

TOK STEAMIES

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 STEAMSHIPS



**PPP'S CYNTHIA CHAPMAN:
DESIGNER OF 2018 MISS PACIFIC'S
'TRADITIONALLY INSPIRED' DRESS**

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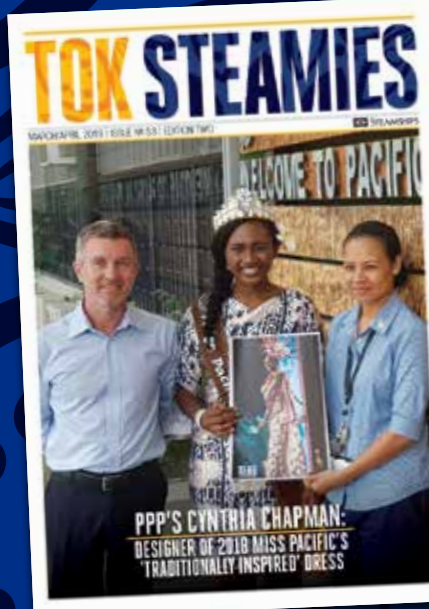
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 SEND IN YOUR STORIES AND HIGH RESOLUTION IMAGES FOR PUBLICATION IN TOK STEAMIES NEWSLETTER BY 16TH JUNE 2019. YOUR STORIES SHOULD BE NO MORE THEN 500 WORDS. EMAIL: TOK STEAMIES@STEAMSHIPS.COM.PG

CORPORATE NEWS

JOINT VENTURE PORT SERVICES OPENS NEW OFFICE IN PORT MORESBY

Joint Venture Port Services (JVPS) is pleased to announce the opening of its new head office and training facility at Baruni, Port Moresby.

The new country head office for JVPS will perform the administrative support for the companies eight joint venture port and stevedoring businesses around PNG. The facility also houses a new Registered Training Organisation (RTO) that offers over 30 courses to the market on subjects relating to the transport and logistics sector.

"For a long time JV Port Services provided accredited training to its own staff. Now with the new facility, we are pleased to announce that JVPS will offer services to third-party businesses. To celebrate this new beginning,

JVPS are sponsoring 28 trainee placements for the 14 electorates of the Motu Koita Assembly here in Port Moresby. Developing the next generation of managers and tradesman is important to JV Port Services and we are very pleased to give back to the communities from which we recruit" said Mr Greg Kettleton, Manager of JVPS.

To further boost employment opportunities for the Motu Koitabu villages, JVPS will also offer work experience to Grade 10 students so as to broaden their awareness of employment opportunities. Thirdly, JVPS will take two trade mechanical apprenticeships every 2 years into the business via our workshop facilities. This will see top students from the TVET system

provided employment to build on the learnings in a real world environment. Successful apprentices will have the opportunity to build a career in JVPS' ports throughout PNG.

Joint Venture Port Services is a wholly owned Steamships business, responsible for development, operations and administration of the 9 Joint Venture operations along with the newly established equipment Hire Company. The Joint Venture companies around PNG each showcase a strong relationship between Steamships and the relevant Local Landowner communities in which they operate. Combined they employ over 600 Papua New Guineans with less than 0.6% of JVPS employees being expatriate.



Above: Steamships Board member and Chairman of Swire Group, Barnaby Swire and Motukoita Chairman Dadi Toka Jr at the opening of the new JV Port Services office in Baruni. Blow left: Steamships COO Rupert Bray, CNCo and STC Board Director James Woodrow and General Manager for Swire Shipping in Port Moresby Alister Skinley. Below right: JV Port Services staff pose for a group photo.



PACIFIC TOWING ON TRACK FOR SUCCESSFUL EXPANSION IN FIJI



PACTOW operations on Suva Harbour, Fiji, as planned expansion is set to continue in 2019. Inset: recovery of submerged hull from Suva Harbour.

Pacific Towing is on track to successfully complete its first major project in Fiji since registering a new business there in December 2018. The marine services company also operates out of Solomon Islands and is the first business in the Steamships Group to set up in Fiji.

Based at the main wharf in Suva, Pacific Towing's newest business employs four PNG divers and six Fiji locals. The team of divers, engineers, welders and a crane operator is characterised by a raft of diverse skills and is presently engaged in the wreck retrieval of the container ship 'Southern Phoenix' which capsized and sank in Suva Harbour, Fiji on 6th May 2017. Pacific Towing commenced the multi-stage retrieval of the 88 metre long vessel in November 2018 and is anticipated to complete the project by May 2019.

Wreck retrieval can be technically challenging and high risk. "Safety of our staff as well as safety of the reef is critical for the Southern Phoenix project and a

lot of careful planning is necessary - but of course these plans mean nothing when unexpected bad weather picks up" explains Marine Operations Manager, Camara Geita. He stresses that this is just one reason having Fiji staff is so important to ensuring projects stay on schedule as "no one knows Fiji's waterways, reefs and weather patterns like the locals do."

Although local knowledge will be a key ingredient to Pacific Towing's success in Fiji, so too will be an investment in training. Pacific Towing staff benefit from training in numerous countries including Hong Kong, Japan, Thailand, Philippines, Singapore, Denmark, Qatar and Australia. General Manager, Neil Papenfus, reports that in 2018 his staff received an average of 377 hours of training each. He sees no reason to do things differently in Fiji and one of the local divers there is confirmed to travel to Australia mid-year where he will complete his commercial dive training to 'Commercial Diver Level 1'.

"Just like we have in PNG" says Papenfus "we will grow our Fiji business as we grow our people and we will make sure that the majority of our Fiji team are locals." Papenfus is also adamant that female employees will play an important role in the Fiji business. Papenfus is a known advocate for the employment, development and promotion of women. He introduced Pacific Towing's 'Women's Maritime Scholarship' program in 2017 and is a long-term director of the PNG Business Coalition for Women.

When asked about other business opportunities for Pacific Towing in Fiji, Papenfus, confirmed that he is not just pursuing wreck retrieval contracts. "We are experienced in towage, salvage, mooring and commercial diving, as well as liferaft servicing and sales so it makes good sense to take this experience to Fiji too" says Papenfus.

Story provided by Neil Papenfus, General Manager Pacific Towing, Linda Van Leeuwen



Above: A lively panel of speakers was the highlight of the BCFW breakfast event at Gateway. Left: BCFW alumni members meet and greet prior to the start of the session. Below: BCFW Executive Officer, Evonne Kennedy, welcomes guests and speakers.



STEAMSHIPS SUPPORT FOR BUSINESS COALITION FOR WOMEN

Steamships sponsored the Business Coalition for Women's breakfast on March 8 to celebrate International Women's Day.

This is one of Steamships gender advancement initiative programmes that look at various ways to support the potential of gender development and opportunities for Papua New Guinean women in various industries.

The breakfast, which was held at the Gateway Hotel was attended by representatives from various business houses, NGOs and Government departments.

It opened with an insightful message based on the theme Balanceforbetter2019 and it was commemorated by the

launching of the Leadership and Management Certificate Four Alumnae which has over 20 members.

The insightful event hosted a panel of discussions with Wavie Kendino, Senior Associate-Dentons Lawyers PNG, Henna Joku, TV Presenter and Producer-Digicel PNG Ltd, Cathy Neap, Manager-NRL PNG, and Wendy Piskaut, Human Resource Manager-MiBank PNG.

The dialogue spanned around the panel's experience at their workplace, their participation in various social initiatives in the community and the overall outlook towards their work as woman in a managerial role.

Their encouragement to women and men was; "To always see yourself as you and

not just as a woman or a man; to have compassion and empathy, to keep moving forward when faced against obstacles and to respect others to create a ripple effect"

Roles traditionally held by men are changing as more companies provide opportunities for women to be involved.

Hosting the event was important for Steamships because of the company's focus on its involvement in programmes that aimed at improving gender equality and providing opportunities for women in the industry.

The panel agreed that the 2019 theme highlights gender equality by not putting a quota but pushing both men and women towards their strengths where equal opportunity is provided.

CONGRATULATIONS PETRA ARIFEA: STEAMSHIPS NOT FOR PROFIT AWARD WINNER



Petra teaching elementary teachers in Lontis village Buka AROB Teach for Tomorrow project. Photo courtesy of Petra Arifea.

Steamships not-for-profit category in the Westpac Outstanding Women Awards is aimed at recognising women who participate in communities with the focus of advancing the socio-economic and environment aspects of the country. The award recognises the outstanding contributions made by women in the not for profit organisations.

Petra Arifea is humbled when she talks about her determination in helping Papua New Guinean men and women achieve their dream of becoming a certified elementary school teacher. For most participants, the dream is a reality through the program provided by Kokoda Track Foundation and its partners.

Petra is based at the head office of KTF in Sydney and has been with the organisation since 2011. She holds a degree in Education from the Queensland University of Technology, a Post Graduate Degree in Management from Divine Word University and various training

certificates from TAFE. Determined to make a change in the community, Petra joined KTF and its efforts to create opportunities for people living in remote areas of the country to be able to access quality education. Her passion to reach out and bring another person's dream to reality is fueled by the challenges faced by the people living in rural areas with limited or no access to education.

Petra says "I overlook challenges because there is a great need in remote areas to deliver effective programmes that provide results that impact the community. You have to have respect for the people you work with and the community as well, after all you are there because there is a need".

Petra says that one memorable highlight in the Teach for Tomorrow programme (developed by KTF) involved her designing a proposal to create a partnership between the National Department of Education

and the PNG Education Institute. Over the next two years Petra worked tirelessly with 14 Provincial Department of Education Institutes, NDoE and PNGEI to deliver the final installment of training required by the partially-trained teachers. This included traveling to each Province and co-delivering the training, adding to the Government curriculum and delivering specialized training in child protection, gender equality and inclusive education among others.

The design, delivery and roll-out of Teach for Tomorrow, enabled 3,685 elementary teachers to be trained across 14 Provinces, enabling 130,000 children to remain in school. The program responded to an urgent situation whereby a large cohort of elementary trainee teachers across the country were only partially-trained. The proposal identified that the absence of providing quality training to the teachers would result in many of them exiting from the teaching profession, leaving hundreds of children at risk from

losing their right to quality education and closure of schools in rural PNG. Petra says that having close family ties is an important support base and makes it easier to overcome challenges.

"Coming from a simple family background, my dad encouraged all my older siblings and me to be educated to the highest grade we would reach. I saw how committed dad was to his work so we were educated to the highest qualification he would pay for. This pushed me to work hard every time I was given a job to do because I learned commitment and determination from my parents".

She said that her passion lies in the area of research capacity to help add value to education in PNG.

"This job has helped me to see rural areas from a different perspective

and to appreciate what I have without complaining too much because the challenges that people in rural PNG experience is real, but they are survivors because they

"This job has helped me to see rural areas from a different perspective and to appreciate what I have without complaining..."

always find a way to turn things into positive outcomes".

She dedicates her achievement to her parents, family, the management of Kokoda Track Foundation, the Board of Directors and her mentor and CEO Dr Genevieve Nelson of Kokoda Track Foundation. We asked Petra what her message to young Papua New Guineans if she was given the opportunity to speak. She says:

"Work hard at what you are passionate in and never give up when you are faced with challenges. Always find a way around issues and problems and keep working at it to achieve the best results in life. Educating women on gender issues and creating a bridge for women in rural and urban areas is significant for advancing gender development in Papua New Guinea".



Clockwise from Left: Traveling from Aitape to Vanimo with NDOE senior inspector Roy Manikuali and PNG Lecturer Ellice Kinminja. Photo courtesy of Petra Arifea. Above: Petra at the WOW Awards night at Gateway Hotel. Photo courtesy of WOW. Below: Petra with elementary teachers in Gulf Province Teach for Tomorrow project. Photo courtesy of Petra Arifea. Below Left: KTF CEO Dr Genevieve Nelson, Petra and SHP Provincial Elementary Teacher Training Coordinator Mary Alken. Photo courtesy of Petra Arifea.



MEET CAROLYN MARTIN: EWT SIDE LOADER OPERATOR



In this edition we meet the only female truck driver at East West Transport, Port Moresby. Carolyn Martin is 26 years old from Gumine district, Simbu province and is a side loader operator.

Many of you may be wondering and asking yourself, what is a side loader? At EWT, the side loader container truck is a specialized vehicle or semi-trailer that has an outrigger on its back to lift the container, deliver it to the site and offload the container. It is an efficient way to move and deliver containers.

The key responsibilities of a side loader operator include, operating the loader and other heavy equipment in a safe and appropriate manner, performing daily maintenance and safety checks on the equipment and operating the Loader on public, or private roadways.

Carolyn has been with East West Transport since November 2016.

'I believe it is important to have a positive outlook towards a challenge and that men and women should be provided equal opportunities to participate in all aspects of life'.

Carolyn says, that her job as a side loader operator has provided opportunities to

“...this position has supported me towards being able to work and communicate with my superiors in a professional way...”

work alongside senior management and she has developed respect for drivers who have been working longer than she has with the company.

"The experience has enabled me to develop certain skills and abilities that contribute towards the work that I do. I feel that I add value to my work and that it is good to know that it provides opportunities for women's advancement and creates awareness for equal participation."

Amongst other things including work, Carolyn is also a single mum.

"As a single parent I have to work hard so

that I am able to provide for my daughter."

Carolyn's role as a parent to provide for her daughter is what motivates her to keep striving.

'I want to give my daughter the opportunity to go to school', she says, 'and complete it right through to the tertiary level so that she can contribute meaningfully.'

We asked Carolyn if she ever saw herself as a side loader, to which she replied, 'it never occurred to me that I would end up in this field of work. I am inspired each year with the work I do and I owe this to my mother'

Her mother is her inspiration and says she was the person in her journey who motivated her to continue believing in herself and pushing ahead in life. She expresses that she is truly blessed to have her mother in her life. Carolyn is looking forward to the day she gets to drive one of the semi-trailers and sees herself capable of supervising a section within the division one day.

"So far, I see myself doing bigger and better things in life because of all the challenges I've been able to overcome in this career."

MEET PHYLLIS AMINI: GROUP SALES EXECUTIVE



The art of being an effective sales person lies in the ability to understand the product and who you are selling it to. Although there is more to understanding the product, it requires a bit of practice too.

Phyllis Amini is Coral Sea hotel's "Heart of the Coral" in this edition of Tok Steamies. She is the Group Sales Executive providing "Intel" on how best to sell accommodation rooms to clients.

Phyllis has been with the company for less than a year and says she enjoys the challenge and the opportunity to meet new people.

'When I started it was quite overwhelming but I have learned a lot along the way, and even today I'm still learning. The experience has allowed me to be confident in myself and I am aiming to get a degree in Sales and Marketing in the future. It's what I want to do and I know I can do it.'

One nerve wrecking challenge

Phyllis experienced during the initial start of her job was meeting her clients, in this case new people and having to deal with their experiences of staying in a Coral Sea Hotels property especially if the comments were negative.

"Not everyone's receptive so you just have to control your emotions and not take things too personal. It's a skill you have to learn as you progress in your role", says Phyllis.

Outside of work, I'm pretty boring', says Phyllis, but affirms, 'I'm an awesome mum!'

I love being a mum, and my daughter and I are inseparable.' A little word of advice: 'If you are passionate about what you do and do it wholeheartedly then you will definitely reap the benefits. Take me and my team, for example, if 100% is put into looking for new clients and business and then it shows in the reports, and others know you've done your job well.'



Left to right: Gordon McMaster (PPP General Manager), Leoshina Mercy Kariha (2018 Miss Pacific Islands) and Cynthia Chapman (Fire Risk Manager).

MEET CYNTHIA CHAPMAN:

Designer of 2018 Miss Pacific's 'traditionally inspired' dress

Cynthia Chapman is Pacific Palms Property's Fire Risk Manager. She is also a qualified architect and in her spare time a designer.

Cynthia is the designer of the traditionally inspired dress worn by Miss PNG, Leoshina Mercy Kariha who was crowned 2018 Miss Pacific Islands. As an architect, Cynthia has an eye for detail, color and pattern and puts this creative trait to work when she is sitting behind her desk to design clothing in her spare time.

Some of her creative pieces were showcased at the Miss Pacific Pageant worn proudly by Miss PNG Leoshina Mercy. Talk about talented - PPP employee by day and designer by night. This truly exceptional designer has contributed both to fashion and the advancement of women in the industry. Cynthia works tirelessly and it was no surprise when her division - Pacific Palms Property - jumped on board to support the 2019 Miss Pacific Island Pageant which will be hosted in PNG.

The Miss Pacific Islands Committee awarded Cynthia a certificate of Appreciation for her outstanding and winning design at the 2018 Pacific Island Pageant.

Miss Pacific Islands thanked Cynthia and PPP for their sponsorship in 2019.

CORAL SEA HOTELS JOINS IN THE FIGHT AGAINST TUBERCULOSIS



Top: Coral Sea Hotels team displaying their hand print banner before the NCD Governor's Walk For TB Day 2019. Above Left: Participant committing his hand paint mark to the fabric banner. Above Right: Colourful Circus Crew stand ready to make their TB pledge at the CSH booth

At Coral Sea Hotels (CSH) we make it our business to inform and create a space for awareness when it comes to infectious disease.

World TB Day is commemorated annually on March 24 to raise public awareness about the devastating effects of tuberculosis, and also to increase and support efforts in to stop the spread of TB.

In March this year, CSH participated in the TB Street Festival by setting up a TB Pledge Booth in Downtown Port Moresby. This event was the first of its kind hosted by the Business4Health organization in which CSH was proud to be a part of. The general public including hotel staff and other participating stallholders took the

TB pledge and had their hand paint mark on white fabric banners to show their support.

Tuberculosis (TB) is one of the top 10 causes of deaths worldwide. TB is curable and preventable, which means we can all work to end this health pandemic.

Our TB Wardens made up of our employees conduct 2-hour sessions twice a month to educate staff of the effects of TB, what preventative measures need to be taken and updates on the current statistics. From the awareness sessions, each participant is encouraged to spread the TB awareness in their places of work, within their communities and their family circles to support the awareness to help reduce

the numbers of TB-affected patients and eradicate this pandemic.

CSH employees and management also participated in the Governor's Walk on World TB Day which started at the Murray Barracks at 5.30am and ended at the Paga Hill stage. TB Wardens from Coral Sea Hotels Port Moresby joined other corporate houses and non-government organizations in the walk, displaying the fabric banners that showcased the colourful hand paint marks of the pledgers from the TB Street Festival.

Coral Sea Hotels continues to support TB awareness by taking part in TB programs and conducting in-house TB sessions to educate staff.

WORLD TUBERCULOSIS DAY - MARCH 24



Corporate Head Office commemorated World Tuberculosis Day on the 25th of March with an awareness presentation by Dr Patrick Koliwan from the Kaugere Health Clinic. TB is a bacterial infection that can only be contracted through inhaling TB air particles and is 100 per cent curable.

Having poor dietary practices weakens your immune system and can place you at a higher risk of contracting tuberculosis. It is advised to avoid enclosed rooms with no proper ventilation because it a conducive environment for the TB bacteria to breed.

If not treated early, the TB starts to develop in other parts of the body including the brain, heart and bone. Symptoms of TB prior to coughing includes loss of energy and appetite. Coughing up blood is a serious red flag and we recommend you visit your local clinic as soon as possible.

Dr. Koliwan assured that those who contract the disease have the guarantee of full recovery by taking treatment for six months. Early diagnosis and the correct treatment is the key to fighting TB.

Recently, we have seen the development of multi-drug resistant TB (MDR-TB) in PNG. This form of TB develops when a patient does not complete their 6 months dosage, their body becomes resistant to the medicine. At this stage, patients can still be cured, but the treatment would take up to two years.

TB can be completely prevented if we take care of our bodies and live a healthy lifestyle.

This session has stressed to our staff the importance of healthy living and contributes towards minimizing stigma within the work environment.

May Training Courses

Course	Provider	Dates
Business Succession Planning **NEW**	IBBM	2-3
MS Excel- Advanced **NEW**	IBBM	16-17
MS Excel- Essentials **NEW**	IBBM	14-15
Financial Intelligence	IBSCOIE	21-24
Business Etiquette	IBBM	23-24
Health & Safety at Work **NEW**	PNGIM	27
Managing Operational Plans **NEW**	PNGIM	28-29
Negotiations **NEW**	PNGIM	30-31

June Training Courses

Introduction to Supervision	IBBM	3-7
Customer Service **NEW**	IBBM	17-18
Coaching for Managers	BF	18
Creative Problem Solving **NEW**	IBBM	18-19
Team Leader Development Program (3 Modules)	BF	19-21/ 24-26
Assertiveness and Self-Confidence	IBBM	20-21
Goal Setting and Getting Things Done	IBBM	27-28
Cert IV in Workplace Health and Safety	Pro-Safety & Training	tba

Port Moresby Lae

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

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

SUSTAINABLE DEVELOPMENT



At Steamships, sustainability is central to everything we do. We believe that our environmental and social performance is as important as our financial performance, as is our duty of care to our staff. By maintaining a clear focus on the three pillars of Our People, Our Environment and Our Community, Steamships remains a major contributor to the economic development of PNG and a committed steward of the unique environment and culture of our nation.

OUR PEOPLE

Our people remain our most important asset. We strive to ensure that work at a Steamships business is a rewarding and enjoyable experience.

- Steamships is an equal opportunity employer and treats all employees with dignity and respect.
- We provide a safe and secure work environment and promote healthier lifestyles.
- We provide development opportunities and rewarding careers.

OUR ENVIRONMENT

Responsible and sustainable energy consumption is an area of increased focus at Steamships. There is regular monitoring and reporting of energy use, water use, waste and environmental emissions at operational level with the intention of improving performance wherever possible. At present environmental reporting is still restricted to CO2 emission and water consumption data, waste and energy emissions. Total usage is measured and recorded however as yet there is no relevant business analysis of the supplied information.

OUR COMMUNITY

Steamships Trading Company has a considerable footprint in PNG and it is considered essential to have a positive impact on the various communities in which it operates. The Steamships Sustainable Development Policy commits the Group to playing an active role as a responsible corporate citizen.

STEAMSHIPS' MISSION - To build valuable and profitable businesses that are widely respected as being the best companies with which to do business and the best companies to work for.

GREEN BOX

STEAMSHIPS CELEBRATES WORLD ENVIRONMENT DAY: JUNE 5



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ENERGY

- Switch off lights in training rooms, meeting rooms or offices when it is not in use.
- Invest in green energy lighting.
- Switch off air conditioning in rooms, meeting rooms or offices when it is not in use.
- Ensure your computers are turned off when not in use.
- Use natural lighting where possible.



PAPER

- Try to print on double sided paper.
- When printing collaterals take advantage of suppliers that have FSC paper.
- Take advantage of selecting re-usable ink cartridges.



WATER

- Invest in a water check meter to control and monitor the use of water in your offices.
- Use water wisely when washing your hands or utensils.
- Turn the tap off when you are not using it.

In 2017 Steamships embarked on a mission to revisit its data collection matrix regarding its business operation.

Businesses were asked to revisit the matrix and identify data that was material to their operation. After much discussions with divisional General Managers and Safety Managers three indicators were identified and agreed by the group- energy, water and waste.

Data reporting helps to improve efficiency, have minimum impact on Our Environment, Our People and Our Community- the Three Pillars of Steamships Sustainability Strategy.

Steamships Sustainability Policy aims to build valuable and profitable businesses that are widely respected as being the best companies with which to do business and the best companies to work for.

Steamships social initiatives include community engagement activities with stakeholders, schools, businesses and industries.

One highlight each year is the Steamships World Environment Day School's Programme. In its ninth year,

the programme strives to create a forum where students can share ideas on environmental issues and discuss solutions.

This year's United Nations World Environment Day theme is Air Pollution. The theme determined by Conversation Environment and Protection Agency in Papua New Guinea is "Clearing the air, combating air pollution."

Steamships World Environment Day Schools Programme includes four categories looking at a Poster, Essay, Debate and a Green Innovation Project competition.

Contact Alythea Siraba to find out how your child can enter the Poster and Essay competition and how your division can participate in various World Environment Day activities.

Alythea Siraba
Telephone: 3137400
asiraba@steamships.com.pg

We encourage you to look up various sustainable initiatives in your office and work place. Check out our "Green Box" for ideas.



CONFINED SPACE ENTRY TRAINING

Confined spaces can create a flammable atmosphere, a toxic atmosphere and contribute to oxygen deficiency. Working in confined spaces is one of the most dangerous jobs done within the Steamships Group. For example, liquids or solids can flow into the confined space causing drowning, suffocation, burns and other injuries. Also, the enclosed nature of a confined space can increase the risk of heat stroke or collapse from heat stress, if conditions are excessively hot.

This quarter our Divisions underwent a Confined Space Entry Training as part of developing a safety culture in Steamships. This training was facilitated by Pro Safety. Pro Safety and Training Pty. Ltd. Provide safety training and consulting to corporate

customers in Australia and Papua New Guinea. Their trainers are all certified and experienced in Training and Assessment in their respective fields.

"The Confined Space Entry Training was excellent, the level of knowledge the trainer had about the subject was great. The practical component was very well done, it gave a real insight into how what you were learning would be used in the field. The smaller class size allowed the trainer to give each individual the time they required to gain a full understanding of the course. Having spent a substantial amount of years in the maritime Shipping Industry, it was very refreshing to participate in training that wasn't run with the aim of simply ticking a box. The trainer showed a commitment to ensuring

everyone in the class would be completely able to go out into the work site and apply what they were learning with a good grasp on the responsibilities that come along with performing the task. It was a well-run course and it was an enjoyable to attend." Simon S Kunis, Company Security Officer, Consort Express Limited.

"[For this training] all participants were given the opportunity to take part in the theory sessions and practical applications. The trainer had the stamina to drive the sessions with experiences and simplifying concepts keeping the participants at focus throughout the training." - simplifying concepts keeping the participants at focus throughout the training." - Titus Kuman, HSS&E Supervisor, East West Transport

8 HEALTH BENEFITS FROM DRINKING WATER!

- 1. It boosts oxygen throughout the body**
With dehydration, the skin can become more vulnerable to skin disorders and premature wrinkling.
- 2. It cushions the brain, spinal cord, and other sensitive tissues**
Dehydration can affect brain structure and function. It is also involved in the production of hormones and neurotransmitters. Prolonged dehydration can lead to problems with thinking and reasoning.
- 3. It regulates body temperature**
Water that is stored in the middle layers of the skin comes to the skin's surface as sweat when the body heats up. As it evaporates, it cools the body. Some scientists have suggested that when there is too little water in the body, heat storage increases and the individual is less able to tolerate heat strain. Having a lot of water in the body may reduce physical strain if heat stress occurs during exercise.
- 4. The digestive system depends on it**
The bowel needs water to work properly. Dehydration can lead to digestive problems, constipation, and an overly acidic stomach. This increases the risk of heartburn and stomach ulcers.
- 5. It prevents kidney damage**
The kidneys regulate fluid in the body. Insufficient water can lead to kidney stones and other problems.
- 6. Weight loss**
Water may also help with weight loss, if it is consumed instead of sweetened juices and soft drinks. An increased intake of water before meals can help prevent overeating by creating a sense of fullness.
- 7. The airways need it**
When dehydrated, airways are restricted by the body in an effort to minimize water loss. This can make asthma and allergies worse.
- 8. It helps maintain blood pressure**
A lack of water can cause blood to become thicker, increasing blood pressure.

Source: Cross.K. (2018, July 18). Fifteen benefits of drinking water. Retrieved from - <https://www.medicalnewstoday.com/articles/290814.php>



Proud Pactow Linesman graduates Junior Kapas and Wayne Boga at the Pacific Maritime College in Port Moresby.



Managing Director Michael Scantlebury stands proudly with Douglas, Moro and Susan who have completed their four year Graduate Development Programme in 2019. Congratulations once again

PACIFIC PALMS PROPERTY HELPS KAUGERE CLINIC

Pacific Palms Property recently officiated the launch and opening of the Kaugere Clinic on April 24. Two 20ft containers had been furnished and constructed to fit a Laboratory for Tuberculosis screening and an office.



Above: PPP Operations Manager officiating the cutting of the ribbon to officially open the clinic. Below: EWT delivering the containers for the office and laboratory whilst PPP's Repair & Maintenance Manager Sibona Anlau looks on.



Pacific Palms Property (PPP) announced their sponsorship of the Miss Pacific Islands Pageant (MPIP) on April 5th, 2019. The sponsorship is valued at K100,000 and includes the use of an office space at Harbourside West and its facilities and the use of Steamships flag ship the Moresby Chief. General Manager of PPP, Gordon McMaster said the company has supported the pageant on a number of occasion through the use of the Moresby Chief and various events. Papua New Guinea will be hosting the Regional Pageant this year. A cheque presentation was made to MPIP Chairlady Molly O'Rourke and the committee.



Consort team put on a show of strength, posing in front of Bouganville Coast.



Its all smiles from our Steamships Graduate Development Programme team at the recent Meet and Greet.



PPP female staff wearing purple to commemorate International Womens Day



LR: Steamships COO Rupert Bray, winner of the STC Not for Profit Award Petra Arifea and Westpac MD Brett Hooker.



Attendees at HSSE Managers Team Leader Development Program (Module 1) held in Port Moresby.



Pactow's female cadets pose proudly for a group photo. The team are part of a sponsorship programme funded by STC and AAPNG. Photo courtesy of AAPNG.



Above and middle: An ordinary day for the boys at East West, Port Moresby. Right: Michaelyn Tani, recipient of the Coral Sea Hotels Award for Academic Excellence at Divine Word University, Madang



JUMBO THE ELEPHANT VISITS THE HIGHLANDS



“Jumbo traveled to Lae in the NGAL vessel, *Island Chief*. “All discriminating elephants travel NGAL!” boasted a Steamships advertisement in the *Post Courier*.”

The annual Highlands' Agricultural Shows, held each alternate year at Goroka and Mount Hagen, had become a tremendous tourist attraction. Overseas visitors were particularly enthralled by the massed dancing of thousands of exotically-decorated tribesmen that was a major feature of the Shows – the “sing-sings”, featured in tourist brochures sent all over the world. Steamships was always represented at the Highlands Shows.

It was Hagen's turn to stage the Show in 1973. A suggestion made in jest to the Show Committee, that an elephant be brought in as the star attraction, was eagerly adopted. The people of the Highlands had never seen an elephant. How would they react to their first sight of one of those great beasts?

Bruce Flynn, general manager of South Pacific Brewery, was captivated by the idea, and agreed that his company would sponsor the event. Bullen's African Lion Safaris at Beenleigh, Queensland, had a female elephant, with a brilliant name of Jumbo. They agreed to loan Jumbo for the Highlands adventure.

The only means of transporting Jumbo from Brisbane to Lae was by sea. Here Steamships became involved, as agents for NGAL – New Guinea Australia Line. Jumbo traveled to Lae in the NGAL vessel, *Island Chief*. “All discriminating elephants travel NGAL!” boasted a Steamships advertisement in the *Post Courier*.



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

7.1 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.

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