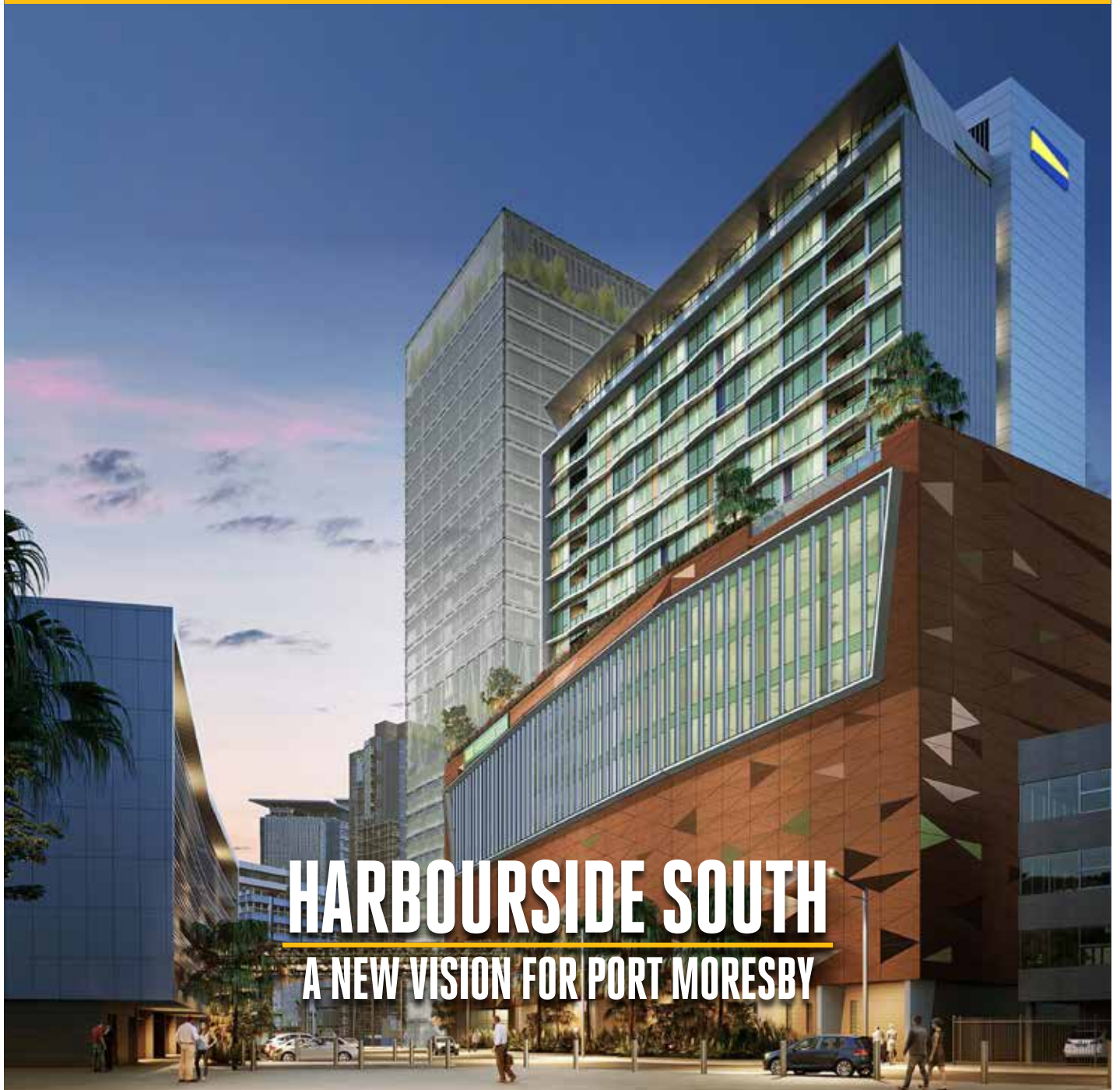


TOK STEAMIES

JAN/FEB 2019 | ISSUE №.52 | NEW YEAR EDITION

 STEAMSHIPS



HARBOURSIDE SOUTH A NEW VISION FOR PORT MORESBY



CONTENTS

Corporate News

NEW ADDITION TO HARBOURSIDE FAMILY 3

NEW APPOINTMENTS FOR CORAL SEA HOTELS 6

Feature Stories 7-8

PNG'S FIRST NATIONAL FEMALE DPA - THECLA KANSAN
EMAX KILA - HEART OF CORAL

Our Success 9

CSH CHEFS WORKSHOP WITH SINGAPORE TRAINERS
SWIRE OFFSHORE TRAINING

Our Development 10

WELCOME ABOARD TO OUR 2019 GRADUATE

Health & Sefti Kona 11

WET SEASON DRIVING TIPS

Out & About 12-13

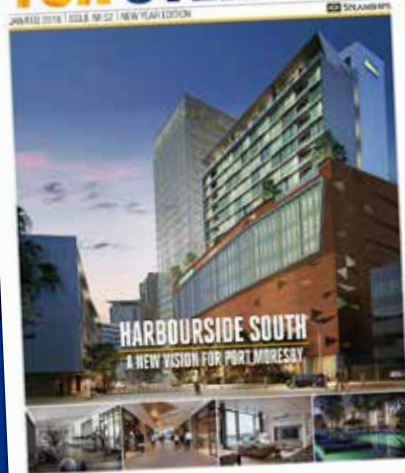
CHRISTMAS PARTY AND MORE

Our History 14

STEAMSHIPS - OUR JOURNEY

Whistle Blowing Policy 15

TOK STEAMIES



COVER PHOTO:
ARTIST IMPRESSION OF HARBOURSIDE SOUTH: PICTURES PROVIDED BY PACIFIC PALMS PROPERTY.



Editors note - Tok Steamies

Welcome to the first edition of **Tok Steamies** for 2019. We trust that everyone enjoyed a restive and peaceful holiday season and has started the year with plenty of enthusiasm!

Tok Steamies will continue to bring you updates from around the Steamships family, as we feature the latest news, meet our employees, and catch up with what is happening in the Divisions.

In this issue of **Tok Steamies**, Hansley Gumbaketi, our Pacific Palm Projects Coordinator, gives us an early insight into the next exciting addition to the downtown precinct in Port Moresby, Harbourside South. In line with NCDC Governor Parkop's vision of "One city, one people, one future", this extension of the Harbourside complex, offers next level amenities to NCD residents.

We also meet some of our talented staff and check out some of the exciting developments going on at Pacific Towing and Coral Sea Hotels. You will also see a notice of the upcoming 2019 sports activities. Be sure to get your sporting teams ready for another exciting year of competition!

Remember to keep your stories and news items coming in during the year, and all the best for a productive 2019!

The Editor



SEND IN YOUR STORIES AND HIGH RESOLUTION IMAGES FOR PUBLICATION IN TOK STEAMIES NEWSLETTER BY 16TH APRIL 2019. YOUR STORIES SHOULD BE NO MORE THAN 500 WORDS. EMAIL: TOK STEAMIES@STEAMSHIPS.COM.PG

CORPORATE NEWS



HARBOURSIDE SOUTH FUN FACT #1:

The design of the façade pays homage to Steamships sea-faring heritage through its angular forms of coastal shipping vessels, wave patterns and industrial materials of the marine port environment.

A NEW ADDITION TO THE HARBOURSIDE FAMILY

Once regarded as a small, bustling, rough and tough port for an industrious ship-faring industry, the harbourside on Stanley Esplanade is now host to some of Papua New Guinea's seasoned blue chip corporate giants.

If you will forgive the exaggerated comparisons, I can tell you why we are excited about Harbourside Precinct. Steamships has set into motion plans to transform the once derelict port 'on the other side' of Downtown Port Moresby into becoming 'the heart' of Downtown Port Moresby.

The Harbourside precinct will bring an inner urban lifestyle option to all residents and visitors to the city that will benefit from the existing amenities.

Harbourside East and West were imagined as phase one of the precinct that would forever change Port Moresby's CBD landscape, a PNG first in flexible corporate office space leases, as well as the complimentary restaurant and café amenities - it came as a testament to Steamships vision when Oil Search Limited took up the offer to become the anchor tenant at Harbourside East.

Part of that vision is now seeing the addition of Harbourside South, tasked with enhancing the overall experience of the Harbourside Precinct. At its simplest, Harbourside South is bringing the Lifestyle element to complete the 'Work, Play and Live' experience that was the centrepiece of Steamships design philosophy when development for the precinct was first mooted.

Steamships is looking to provide a lifestyle where you won't have to deal with afternoon traffic jams. Now you will be able to live and work in one of the most

meet you @
HARBOURSIDE



ABOVE: Views across the harbour from open plan kitchen and living dining area. BELOW: Incorporated modern retail complex... work, play and live!



ABOVE: The site prior to demolition commencing.



A modern, well equipped gym and sensational pool are just some of the lifestyle features.



modern business spaces in PNG. Dose up on the daily fitness with a Paga Hill walk around. Drop in for an afternoon meal on the Harbour and settle onto your porch with a cup of tea to watch the ships night lights shimmer in the distance.

Should you feel like having the night out, there will be bars and restaurants within walking distance. No more hills. No more driving required. **Work, Play and live!** This is the unmatched experience offered by Harbourside South.

“...bringing the Lifestyle element to complete the ‘Work, Play and Live’ experience that was the centrepiece of Steamships design philosophy...”

Situated between Stanley Esplanade and Champion Parade and 21 floors above the shoreline, Harbourside South offers seven levels of car parking to service the three levels of commercial offices, a whole level dedicated to a leisure centre with restaurant and cafés attached, and of course - the nine levels of fully serviced one and two bedroom apartments.

No detail has been overlooked. By design, the leisure level will contain a wide range of features including a balcony pool to watch the sunset, a state of the art gym facility and exercise studio to keep up the healthy pledges, and the, pièce de résistance, a wellbeing spa.

A personal favorite though, is the 30 metre long air-conditioned pedestrian footbridge, suspended six meters over Stanley Esplanade, connecting to the existing Harbourside developments. More so, this is the only thoroughfare that connects Champion Parade to the harbour making Downtown more accessible!

Harbourside South is due for construction in Q2 of 2019 with the Project Development team at Pacific Palms Property administering and managing the construction of the Project.

The investment being made by Steamships and its partners is over K200m and underwrites our confidence in the future of PNG.

- Hanley Gumbaketi

NEW APPOINTMENTS FOR CORAL SEA HOTELS



Matthew Cooper
- Group Operations Manager

The Coral Sea Hotels is pleased to announce that this year we have Matthew Cooper joining us as the Group Operations Manager of the Coral Sea Hotels Group effective January 2019.

Matthew was born in Sydney, he has a background in Hospitality and Catering Science and a masters in Hospitality and Tourism. He first arrived in Port Moresby in 1995. During that year he worked at the Travelodge Hotel followed by a stint in Bali, before returning to PNG as General Manager for the of the Intercontinental to manage the Ela Beach Hotel.

He spent 10 years with Intercontinental in Australia before joining Coral Sea Hotels in Lae as the Regional Manager where he oversaw operations for both the Melanesian Hotel and the Huon Gulf Motel. Subsequently, he was relocated to Port Moresby where Matthew has served 8 years as General Manager of the Gateway Hotel and Apartments.

Today, Matthew is a Papua New Guinean resident and has a true passion for PNG, its people and of course providing hospitality services. While he loves his job, he enjoys his time in PNG the most when his children come back to visit and travel to his adopted home in the highlands.



Sharon Onsa
- Group Sales & Marketing Manager

As we begin the first quarter of 2019, the Coral Sea Hotels welcomes Sharon Onsa as Group Sales and Marketing Manager who has begun a new chapter with us this January.

We believe that she is exactly what we are looking for based on her experiences in sales and marketing, advertising and public relations. Sharon has a background in customer services and was previously employed with reputed companies such as Colgate, Ramu Agri and most recently with the Papua New Guinea APEC 2018 Organising Authority.

Sharon looks forward to learning more about Steamships, she is keen on building the strength of the sales and marketing team and seeks to contribute towards the expansion of Coral Sea Hotel's business revenues.

THECLA KANSAN: FIRST FEMALE DESIGNATED PERSON ASHORE (DPA) IN PAPUA NEW GUINEA

For those who are unfamiliar, the role of a Designated Person Ashore is to ensure and facilitate the safe operation of each ship, to provide a link between the company and those on board and has direct access to the highest level of management.

The 38 year old, of Madang and Morobe parentage, was raised in Popenetta, Oro Province where she successfully completed her secondary education in 1999. Thecla was unsuccessful in securing an offer from any of the colleges that she applied to - however, she refused to be discouraged. In 2000, she pursued further studies at the Commercial Training Centre (CTC) in Lae in Basic Computing Training.

After graduation, Thecla received an offer from Chevron-Texaco to become a marine engineer cadet and was successful in the recruitment process. By the end of 2000, she was on her way, pursuing her studies at the PNG Maritime College in Madang.

In 2003, Thecla, together with the other trainees (batch mates), was flown to the Chevron-Texaco office in Singapore where they were each assigned vessels to continue their sea-time training. Thecla was then flown to Dubai to transfer to one of Chevron's vessels, by tug boat. Upon arriving at the vessel, she had to climb up a pilot ladder, just like the one she saw in the training videos - she never imagined she would be doing this after having just arrived - it was definitely an experience of a lifetime. From growing up in the small town of Popondetta to traveling around the world.

She successfully completed her training in 2004, graduating as a Marine Engineer Class Three, which is one of the proudest moments of her life. Thecla sought job opportunities with shipping companies but was unsuccessful in all applications, except one - her application to Steamships Limited, Shipping Division known as, Steamships Coastal Shipping. To this day, Thecla is thankful to Steamships for providing the opportunity to her as a female seafarer.

Thecla began her career as a Chevron cadet, Class 3 Marine Engineer, and served aboard the *Bosset* and *Obo Chief*.



“To be honest, I wanted to be an accountant growing up, I never thought I would be here today. I am extremely grateful for opportunities I have been given.”

She found it was challenging to gain trust, build respect and good relationships with the crew, especially in such a male dominated field. She enjoyed her time on the sea and got along well with her male colleagues. Good relationships were built and she learned a lot. After she her first child in 2006, she requested to be based ashore to be close to her child. Chris de Villiers, who was then the

Coastal Shipping Manager, was very supportive and transferred her ashore. Thecla was given the position of Company Security Officer (CSO) with Steamships Coastal Shipping, she had no experience in the clerical, administrative, or security role but she seized the opportunity of learning a new skill.

Here's a brief overview of the different roles that Thecla has filled over the years:

2006 - 2008 Company Security Officer / Assistant to the DPA, Capt. Andy Lawasia.

2008 - 2010 Operations Assistant to Melanie Witchard.

2010 - 2012 Deputy DPA to Capt. Krys Orłowski

2012 - 2015 Vessel manager attached in the technical department.

In 2015, Consort Express Lines merged with Steamships Coastal Shipping, led by the General Manager (GM) at that time, Susan Gemino - who was a Naval Architect by profession and was

also, the first female GM in Steamships Limited history. Thecla saw her as a great role model and inspiration to women to strive for more. Susan left after the merger and was succeeded by Stuart Craker.

“I wanted to resign but was offered the role of operations assistant [by the General Manager, Stuart Craker] a position within the commercial department”.

The change of business, created a new position for a voyage manager, this role included the scheduling of the vessels and liner operations.

I was asked to take up the position - I seized the opportunity to learn new things and take on new challenges, and I accepted. I had experience with logistics, agencies and commercial but this was a different ball game. [Compared to] Steamships Coastal Shipping where trade was just POM to Kiunga and back to POM, with Consort, the trade covered all major ports in PNG. It was quite a challenge and I enjoyed it, especially the wins. It was quite a challenge and I enjoyed it, especially the wins.”

Continued next page...

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When Captain Proud (former DPA) announced leaving in mid-2018, Thecla was approached by Stuart Craker with the offer to take on a new role as the DPA. She was quite hesitant at first, understanding the demands of that role and she was happy in her current role at that time. However, it was Stuart who saw her potential and persuaded her to take up the challenge - to have nationals in managerial roles. His words motivated Thecla to accept the new role. Six months later, she is enjoying the role very much and is keen on facing the challenges ahead. She mentions that she has a good team working with her and is grateful for the experience she has gained along the way.

Every job has its challenges, Thecla emphasizes that it is important to be a good listener and to view things from the perspective of others before making decisions. She says that all it takes is a little trust to build a good team because it takes a team that communicates well to achieve results.

When asked what the motivating factor was that pushed her to keep pursuing her career, she replied that she drew strength from her family, that they were her backbone. She remembers when her father would tell her that she was a dreamer and that she should not only dream it, but work towards making those dreams come true. She is also very thankful for her supportive husband who has been by her side since day one with Steamships.

Thecla prefers not to get too comfortable in one place and is always keen to take on new challenges. She is a team player and says that the best part of her job is making an impact with her team that produces results.

"I believe I have been with almost every department in the shipping division, the only department that I have not been in would be finance department, doing the accounting stuff. To be honest, I wanted to be an accountant growing up, I never thought I would be here today. I am extremely grateful for opportunities I have been given."

Looking back on how far Thecla has come, she encourages young professionals to not just dream, but to work hard and to remain focused and committed towards making their dreams come true. Believe in themselves and to always stay true to their values. She does not see herself as first the female DPA in PNG history but as the first national DPA in Consort. She is extremely proud of how far she's come and says she owes to all of those who have supported her along the way.

HEART OF CORAL



Emax Kila
- Garden Supervisor,
Gateway Hotel

'Mi save lukautim ol flawa tasol. Mi save watarim na katim, na rekim ol pipia go tromoi.' [I take care of the flowers. I water them, prune, plant and rake up the leaves too.] Emax is the man behind the landscaping of Gateway Hotel's gardens since joining the hotel in 2004. Starting off as a Gardener, he is now the Garden Supervisor to a small team of five. 'Taim mi bin stat iet mi no bin ting olsem bai mi kamap
'Supervisor'...mi wok tasol. Tasol ol man lukim hau mi wok stap so taim bipo supervisor bin go nau, ol putim mi. Na mi bin hamamas.' [When I started, I just thought of becoming a supervisor, I just worked as I was supposed to. Later on when the previous supervisor left, I was recommended for this position, and I am grateful for it.]

He explains that he is tasked to go around the hotel premises and see what needs to be done, and then delegates work to his colleagues. 'Mi save laikim olgeta hap mas klin.' [I work towards

ensuring the premises is clean at all times.]

In his years of working, Emax attained 12 certificates for his work as a gardener. 'Ol pepa ia stap wantaim mi nau, stap lo loka blong mi. Ol Steamships bin awodim mi long wanpla medal tu.' [My certificates are with me and I keep them in my locker. I was also awarded a medal from Steamships Trading Company.] One of his biggest challenges is being able to provide for his family with the money he gets fortnightly. 'Mi save halivim meri

blong mi long salim bilum. Meri blong mi save somapim bilum so mi save salim bilum bilong em, wantaim meri blouse tu.' [My wife makes string bags (bilums) and I help her by selling these bilums and at times I sell the meri blouses she sews.]

'Olgeta krismas mi save go planim kofi blong mi long ples. Mi gat graun long ples so tingting long mi iet go planim na lukautim kofi long ples long ples bilong me Rigo, Central Province.' [I own a piece of land in the village and each year I go to the village to plant coffee. I plan to go back to the village and plant and harvest some coffee once I retire.]

CADETS GEAR UP IN MANILLA TO JOIN SWIRE PACIFIC OFFSHORE VESSELS



Four Pactow Cadets underwent 3-days intensive training on location in Manila, in preparation for later joining Swire Pacific Offshore (SPO) vessels. They returned on 16-Sep-18 after completing their training.

The training they undertook is *Basic Offshore Safety Induction and Emergency Training* which includes components of Helicopter Underwater Emergency Escape Training and Compressed Air Emergency Breathing System.

The next batch of Cadets will also undergo the same training later this year, closer to the time that this current batch are scheduled to return from their stint with SPO.

CORAL SEA HOTELS CONTINUES SINGAPORE TRAINING PARTNERSHIP FOR ITS CHEFS

Continuing its commitment to train and develop its passionate and positive minded work force in the hospitality industry, Coral Sea Hotels introduced a Kitchen Management and Leadership module for its National Chefs with its partner, Singapore Hotel and Tourism Education Centre (SHATEC).

A team of 18 senior chefs from within the CSH group of hotels have successfully participated in this training. The training covered both soft skills and professional competencies to

effectively manage the kitchen operations and its brigade. When asked, the participants expressed appreciation and enthusiasm for the initiative.

This Along with HACCP Compliance and Innovative new menus that were rolled out across the group in December mean there are some exciting times ahead for both our staff and guests.



Standing (L-R): Mr Matthew Cooper (General Manager, Gateway Hotel); Solomon Haoda, (Demi Chef, Cassowary Hotel); Boaz Nigu (Sous Chef, Gateway Hotel); Edward Kawi (Sous Chef, Gateway Hotel); Moga Kabi (Head Chef, Gateway Hotel); Gabbie Michael (Chef de Partie, Highlander); Tau Dobo (Sous Chef, Gateway Hotel); Boisen Taviri (Sous Chef, Gateway Hotel); Kila Leva (Commis Chef, Grand Papua Hotel); Kakaya Menao (Sous Chef, Bird of Paradise Hotel); Nelson Nauri (Head Chef, Bird of Paradise Hotel); Quinten Welly (Head Chef, Huon Gulf Hotel); Paul Homoka (Senior Sous Chef, Gateway Hotel); Mr Marc Ehler (Group General Manager, Coral Sea Hotels) Sitting (L-R): Joseph Andrew (Senior Sous Chef, Highlander); Lucas Kaim (Chef de Partie, Grand Papua Hotel); Trainer (SHATEC); Mrs Katrina Morgan (Group Training Chef, Coral Sea Hotels); Gaulim Kaminiei (Chef de Partie, Bird of Paradise); Simon Yadi (Senior Sous Chef, Huon Gulf Hotel); Kiro Kema (Head Chef, Cassowary Hotel)

CORPORATE TRAINING

FEBRUARY - MARCH

COURSES TO BE HELD IN PORT MORESBY

27-28 February 2019
Assertiveness & Self-Confidence
IBBM | Port Moresby

28 February - 1 March 2019
Interpersonal Skills | IBBM | Port Moresby

28 February - 1 March 2019
MS Excel Advanced | IBBM | Port Moresby

4-5 March 2019
MS Excel Essentials | IBBM | Port Moresby

5 March 2019
Coaching for Managers
IBBM | Port Moresby

6-7 March 2019
MS Excel Advanced | IBBM | Port Moresby

6-8 March 2019
TLDP Module 1 (Cohort 1)
Balanced Focus | Port Moresby

11-12 March 2019
MS Excel Expert | IBBM | Port Moresby

11-13 March 2019
TLDP Module 1 (Cohort 2)
Balanced Focus | Port Moresby

COURSES TO BE HELD IN LAE

19-20 March 2019
Business Communications 13.815 IBBM | Lae

contact **SEINI** for more information
E: SFisi@steamships.com.pg or
M: 7092 1765

OUR DEVELOPMENT

WELCOME ABOARD TO OUR 2019 GRADUATE



Until now, Alythea Siraba's greatest achievement was having her essay on "Peace" being selected to be published in a PNG book titled, 'My Walk to Equality'.

Alythea's greatest strengths are Public Speaking, Creative Writing and Logistics; and while studying for her Bachelor of Arts (PNG Studies and International Relations), being the Social Events Representative on the Divine Word University Student Representative Council.

During this time Alythea also volunteered for PNG Education Advocacy Network and supported the Northern Coalition for Disability Rights in her hometown Popondetta.

Her determination, intelligence, competence and potential to contribute to nation building inspires us.

Welcome aboard Alythea.

Wet Season Health Tips:

1. Always carry an umbrella
2. Keep your nutrition up
3. Wash your hands thoroughly
4. Drink plenty of water
5. Avoid rush hour commutes
6. Have some backup clothes ready
7. Keep up with weather updates

Source: <https://www.asiaone.com/health/ways-stay-healthy-and-flu-free-rainy->

HEALTH & SAFETY KONA

We want Tok Steamies to be an informative piece for our employees - to celebrate their achievements and to be a platform for awareness in our community. This new section is aimed at providing important notes on healthy living and nutritional ideas for tasty and healthy food preparation.

According to the National Health Plan 2011-2020, "Increasing population growth, impacts of new and emerging diseases, and changing patterns of behaviour [lead] to more lifestyle-related illness..." As a result, we have introduced this section with the primary objective of promoting the importance of healthy living among our employees.

If you've got any ideas to promote a safe and healthy lifestyle you'd like to share send us an email with the details to toksteamies@steamships.com.pg



The wet weather brings with it some good and bad. Whilst it brings cool breeze, washes the dust away and the vegetation breaths, it can have some effects on our health and safety. Here are some safety driving tips for when driving in heavy down pour.

1. **SLOW DOWN AND DRIVE CAREFULLY.**
2. **TURN ON YOUR WIPERS. ENSURE YOUR WIPERS ARE WORKING EFFECTIVELY.**
3. **TURN ON YOUR HEAD LIGHTS.**
4. **DO NOT TURN ON YOUR HAZARD LIGHTS.**
5. **KNOW WHERE YOU ARE TRAVELING TO AND THE TERRAIN.**
6. **WATCH OUT FOR ROAD SIGNS AND HAZARDS.**
7. **BE ALERT AND WATCH OUT FOR PEDESTRIANS.**
8. **WHEN IN DOUBT, DO NOT ATTEMPT TO DRIVE OUT.**
9. **IF IT'S FLOODED, FORGET IT!**



Butter Chicken Masala Our Recipe of the month

Provided by Chef Edward of Gateway Hotel

Ingredients

- 1 quantity of Tandoori chicken (it can be cooked the day before)
- 1kg ripe tomatoes, roughly diced (if cannot get sweet tomatoes, use 500g and approx. 400g can tomato puree)
- 1 onion, chopped
- 6-8 green cardamoms
- 2 blades of mace (1tsp ground if you cannot find the blades)
- 1 tbsp. chopped garlic
- 1 tbsp. of chopped ginger
- 1 tbsp. of ground coriander powder
- 1 tbsp. of ground cumin powder
- 60g butter
- 1 tsp. salt
- 1/2 tandoori colouring
- 3 tbsp. garam masala
- 2 tsp. honey
- 1 cup cream
- 2 cinnamon sticks
- 1/2 cup of normal cooking oil
- Fresh coriander leaves for garnish

Preparation

Step One: Heat medium size pot and put the oil in with the cinnamon & cardamom (careful not to burn). Add in Onions sauté with the onion without burning, add ginger, add garlic sauté for 3 minutes then add in crushed tomato, add in all the ground power and honey, simmer for 6 to 7 minutes or until tomatoes goes puree if the sauce is too thick, add a cup of water.

Step Two: Add in your tandoori chicken and simmer for 5 minutes. On a low heat add in your cream and butter plus seasoning. Take off from the heat and let it for a minute or 2 for the chicken to absorb the flavors.

Serve with steam rice and Naan bread/Roti.



Steamships were major sponsors of the Hiri Moale Festival and sponsored the Lagatoi's that were used during the festival.



Steamships is a member of Bel Isi and supports programs on Gender Based Violence.



NBPOL Staff representing WomenEmpowering Women in their awareness drive to raise money to purchase a mammogram machine for West New Britain. Photo courtesy of NBPOL WEW.



A recent football camp organised by Grass Skirt Project at the Rob and Jen Petterson School in Port Moresby. Steamships is assisting Grass Skirt Project to set up its Gym-In-A-Box initiative. Photo courtesy of Grass Skirt Project



Left to Right: Debbie, Jeneth and Chrislyn smiling for the camera at the corporate office Christmas Party last year.



Even the crew of Moresby Chief took time out to enjoy an evening of festive celebrations.



Steamships Graduates pose for a group photo before beginning their 2019 rotation.
Front: Joy Sauni. Middle: Julienne Angoman & Kerrian Barilla.
Back: Shimona Ipah, Grace Roland & Douglas Relgang.



Pacific Palms Property staff going through Fire Extinguisher training at PPP Head Office, Badili.



Steamships supports teacher training programs through its partnership with Kokoda Track Foundation - Photo courtesy of KTF

CAPTAIN FITCH LANDS IN PORT MORESBY 100 YEARS AGO IN JANUARY 1919



ABOVE: Waterfront Buildings and civilian houses on Paga Hill in Port Moresby in 1944. RIGHT: Papua Hotel in Port Moresby in 1944. Photos Courtesy of The digital collections of the National WWII Museum.

1919 Captain Fitch sailed the company's first ship, the SS Queenscliffe, to Port Moresby to trade along the Papuan coast. On January the Queenscliffe arrived in Port Moresby. Fitch sold his goods to the locals through the window of his bath-room.

1941
January 10: Steamships had received a cable advising that Papuan Chief had reach Yokohama safely. Steamships purchased land at the south-west corner of Musgrave and Hunter Streets (Port Moresby) to construct The Hotel Imperial. Captain Fitch wanted to challenge Burns Philip monopoly of Hotels in Port Moresby. Steamships was Burns Philip major competitor and opposed the idea of having another hotel. Burns Philip owned two hotels at the time namely Moresby Hotel and Papua Hotel and was in the process of building a new Papua Hotel. By November the new Papua Hotel was completed but Burns Philip lost out, for the war had arrived in the Pacific. The Hotel accommodated the Army and it suffered considerable wear and tear. Construction of The Hotel Imperial did not eventuate as well.

1942 Operations were suspended during World War II, and the company's Cosmopolitan Hotel in Samarai was torched due to a scorched earth policy.

January 23: Japanese landed on Rabaul making it their principle stronghold in New Guinea. News of the invasion worried many people on Papua and New Guinea prompting the administrative Government to prepare evacuation of expatriate women and children and even missionaries. Those who were willing to go were transported safely by air and ship.

The bombing of Pearl Harbor in December 7 1941, ignited more fear in New Guinea as the Japanese forces drew near. Each traveler was allowed to carry personal belongings weighing 30 pounds per person and 15 pounds per child, the wives and children of Steamships staff were included in the evacuation. Businesses were eventually forced to close as the situation worsened in New Guinea. The War cabinet summoned up Brigadier B.M Morris to call on all men between the ages of 18 and 45 years old to join the military service. Steamships staff were included. The Army had taken over properties in Port Moresby including the Papua Hotel.

February 19: Captain Fitch sailed out of Port Moresby. The Japanese air raids on Port Moresby during the year left many properties damaged including Steamships main store and Burns Philip. Looting had started in Port Moresby. Several stores including Steamships were broken into. The Papua Courier reported that a good number of items were stolen including cash and a quantity of silk goods. A cable had reached Captain Fitch about the looting in Port Moresby and with great despair he had helplessly seen £60,000 worth of business abandoned to military looters.

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:

- corrupt, fraudulent or other illegal conduct or activity;
- conduct that is contrary to, or a breach of, Steamships Codes and Policies;
- a substantial mismanagement of the Group's resources;

- conduct involving substantial risk to public health or safety; or
- conduct involving substantial risk to the environment that would, if proven, constitute by the Group or its employee/s a criminal offence;
- 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
- reasonable grounds for disciplinary action.

6.0 Whistleblowing Procedures

- To report a genuine concern, the matters should be initially reported to the direct manager.
- 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).
- STCIA will conduct initial assessment of the case.
- If the disclosures are made in good faith, STCIA will gather information and undertake an appropriate investigation.
- Recommendations on the outcome will be given to the appropriate senior management authority to address the matter.
- 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

- Individuals may report their concern through various channels:
 - Via email at stcia@steamships.com.pg.
 - A text message can be sent to the dedicated Mobile Number 71004481.
 - 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.



STEAMSHIPS

Send us your stories and high resolution images for publication in Tok Steamies Newsletter by 16th April 2019. Your stories should be no more than 500 words. Email: toksteamies@steamships.com.pg

STEAMSHIPS PRESENTS INTER-COMPANY SPORTING GAMES 2019



MIXED NETBALL
March - Rita Flynn Courts

MIXED SOFTBALL
JUNE - Bisini Softball Diamonds

RUGBY UNION SEVENS & RUGBY TOUCH
September - Bava Rugby Field

Get your sporting teams ready for another
exciting year of competition!

