

The Safety Forum was conducted for the whole day on Thursday 12 of July 2018 the Grand Papua Hotel. The theme of the forum was "The continuing journey to safety excellence". It presented an opportunity to review the Steamships 2017 Group perspective, the audit journey 2012 – 2018 with Alan Parson's and finally give each of the division the opportunity to review their performance for the year and safety plans moving forward in 2018.

There were around 50 plus senior STC employees including divisional GM's, senior operational managers, and safety personnel from all STC divisions. To highlight the importance of the event, the Managing Director and Finance Director were also present at the forum.

As the Managing Director, mentioned in his opening remarks. "Everyone is here today and away from their daily business activities to discuss safety which is considered essential to ensure the appropriate focus". Mr. Langslow acknowledged that there was a very real improvement in performance and statistics since 2013 but stressed that whilst numbers had improved, we are still

on a journey and that we should continue to strive to improve each year moving forward. The guest speaker was Laurie Medlock from BWC Safety whose opening address centered on felt leadership and Incident and investigation reporting. Laurie had already conducted two workshops during the week on incident reporting fundamentals and management of change. These workshops were very popular with both safety staff and operational supervisors in attendance.

The STC Safety presentations was facilitated by David Toua, Corporate Affairs GM along with Ben Duffy, HSSE Group Manager and they were assisted by Laurie. In addition, Alan Parson's, the External Auditor presented on how STC as a group had improved over the years in terms of Safety. The forum included two workshops on incident reporting and risk management and concluded with discussion on the next steps.

Participants at the Forum now have some of the tools to take back to their business units, share with their teams, and to strive to continue their journey to safety excellence.

## POLIO AWARENESS

Recent reports have been circulated in the Media of an outbreak of Polio in a community in Morobe Province.

What the government is doing to contain the spread of polio virus: The affected community is contained as health professional are at the scene carrying out a major vaccination exercise. Experts from the NDOH, Papua New Guinea's Central Public Health Laboratory, Provincial Health Authorities, UNICEF and WHO have conducted field missions to undertake clinical investigation, house-to-house surveys, sample collection and contact tracing. The team also collected stool specimens from family members of the patient and from the community. A "mop up" immunization campaign was done in the community targeting children under 15 years old.

National Department of Health PNG / World Health Organisation advises that the best way to protect against polio is to get the polio vaccine, also called IPV (or inactivated polio virus vaccine). Doctors recommend all children get the vaccine.

Safety starts with **YOU!**

# STEAMSHIPS READY TO FACE THE FUTURE



In its one hundred years of operations, Steamships has been involved in almost every commercial sector, except the mining and petroleum industries.

Over the decades Steamships has owned and managed rubber, cocoa & copra plantations, sawmills, retail & wholesale operations, quarries, cement works, and bottling plants and metal fabrication workshops in many locations around the country. All these enterprises were eventually sold off to other parties at various times, in good shape, and generally at a modest profit!

Disposal of these businesses was strategic,

and in response to the economic and business situation in the country and changing market dynamics. Steamships today, now focuses on several priority areas. These are property development through Pacific Palms Property; hotels through Coral Sea Hotels; and shipping and logistics through Pacific Towing, Consort Shipping & East West Transport. A half share in Colgate Palmolive is its remaining manufacturing involvement in the country. The activities of some of these operational divisions is more evident than others. Downtown Port Moresby has been transformed by Steamships development of

the Harbourside precinct. Its combination of corporate offices and waterfront food & beverage outlets have added a sophisticated edge to the city's landscape. The state of the art 'Hagen Central' is the pride of the Western Highlands, and The Cassowary Hotel has presented Kiunga residents with impressive hotel facilities. The Steamships story is one of perseverance and commitment and whilst its business composition has changed over the years, its investment in the country continues, reflecting the commitment and dedication of PNG's newest centurion.

# 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](mailto: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](mailto: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.



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100 YEARS IN PNG

*Send us your stories and high resolution images  
for publication in Tok Steamies Newsletter by 16th November 2018.*

*Your stories should be no more than 500 words.*

*Email: [toksteamies@steamships.com.pg](mailto:toksteamies@steamships.com.pg)*