


TOK STEAMIES

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 STEAMSHIPS



**HAPPY 45th INDEPENDENCE
PAPUA NEW GUINEA**

CONTENTS

Corporate news 1-3

- Message from the Managing Director 1
- Marine Salvage & Emergency Response Partner 2
- Consort signs agreement with Norwegian-based Software Company 3

Feature stories 4-5

- Emily Putaija – Pacific Palms Portfolio Manager 4
- Captain Jason Feda-Commanding Papua New Guinea’s coastline 5

Our Success 6

- A gift for International Literacy Day 6

Our development 7-8

- Long Service awards at Coral Seas 8
- Career development on the horizon for Craig Selan 8

Out & About 9-10

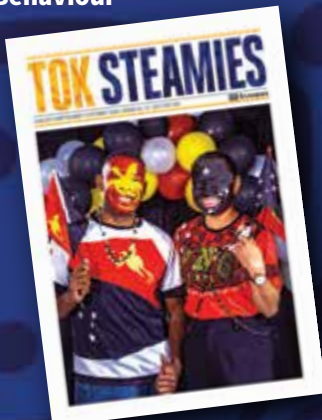
Our Community 11-12

- Bird of Paradise staff visit Goroka Hospital 11
- Bird of Paradise Hotel helps Meri Safe Haus 11
- Taking the lead in Kimbe Town 11
- Kimbe Beach Cleanathon 12

Health & Safety 12-13

- HR and HSSE Refresher Induction for all staff 12
- Bel Isi Awareness 13
- HSSE Awareness Training with Consort Express Lines 13

Blow the Whistle on bad Behaviour 14



Cover Photo:
Independence celebrations.



Send in your stories and high resolution images for publication in TOK Steamies Newsletter by 20th November 2020. Your stories should be no more than 500 words. Email: tok_steamies@steamships.com.pg

MESSAGE FROM THE MANAGING DIRECTOR



Rupert and his son James at the Steamships Rugby Sevens competition in Port Moresby in 2019.

“I want to thank you all for making me welcome, and for your tenacity and perseverance during what has been an exceptionally tough year for the company.”

Dear colleagues,

As you are aware from media coverage, I assumed the role of Managing Director of Steamships on Monday 21st September. This change is the endpoint of a planned transition involving Peter Langslow, Mike Scantlebury, and myself. For a business as complex as Steamships, it is important that senior management changes are smooth and that new overseas employees understand the history and culture of Steamships, our operating environment, and the enormous potential that Papua New Guinea has to offer.

Mike has done an excellent job as MD under some very difficult conditions, and his support over the last two years that I have been with Steamships has been fantastic. Fortunately, we do not lose Mike as he has agreed to stay on as Finance Director and Company Secretary.

I want to thank you all for making me welcome, and for your tenacity and

perseverance during what has been an exceptionally tough year for the company. We've had to rationalise our businesses, and regrettably some colleagues have left the business as we've adjusted to the 'new normal' caused by the Covid-19 pandemic. Your resilience under such circumstances is much appreciated. Covid-19 will end, and with a team like the one we have, I have every confidence that Steamships will bounce back stronger than before.

I'm looking forward to working with each and every one of you as Managing Director as we grow Steamships in the coming decades. Times may be tough now, but we have good robust businesses, many talented people, and I am confident that we will continue to deliver positive results for our staff, our stakeholders, and Papua New Guinea.

Despite major mining and petroleum projects not going ahead as planned and the impacts of Covid-19 restrictions, we are in the midst of the most significant period of expansion of our property portfolio ever. We want Steamships to be ready when the inevitable economic recovery comes. The Harbourside South tower is under construction, we have purchased Burns Haus in downtown Port Moresby, and we have more large projects on the drawing board in Port Moresby, Lae & Mt. Hagen. Whilst our immediate focus may be property, we also keep a close eye on other opportunities that may arise in our logistics and hotels divisions. Exciting times lie ahead.

Rupert Bray
Managing Director

MARINE SALVAGE & EMERGENCY RESPONSE PARTNER

Pacific Towing, known to all as PacTow, has nearly 40 years' salvage experience in PNG, Oceania, and South East Asia. After working in partnership with international operators or independently, PacTow has accumulated considerable ocean, coastal and river salvage expertise and the company is a full member of the International Salvage Union.



Gerard Kasnari. "PacTow is Melanesia's marine salvage market leader. We also provide high value spill response services."

“No one knows the waterways and weather patterns here better than the PacTow seafarers.”

PacTow built its salvage capability in the 1980's with early joint venture partners, Howard Smith Towage and United Salvage. Initially, United Salvage undertook major salvages in PNG using a PacTow crew and equipment supplemented with plant, tugs, salvage master and other technical personnel from Australia. Now all this capability is home grown.

Marine Operations Manager, Gerard Kasnari, says that the company's capability and expertise has grown in the same way that PNG has grown

over the years. "In terms of vessels, we now have a fleet of 15 tugs, four of which carry out most of our salvage work. We also have a low draft vessel for shallow water salvage operations in rivers and estuaries, such as one we are working on right now in the Fly River. Our fleet of tugs is complemented by additional service vessels, including dive boats and a barge fitted with a 150-tonne crane."

The majority, ninety four percent, of PacTow's 200 plus staff are Papua New Guineans. "We enjoy a position of market leadership because of our staff, many of whom have been with us for more than 10 years," says Kasnari, "No one knows the waterways and weather patterns here better than the locals and because of their time with the company, their salvage experience is the best in Melanesia."

The company's salvage capability is complemented by its oil spill response capabilities. PacTow is a member of the International Spill Control Organisation and has specialised response equipment such as booms, skimmers, pollutant recovery and storage pods stored in Port Moresby for quick deployment when required.



The 2015 salvage of fully laden log ship, Foxhound, is one of more than 50 salvages Pacific Towing has conducted in Oceania and South East Asia.



The wreck retrieval of container ship 'Southern Phoenix' in Suva, Fiji.

CONSORT SIGNS AGREEMENT WITH NORWEGIAN-BASED SOFTWARE COMPANY



Niugini Coast – one of three in Consort's fleet of liner vessels.

Consort Express Lines have announced the awarding of a major contract to Norwegian software company, Tero Marine, who will roll out its TM Master range of applications to Consort Express Lines' fleet of general cargo vessels, including the 14 tugs owned by Pacific Towing.

The agreement with Tero Marine covers their full range of Fleet Management software applications including procurement, maintenance, crew management, quality, and environmental controls.

Consort Express Lines' Chief Operating Officer, Chris de Villiers said, "There were several reasons for choosing Tero Marine's TM Master. The most obvious was that its product features and functions suited our internal procedures and business needs. Secondly, TM Master was the most

user-friendly system, so our crews will not have to undergo intensive training."

"Another major factor was the complete understanding by the team at Tero Marine of our requirements and business processes. They were able

“In challenging times like these, we need to focus on keeping our ships sailing.”

to provide the right solutions for our needs and were pro-active in everything from pre-project documentation right through to an implementation plan." he added.

Tero Marine's CEO, Rune Lyngaas, welcomed Consort Express Lines and Pacific Towing to their expanding customer community. He said, "I applaud Consort for having the confidence to be making such a progressive move in these uncertain times. I am confident that our TM Master software will help optimise the management and compliance of their fleet."

De Villiers concluded that, "In challenging times like these, we need to focus on keeping our ships sailing. Having a professional partner like Tero Marine is crucial."

EMILY PUTAIJA – PACIFIC PALMS PORTFOLIO MANAGER



Emily Putaija – PPP's Portfolio Manager - Outer Centres.

Emily Putaija, 25 years old and of Hela and Central parentage, is one of Pacific Palms Property's (PPP) up and coming talents. Greeting us with one of the biggest smiles at their Head Office, Emily was excited to talk about her journey with the company.

Asked where she wanted to start. "At the very beginning!" Emily exclaimed gleefully.

Emily graduated with a Diploma in Business Management from Port Moresby Business College in 2016 and in September 2017 landed her first job with PPP as a concierge officer. Whilst working for at the Harbourside towers complex and as an Operations and Administration Assistant at the PPP Head Office, she gained a lot of experience in dealing with people.

Emily's good work ethic and people skills were recognised by her managers and she was soon promoted to Property Officer at the PPP Head Office. "Property management is something I have always dreamed of pursuing as a career," she recalls.

After almost a year in this position Emily has recently been given the role of Portfolio Manager for Outer Centres, that is PPP assets outside Port Moresby. Emily states that there are a lot of challenges in her new role.

When asked to outline some of these challenges she replied, "Keeping track of all my tasks and completing them before deadlines. Then there are the challenges of sometimes working outside my job description. For example, keeping tenants happy even if they are having a bad day. Communicating with a frustrated tenant is very hard."

"To overcome these challenges, I must always know how to approach different situations and take one day at a time," explains Emily.

But it is not all work and no play for Emily at PPP. She explains that the job

has provided several highlights since she joined. "My favorite one would be my very first plane ride."

Emily explains that growing up, she and her siblings were taught to work for what they wanted in life. One of the things Emily always wanted to cross off her bucket list was to experience traveling by plane.

"I always wanted to experience a plane ride and PPP gave me that. I made a one-day trip to Lae with two of my managers. They only found out at the airport that it was my first time to be boarding an aeroplane!" she chuckles, "we had a good laugh about it over coffee and they assured me everything was going to be okay." She has made a few more flights since then.

"PPP has played a huge role in growing my career and has enabled me to achieve some of my personal goals."

Emily is a firm believer of the phrase "Hard work pays off" and sees herself being successful in future career moves. She says, "Dreams don't have expiration dates and being a portfolio manager has helped me professionally, allowing me to put my knowledge and skills into practice."

Emily thanks God, her family, friends, and mentors for their support through her journey.

"PPP is a company that grooms young people and provides them career pathways. I am proud to be a part of that," says Emily.

"Are there any more questions?" she asks and takes a deep breath.

"Well that wasn't so bad." She exclaims and beams the room with another one of her huge smiles.

“PPP is a company that grooms young people and provides them career pathways. I am proud to be a part of that.”

CAPTAIN JASON FEDA - COMMANDING PAPUA NEW GUINEA'S COASTLINE

Few people can exemplify Consort's commitment to improving Papua New Guinea's maritime sector better than Captain Jason Feda. He has been a Consort employee for over 18 years and in July was appointed as Fleet Commodore, commanding a fleet of 11 vessels.

"Consort is a leader in coastal shipping in PNG. The company leads by example and I am privileged to be proof of the success of Consort's training program for seafarers," said Captain Feda.

"I've climbed up through the ranks of the Cadet-ship Program. Consort has always had a focus on training national seafarers to achieve higher standards and localise all positions on company vessels, helping not just the shipping company but Papua New Guinea as a whole."

“Consort is a leader in coastal shipping in PNG. The company leads by example and I am privileged to be proof of this success.”

"With an increasing volume of cargo shipped around the country, it was necessary to increase shipping tonnage, and this requires qualified crew to man the company vessels."

Consort's ongoing training program is focused on providing national seafarers with the opportunity to achieve personal career development paths. All qualifications comply with the requirements of the Standards of Training, Certification and Watch-keeping for Seafarers.

Amongst other achievements, Captain Feda attained the highest Certificate of Competency from the PNG Maritime College - Master Class 1.

When asked what his new role meant to him, Captain Feda explains, "a Fleet Commodore must have exceptional navigational ability to lead a fleet of ships, and this only comes after years of dedication, self-discipline, good leadership and experience."

"My role as a Fleet Commodore is to lead a team of masters, chief engineers, officers and crew by setting high standards to be followed in operational aspects of all vessels in our fleet and working to achieve Consort's corporate vision."

As Consort's most experienced captain, Feda recalls many exciting voyages during his seafaring career, including traveling through the Panama Canal – one of the Seven Wonders of the modern world – when delivering a vessel for Consort in Papua New Guinea from the Caribbean.

Captain Feda said his appointment as Fleet Commodore was a great achievement and was the high point of his career at sea.



Consort's Fleet Commodore, Captain Jason Feda on the bridge of Niugini Coast.

A GIFT FOR INTERNATIONAL LITERACY DAY



Rupert Bray and Dadi Toka Jr at the opening of the Buk bilong Pikinini Library Learning Centre at Pari village on 8th September.

2020 has been a year of disruption in many people's lives, including children's learning. However, during Literacy Week, in fact on International Literacy Day, Pari Elementary School was able to open the doors of their brand-new Library Learning Centre.

Steamships is one of Buk bilong Pikinini's long-term corporate partners and decided to make a major investment in the children of Port Moresby's Motu Koitabu villages through support of their education.

This investment is a K2 million commitment over the next five years for Motu Koitabu villages needing educational programs to prepare young children for school. Four more Library Learning Centres, housing collections of books and other educational materials will be built at schools in Motu Koitabu villages, Pari was the first to be opened.

Steamships is sponsoring the delivery of Buk bilong Pikinini's Early Childhood Literacy and Development program, trained Teacher-Librarians, books, and educational materials. The Library Learning Centres will be built over the next three years through a partnership with the National Capital

District Commission which will support the construction of the centres, endorsed by the Motu Koita Assembly and its chairman, Hon. Dadi Toka. Steamships has been supporting Buk bilong Pikinini's Library Learning Centres in Port Moresby, Lae and Goroka since 2009.

“We are grateful for the support from Steamships and the Motu Koita Assembly and look forward to assisting the hundreds of children.”

Buk bilong Pikinini celebrated Literacy Week 2020 with the theme “Merging traditional and digital learning”, reflecting their move to integrate digital learning into its curriculum from 2021. Teacher-Librarians will receive training in digital skills, on-line platform learning, on-line child safety and basic coding to get them ready to deliver Buk bilong Pikinini's digital learning program to children in 2021. Several dignitaries spoke at the Library Learning Centre opening at Pari.

Anne-Sophie Hermann, Buk bilong Pikinini' Founder and Chairperson said, “Thanks to the support from companies like our Platinum foundation sponsor, Steamships Limited, and the Motu Koita Assembly we are able to make a trans-formative impact on the lives of the thousands of children in our programs, ensuring that they have the opportunity to achieve literacy and contribute to their communities.”

Leanne Resson, Buk bilong Pikinini's Executive Officer said, “We are grateful for the support from Steamships and the Motu Koita Assembly and look forward to assisting the hundreds of children enrolled at Pari Elementary School with a comprehensive early childhood development program, providing them the best educational foundation skills.”

Rupert Bray, Steamships Limited managing director said, “Our children are our future, and the literacy programs being put in place by Buk bilong Pikinini provide young Papua New Guinean boys and girls with a wonderful platform from which to launch their learning journey. Steamships is proud to be a long-term supporter of this aspect of nation building, and we appreciate the Motu Koita Assembly for partnering in this initiative, supporting the aspirations of Motu and Koitabu people.”

LONG SERVICE AWARDS AT CORAL SEAS

In August Coral Sea Hotels recognised team members across their hotels and offices who had been employed with the company for five, 10 and 15 years. Long-service awards are part of Coral Sea Hotels' appreciation of its employees' efforts and commitment towards the business.

Coral Seas Group General Manager Peter Laigaard Jensen awarded Years of Service certificates and Service Award Pins in recognition of dedicated and loyal service to a total of 88 Coral Sea Hotels team members during the month of August.

“Today is all about recognising your years of hard work and saying thank you.”

Twenty-five staff of Gateway Hotel & Apartments were recognised for their service in a ceremony in August. Acknowledging his staff's commitment and hard work towards the hotel business, Gateway Hotel Operations and General Manager, Matthew Cooper thanked his staff for dedicating years of their life to the hotel.

“Today is all about recognising your years of hard work and saying thank you,” he said.

Two of the longest serving staff, each having been employed with the Gateway Hotel for 15 years, are Emax Kila, the bashful yet hard-working gardener, and Wari Kwara, the affable and talented Sous Chef.



L – R: Managers Anna Zamora and Joyce Enos with their awarded employees Betty Simon, Danley Rema, Fiona Kuili, Eddie Hota and Rebecca Parunga, with Group General Manager Peter Laigaard Jensen.



Long Service Awards for staff with 5 - 15 years of service to Gateway Hotel & Apartments with Hotel GM, Matthew Cooper.



Longest serving staff (L-R) Emax Kila - gardener, Matthew Cooper - Gateway Hotel GM, Wari Kwara - Sous Chef

CAREER DEVELOPMENT ON THE HORIZON FOR CRAIG SELAN



Chief Mate Craig Selan at Consort's Lae branch.

Strengthening the relationship between land and sea operations, one of Consort's Chief Mates, Craig Selan, has been undergoing on-the-job training at the company's Lae office. Consort offers several graduate and recruitment training programs targeting and supporting local talent to further their careers in the maritime industry.

After completing high school in 2003, Craig joined Consort Express Lines as a cadet and has worked his way up from trainee to Chief Mate. He

“I feel grateful and blessed when I see how much people appreciate the services we provide.”

said, “Consort has contributed significantly to my career. I’ve been fortunate enough to work for a company that has nurtured me through its training program – from being a trainee up to becoming a senior officer in the fleet.”

Craig achieved his Certificate of Competency Class 1, and as Chief Mate is responsible for managing the loading of cargo and wellbeing of all crew on-board, while also keeping

navigational watch at sea along with the Captain. “Consort management has a great vision for the future in terms of staff training and improvements to ensure modern working conditions on board our vessels” said Craig.

With 15 years of experience, Craig feels a sense of gratitude working as a seafarer in Papua New Guinea. “Apart from my qualifications, I am always grateful that my work has had a humanitarian aspect, in the sense that I am contributing to providing a service, especially when we transport goods and materials to remote ports in the country” said Selan.

“I feel grateful and blessed when I see how much people appreciate the services we provide,” Craig says. He said that he is excited and ready to embrace the vision that Consort has for him and believes it will advance his career.

Craig has gained valuable experience working in each department in the Lae office and hopes to use this knowledge when back out at sea.



Chief Mate Craig Selan (third from right), Crewing Manager Nawnnette Camba (third from left) and Lae crewing team.



Hula Classic 2020 Cricket Competition 29th August with Swire and Steamies vs. Hula.



Bird of Paradise Hotel Long Service staff with Hotel Manager Rebecca Wallemas.



Kidlon with Buk bilong Pikinini volunteers at the opening of the Pari Library 8th September.



JVPS Team red members Morea Gari, Stephanie Krufale & Asi Tongia enjoying a game of volley.



JVPS Volley competition Team Yellow Mea Gavera, Konio Taumaku, Angela Dawi, Naina Gabutu, Arthur Aisi & Roberts Dokta.



The games help build staff morale and reduces physical and mental stress.



Alma and her team preparing for a game of volleyball.

OUT & ABOUT



General Manager, Mr Gordon McMaster awarding seven years of service certificates to Waluka Yambu Senior F&S Supervisor and certificate of six years' service award to Wendy Aua F&S CPL Coordinator.



Philo Renagi (second from right) colleagues at the Pacific Palms Property office in Badili during the Independence celebrations.



Mike and his team celebrated his birthday with a cake from GPH.



Steamships staff at the downtown Boardwalk celebrating the country's 45th anniversary of Independence.



Cletus and his team at Consort office in Lae celebrating PNG's 45th Independence celebrations.



Steamships donated K30,000 to the Port Moresby Nature Park in support of the park's Wildlife Appeal.



Staff of JV Port Services in Pom and in Kiunga celebrated Independence with colleagues and their family.



Asi and team pose for a group photo at the JVPS office in Port Moresby.

BIRD OF PARADISE STAFF VISIT GOROKA HOSPITAL

In August, staff and management from Coral Seas Bird of Paradise Hotel visited the maternity ward of Goroka Provincial Hospital.

They donated a range of items including: a large wheelie bin, Rubber Hose, gum boots, PVC gloves, broom, mop bucket, garbage bags, toilet rolls, spray sanitisers, multi-purpose cleaning chemicals, mop, and toilet brushes.



Paradise Hotel staff donations to the Goroka Provincial hospital.



BIRD OF PARADISE HOTEL HELPS MERI SAFE HAUS



Bird of Paradise Hotel team donating food and other household items to the Meri Safe Haus in Goroka.

The Meri Safe Haus in Goroka is owned and directed by Mr Ejampi Seiave. It has operated for over 20 years providing accommodation, medication, counselling, and other welfare services to victims of gender-based violence in Eastern Highlands and other parts of the Highlands region. The various departments of the Bird of Paradise hotel contributed a range of

items for donation to this community organisation.

“In a place like this, we give life to save life” said Mr Ejampi Seiave during his speech of thanks to the Coral Sea Hotels Bird of Paradise Hotel for their support and recognition.

TAKING THE LEAD IN KIMBE TOWN



EWT team at the Kimbe Hospital helped to put up rubbish bins as part of their community engagement activities.

While many people spent the morning of Repentance Day in bed, a small team of New Britain Shipping and East West Transport staff were up at 5:00 am to install 200 litre rubbish drums in Kimbe Town - another one of the teams' contributions to the community, helping to keep the town clean.

The rubbish bins are attached to frames and hang about 40cm off the ground, allowing access by both adults and children and minimising

the opportunity for people to spit betel nut into them. There are roofs over the drums to protect them from rain. If water does get in, the drums have holes drilled through the bottoms allowing it to leak out. The drums can be tilted either way, so rubbish removal by the authorities is easy.

KIMBE BEACH CLEANATHON

Many communities living in West New Britain rely on the sea to sustain themselves, through diving for the family's dinner or fishing for marine products to sell at local markets.

In August, Steamships companies operating in Kimbe - JV Port Services New Britain Shipping, East West Transport and Consort, participated in the town's beach Cleanathon one Saturday morning. For people who have very little contact with

the beaches, the massive amount of rubbish that had accumulated on the beach front in the two weeks since the previous clean-up was a real eyesore.

As part of their continuous community engagements, in the last quarter of 2020 the Kimbe teams are focusing on how they can educate people living in local communities on the negative impacts of rubbish on beaches and how it affects the livelihoods of people and marine life.

They have a focus on proper rubbish disposal through recycling practices, and how communities and individuals can maintain clean and healthy beaches through regular clean-ups and having positive and responsible attitudes. The Kimbe team will continue to support NGO groups spearheading such clean-up initiatives.



Kimbe Business Unit Manager, Henny Taurakava, and members of the team comprising New Britain Shipping, East West Transport and Consort staff who did a tremendous job in cleaning their assigned beach area.



EWT staff participating in the coastline clean up.



L-Christophilda (Consort) and residents showing the bags of rubbish, sorted, and awaiting pickup for disposal.

HSSE AWARENESS TRAINING WITH CONSORT EXPRESS LINES

Company HSSE staff have organised more KPI training sessions. In Lae 19 employees attended whilst the team in Port Moresby attended a virtual training session due to COVID-19 restrictions.

As of July 2020, Consort has worked 14 months or 429 days LTI free since May 2019. The aim of this training is to involve as many departmental managers and direct reports to function heads to participate in this important program, which is all about

meeting the Consort Zero Harm Charter.

Let us keep moving in the right direction to a safer working environment for everyone!



HSSE KPI Training Lae.



HSSE KPI Training Port Moresby.

BEL ISI AWARENESS

Bel Isi awareness was also part of the training programme. Agenda items included;

- Family and sexual violence
- The signs of family & sexual violence
- Signs of abusive relationships
- Family and sexual violence impact on the workplace
- Steamships workplace contacts
- Steamships FSV Policy
- Steamships employee support procedures

Employees were advised to take their awareness home to educate and share information with family, friends, and the community. A suggested theme was “Rise up help someone going through family or sexual violence and break the silence.”

It was reinforced that Steamships is a safe place to work knowing that one’s employer has a duty of care, is supportive, concerned, and has people, procedures and policies that governs staff wellbeing and welfare.



Pacific Palms Property staff at the Bel Isi information session at the Badili office.

HR AND HSSE REFRESHER INDUCTION FOR ALL STAFF



PPP staff at the safety refresher induction.

Quarters two and three saw many changes at Pacific Palms Property.

The only way to interact, communicate and spend time with employees and introduce these changes is through mandatory HR & HSSE Refresher Induction sessions, facilitated in-house by HR Manager Stella Siawang and HSSE Compliance Officer George Kasinori.

The main objectives of the refresher were to review, reinforce and upgrade participants knowledge of;

A. HR Objectives:

- Current Steamships company structure & change of divisional leaders.
- Change in Pacific Palms organisation chart & reporting lines
- Re-designed roles in Pacific Palms and their objectives.
- Employee roles in relation to Pacific Palm’s mission & vision statement including company’s and departmental goals and objectives.
- Product knowledge & fun facts about property portfolios
- Steamships Code of Conduct
- Steamships core values, key operating principles and expected staff behavior

- Business communication & phone etiquette

B. HSSE Objectives:

- Prevent loss of life (i.e. preserve life), environmental damage and property/asset damage
- Promote and create a safety culture
- Compliance with legislative requirements, standards, and codes of practice
- To ensure new and/or existing employees are aware of Pacific Palm’s safety policies and procedures
- Increase staff/employee awareness of safety practices
- Increase staff/employee compliance to Pacific Palms and Steamships safety policies and procedures
- Minimisation of potential incidents

Belisi PNG

BETTER LIVES  BETTER BUSINESS



Port Moresby General Hospital Emergency Department

Open: 24 Hours 7 days a week Services:
URGENT medical treatment

Family Support Centre (FSC),

Port Moresby General Hospital, 3 Mile
Phone: 324 8246

Open: 8am to 4pm weekdays Services:
Five essential services

Bel isi PNG Case Management Centre (Operated by Femili PNG)

Phone: 7055 4401

Open: 9am to 4pm weekdays Services:
Case Management,

Safe House Referral

1-Tok Kaunselin Helpim Lain

Phone: 7150 8000 Open: 7am to 7pm 7
days Services: Counselling

Badili Police Station

Scratchley Road Badili
(near Badili Stop and Shop) Services:
FSVU, General Policing

Boroko Police Station & FSVU (National FSVU Office)

Okari Street, Boroko

Boroko Police 24 hour phone line

Phone: 324 4331 or 324 4329

Gordons Police Station and FSVU

Cobon Street, Gordons (near the corner of
Cobon Street and Geauta Drive, opposite
KPT Group Head Office

Hohola Police Station and FSVU

Near Big Rooster, Hohola

Waigani Police Station and FSVU

Near the corner of Waigani Drive and
Mokoraha Road. Waigani

6 Mile Police Station and FSVU

Gerehu Drive, Gerehu (opposite Gerehu
High School, near G-mart)

St. John Ambulance

Ambulance Emergency: 111 or 7111 1234

Kaugere 4 Square Clinic

Living Light Health Services

Phone: 7076 2340

Open: 8am to 4pm weekdays Services:
Five essential services

Koki Clinic

Salvation Army

Phone: 7463 6818

Open: 8 am to 4 pm weekdays Services:
Five essential services

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 is 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

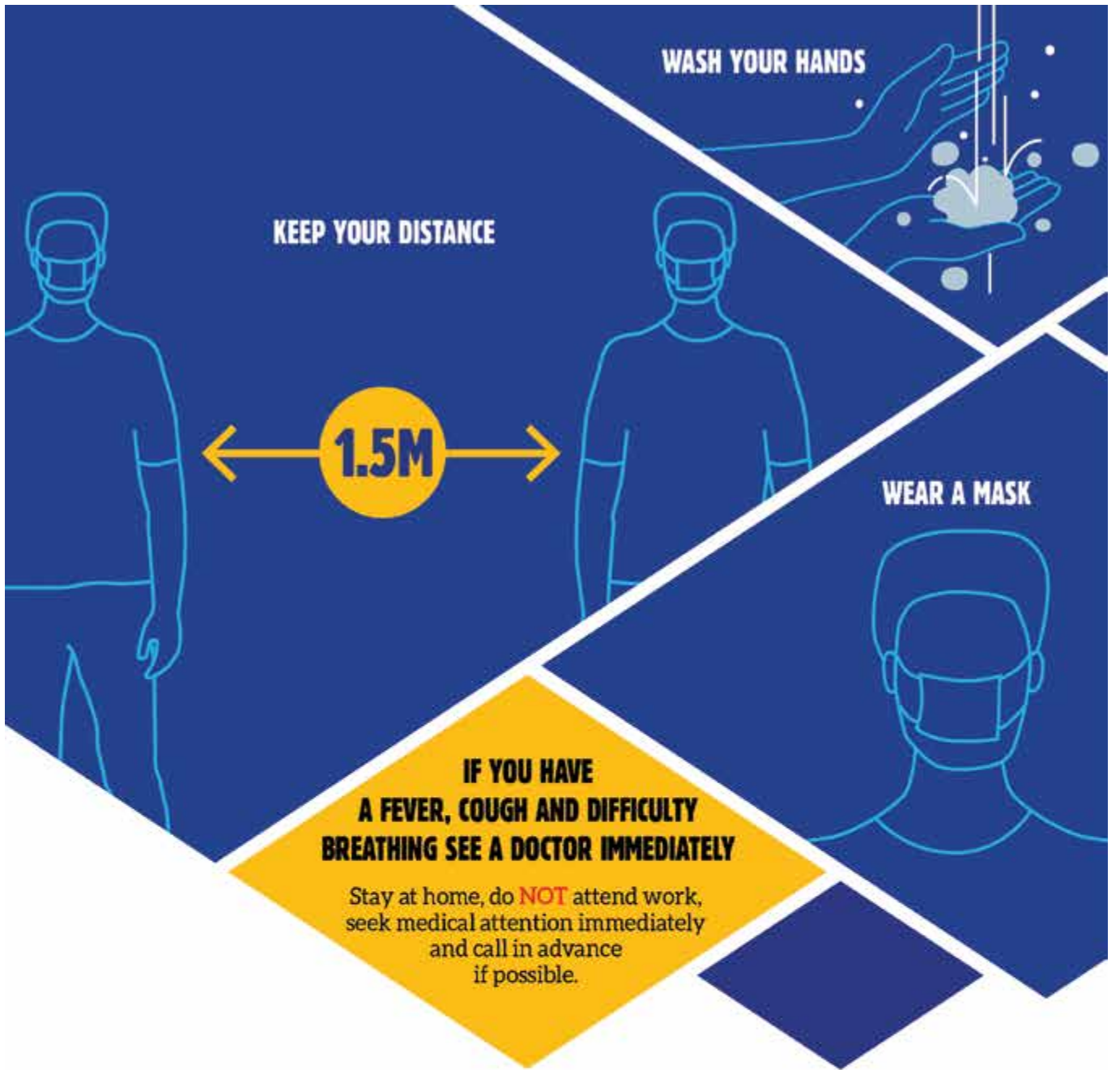
and the matter will be appropriately addressed.

You can mail it to; Steamships Trading Company Limited,
c/o Group Internal Auditor, P.O. 1, Port Moresby.



STEAMSHIPS

Send us your stories and high resolution images for publication in Tok Steamies Newsletter by 20th November 2020. Your stories should be no more than 500 words. Email: toksteamies@steamships.com.pg



HELP **STOP** THE SPREAD OF COVID-19

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