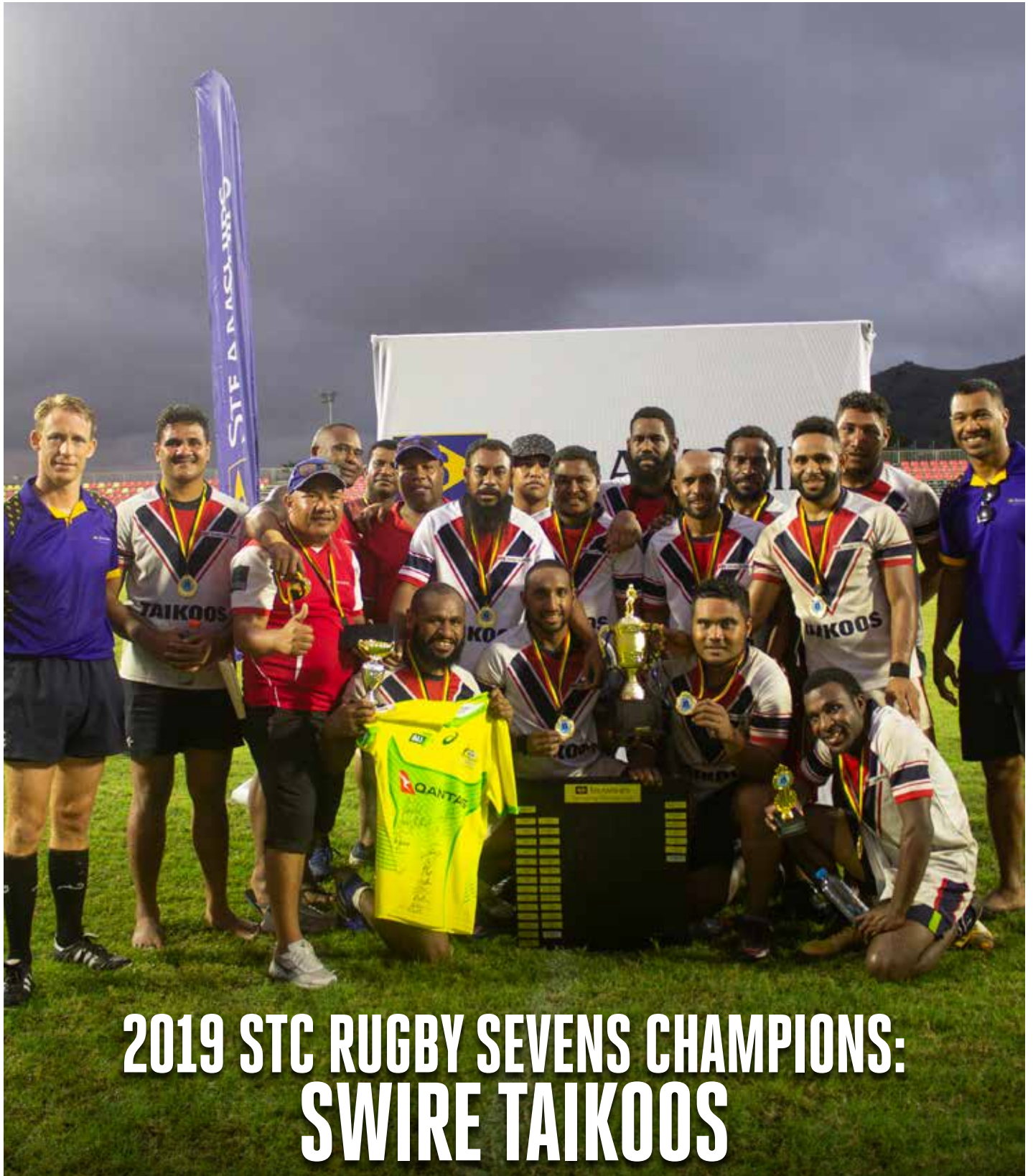


# TOX STEAMIES

JULY/AUGUST 2019 | ISSUE №.55 | EDITION FOUR

 STEAMSHIPS



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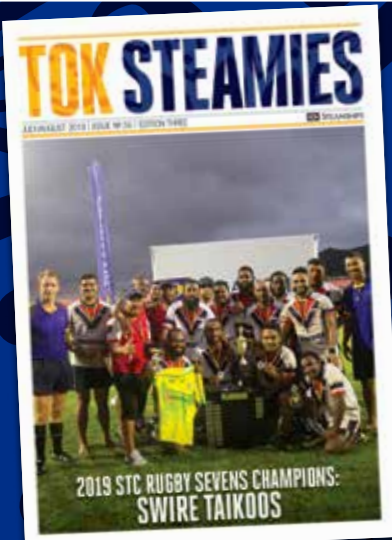
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**COVER PHOTO:**  
VICTORIOUS SWIRE TAIKOOS, 2019 RUGBY  
7S CHAMPIONS POSE WITH THEIR TROPHIES,  
STC COO, RUPERT BRAY AND DAVID TOUA



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

## CORPORATE NEWS

# STEAMSHIPS HUMAN RESOURCE CONFERENCE



HR Managers, staff and divisional General Managers pose for a group photo at the Human Resource Conference in Port Moresby.

On the 1st July, the first Annual Steamships Human Resource (HR) Conference was held at the Grand Papua Hotel bringing together members of the HR and Payroll departments across the group. The two day conference was organized by Corporate HR to build a

platform for continuous sharing of ideas, challenges and solutions faced by each division. Highlights of the event included discussions around HR Administration and Policy reviews, Payroll policies and processes, the Bel Isi Program, Medical Insurance Scheme and a team bonding

activity hosted by the Australian Pacific Training Coalition. The event was a success with HR and Payroll staff closing day two with greater confidence in their roles and strengthened connections across the group.

## Some feedback from the day...

'Not all operational managers really see HR as important function of the businesses. The involvement of Senior Management and the support from them for the leaders behind the human capital is an advantage. I feel more then empowered with the new approach, and I know there is much work that needs to be done but if we work together, we can achieve this things that are aimed at strengthening Steamships Human Resource.'

**Lua Ravusiro,**  
Human Resource Manager, JVPS

'The APTC team building activity and the expo were highlights for me, they were very informative and helpful as well as, meeting the Steamships Executive team. An important topic highlighted was Training and Development relating to change management where we had to consider demography and Technology as being a major component of change. We also identified that partnership is also a great approach in all HR aspects moving forward.'

**Sally Alu,**  
Human Resource Manager, Grand Papua Hotel

'The initiatives presented to improve the administration of staff medical scheme were very informative and Bel isi program was well presented as it is a current issue faced at the workplace.'

**Cletus Yendetuo,**  
Human Resource Manager,  
Consort Express Lines

# STEAMSHIPS SPONSORS YOUNG PORT MORESBY CHAMBER OF COMMERCE & INDUSTRY NETWORKING EVENT



Above right: Attendees at the YPOMCCI August event held on the waterfront at Harbourside.  
Left: STC's Shimona Ipah and Julienne Angoman at the YPOMCCI event in August at Harbourside.

Steamships sponsored the August Networking Event for the Young Port Moresby Chamber of Commerce & Industry (YPOMCCI) here at the Harbourside, Port Moresby. YPOMCCI assists in providing a platform for young professionals to broaden their networks that would contribute towards their career development.

This event brought young professionals across Port Moresby to Harbourside Precinct where we had our very own Food and Beverage service providers catered for the event.

Steamships Chief Operating Officer, Rupert Bray was the keynote speaker highlighting that young professionals play an important role in bringing change for Papua New Guinea. Rupert encouraged those that attended, 'these days are tough, one must be resilient, yet flexible enough to be able to manage ambiguity within a business.'

# NEW CONFERENCE CENTRE OPENING SOON AT HIGHLANDER HOTEL



Above: The new conference centre still under construction. Right: A recently refurbished room

The Highlander Hotel in Mount Hagen has undergone a transformation with its hotel facilities, and will now be the future meeting spot in Mount Hagen and the Highlands region.

A major renovation and refurbishment of 52 guest's rooms, a new exciting lounge bar, the entertainment area as well as the extension of the Palmuri Restaurant has undergone a facelift giving it an exciting new vibe.

In addition to the new features of the hotel, the completion of Phase 3 of the new conference and meeting centre is coming along very well. This new facility will boast a spacious meeting venue with a seating capacity for 300 in a conference setting. With first class modern state of the art fixtures, this room can be divided into 3 separate meeting rooms catering up to 100 guests in each room.

Additionally, the meeting rooms and conference space will come fully air-conditioned with Wi-Fi and data connection as well as a communications centre, with all audio visual equipment plus a separate green room for VIP guests.

With this facelift of the hotel facilities, various events can now be hosted with ease. From live entertainment, banquets, weddings, birthdays, conferences, meetings and seminars to name a few, space will no longer be a problem at the Highlander Hotel.



At the Highlander Hotel we also understand the importance of food preparation in a world class setting. Our existing Kitchen will see an upgrade into a multi-functional fully equipped kitchen layout.

The local Mt Hagen communities are eager to see the facility being used regularly and as a centre point for the social entertainment hub of the Western Highlands Province.

# 2018 SWIRE CHARITABLE TRUST SCHOLARSHIP RECIPIENTS



Margaret (center left) and Eunice (center right) receiving their Swire Scholarship Awards in 2018 at the Steamships Head Office.

## Eunice Dalton & Margaret Asinimbu

*In 2018, the Swire Charitable Trust awarded two Papua New Guinean women, scholarships to study in Australia for their Master's Degree. Tok Steamies interviewed Eunice and Margaret to share their story and experience.*

Eunice grew up in Lae, Morobe Province and completed her undergraduate studies in Civil Engineering at the Papua New Guinea University of Technology. She graduated with a joint award of "Best Student in Civil Engineering" – this is calculated by having the highest cumulative grades over her four years of studies. After graduation, she joined Ok Tedi Mining Limited (OTML) Graduate Development Scheme where her project work earned her a national engineering award: "Institute of Engineers PNG (IEPNG) Most Outstanding Female Graduate of the Year, 2015". Prior to her post-graduate studies, Eunice had been employed by the Ok Tedi Development Foundation, in the Infrastructure Development Department, delivering development projects to communities in the Western Province.

"My environmental management course

is tailored to incorporate ecological, environmental- and civil-engineering with management and policy studies, and is about creating the optimal development paradigm where land and natural resources are utilised for development, but not exhausted. A sample of the courses are: Climate Change Adaptation, Site Remediation and Rehabilitation, and Sustainability and Systems Thinking to name a few. In addition to the engineering courses, I have developed a strong aptitude for environmental economics including the UN's new concepts of SEEA EEA, published in 2014. Another favoured course of mine is Water, Sanitation and Hygiene (W.a.S.H): an insightful and practical course for application in PNG, about holistically developing these services in rural communities," Eunice says.

Margaret began her career as a nurse in numerous rural settings across the highlands region, she then completed her undergraduate studies in Law at the University of Papua New Guinea in 2009. Prior to this scholarship, Margaret has been a legal advisor for the Health Department for the past 8 years. Her studies at the Queensland University of Technology not only enables her to perform health law, policy, standard development and advisory roles but will also qualify her to uphold standards in

the fields of medicine, food, radiation and tobacco. These tie in together with the wider international space that requires both health and legal knowledge.

"During the interview for this scholarship," Margaret says, "the Managing Director for Steamships Trading Company at that time, Mr. Peter Langslow asked me what my vision was for the Papua New Guinea (PNG) Health Department in 10 years' time. I vividly remember telling him that I dream to see the Papua New Guinea health system from a view where: a mother from the remote part of PNG in Marrawakka in the Eastern Highlands Province can look up with a smile and say 'thank you, Nurse. Now I do not have to walk distances in search of a health centre with a skilled midwife.' Or a father from Kemaan in the remote part of Kompam district in Enga Province say with a relief, 'Thank you Doctor, I do not have to cross those terrains to take my sick child to a health centre because I now have access to the basic medicine here.' I believe that valuing the health of people is the power of conviction that influences legislations, policies and standards which in turn creates safe, fair, accessible and quality health care services to PNG."

We asked them to share some challenges they have faced as students and both

have agreed on the readjustment from being an employee to being a student. "The weight of books, mounting assessments and high standard of academic expectations have often pushed me to want to quit," Margaret shares, "but I keep reminding myself that not everything is centred on me. It's about those who have helped me come this far and about how I can contribute to improving the quality of life. Not everyone has the opportunity to be where I am and if I were to quit, I would simply be giving up on those who are relying on me to complete my studies." "There is a lot of effort required to succeed in post graduate studies," says Eunice, "But receiving high Grade Point Averages (GPAs) after each semester is always rewarding. This opportunity has definitely answered a lot of questions I have had during my years in practice. When implementing a project, you have to consider if you are making the best decisions for the long term good of the place you are putting a project and also consider the project's impact on the larger scales of district, nation and world as a whole: impacts on the people, natural resource stocks, the many ecosystems, the economy, climate, everything."

"As a high-school student choosing my career," Eunice continues, "I knew I wanted to make life better for the average Papua New Guinean. I wanted to do my part to build happy, optimised societies and I wanted to protect and well-manage the environmental paradise that we, and all our nation's unique ecosystems, call home. The fields of civil engineering

and environmental management make decisions that direct and literally build our society and spaces. Thus, after a lot of prayer about my career direction, I chose these areas as the most beneficial way to serve PNG with my aptitude in maths, science, design, leadership skills, and aligning with my interests and aspirations for PNG."

"The experiences I have gained from an international learning environment," says Margaret, "and the exposure to world class professors and modern technology are priceless. I have learned during my time here about the importance of continuous learning, research and development. This journey has had its highlights and its fair share of challenges," Margaret remarks, but I am grateful to the following who have made it possible and supported me throughout this journey: Swire Scholarship Program for giving me an opportunity to pursue my studies, the Queensland University of Technology for giving me a real world of experiences, the Government of Papua New Guinea through the Department of Health for recommending, releasing and filling in for me during my study leave, Smith and Immigration for ensuring my welfare and living in Australia. Not the least, my family and friends for their continuous support and encouragement and above all mentioned – I thank the God of wisdom and all-knowing for seeing me through. I am excited to return to work at the Health Department after concluding my studies and to begin contributing towards the delivery of quality health services to the people of

Papua New Guinea." Eunice concludes, "Swire deserves high commendation for this excellent scholarship that builds PNG's human capacity and I am thankful to Swire for this opportunity," Eunice says, "Additionally, am extremely grateful to my nuclear family, extended family and close friends; and to all my teachers and mentors who have been positive influences. My encouragement to others would be to consciously build a happy, healthy, peaceful home: keep God first, be a supportive family member, lovingly discipline your children and encourage your family to be their best. The family is the cornerstone of society and is the channel through which PNG will prosper or not. To the young people: Dream big; there is a God-ordained reason to why you are where you are."

## Information:

The Swire Charitable Trust and Steamships Trading Company are offering two full postgraduate scholarships to eligible applicants to commence studies in Australia in February 2020.

For more information on how you can apply please visit:

<http://www.ievsa.com.au/scholarships.html>

Applications close  
20 September 2020.



## Moresby Chief Engineer: Cornelius Lewa

*The Moresby Chief is one of Steamships iconic possessions, but we know little about the team who sail her. Cornelius is from Western Highlands Province, born in 1971 he attained his position in 2017.*

Cornelius explains, "the appointment of Chief Engineer for the Moresby Chief is a first time experience for me and I am grateful to management

for recognizing the skills that I have obtained with the company over the years and entrusting me with this responsibility.

I completed Grade 10 in Kimbe, West New Britain Province and was awarded an Australian-Aid scholarship to be a Fishing Cadet at Kavieng Fisheries College, New Ireland Province. After graduating as a Fishing Cadet I was offered a job in Port Moresby and that was when I moved out from home at the age of 23. I stayed with that company for a while before being recruited by what used to be Steamships Coastal Shipping.

Today I work under a great Captain – Michelle Boyama, it is one of the highlights of this job. We have an environment where everyone are in sync with each other and that's

how we accomplish our tasks. Each crew member has their own years of experience and I have learned much from my colleagues."

"I spent most of my childhood in Kimbe which is located in the New Guinea Islands region of PNG. Growing up," Cornelius says, "I always dreamed of working on a ship, but I never thought it would become a reality. Today I work on the Moresby Chief and furthering my studies. Since completing school in 1994, pursuing further studies was difficult because I had two daughters to take care of. It was not until 2013 when I was sponsored by Steamships to attain my Class 5 Engineering Certificate at the Maritime College in Madang. There have been two people throughout my life that have stood by my side and supported

the decisions that I have made and they are my parents. I am grateful for support. They were the ones who encouraged me to move to Port Moresby from Kimbe after I had graduated from the Fisheries College and I am grateful for their support. Had I not moved to Port Moresby I would not have joined Steamships and gained this much experience in my current field of expertise.

I have been with the company for about 20 years and many of my colleagues that joined Steamships around the same time as I have all left to pursue other avenues. I chose to stay with Steamships and am happy to be part of this great company that has managed to overcome numerous challenges over the years."

# STC RUGBY 7S & RUGBY TOUCH TOURNAMENT



Above: Women's Touch Rugby champions STC Corporate. The team shares a group photo with their coach and family members. Right: Swire Queens captain receiving the runner up for GMs Cup. Bottom right: A line out during the Colgate and EWT match.

The Steamships Rugby Sevens ended with a high note despite wet conditions on Saturday at Bava Park. Players and fans withstood the rain to cheer on their favorite teams go head to head at the finals.

The dual men and women's competition saw the first games kick off at 8:30am.

The finals saw Swire Taikoo dominate the field in the first half of the game against East West Truckies to take out the Managing Director's Cup.

In the women's side it was an exceptional win for STC Corporate emerging as the reigning champions for the Managing Director's Cup over East West Truckies.

Chief Operating Officer Rupert Bray was on hand refereeing a couple of games as well as the finals. Rupert is no stranger to Rugby Sevens. Having played throughout school, university and the Royal Marines, Rupert became a World Rugby certified referee in Singapore and has refereed 15s and 7s matches all over Asia. Rupert is also a qualified touch rugby referee and coached both contact and

touch football in Singapore.

Aidan Toua, who plays for the Japanese team Honda Heat, presented the awards including a signed Australian Rugby Sevens jersey to the Player of the Tournament for both the men's and women's categories. Aidan is the son of Steamships General Manager Corporate Affairs David Toua. He has previously played Super Rugby for the Queensland Reds, ACT Brumbies and has even represented Australia in Rugby Sevens.

The Steamships Rugby Sevens is experiencing an exponential experience with increasing teams each year for the men's and women's team.

New comers to the competition included Pacific Towing and Colgate. The organizing committee would like to thank everyone that assisted on the day including former Pukpuk and Tournament Director Paul Joseph and his technical team, Aidan Toua, Rupert Bray, Stephen Dawanincura from The Right Connection, Dr Kapua and his team and Heisi Andrews from Bava Park.



# LAUKANU SANITATION PROJECT LAE, MOROBE PROVINCE



Rupert Bray and David Toua at the launch of the Sago Sanitation Project in Laukanu village, Salamaua (Morobe Province). Picture courtesy of Sago Network.

The Steamships Trading Company and Sago Network have partnered in delivering the Laukanu Sanitation Project in Salamaua Lae.

The Laukanu Sanitation Project aims to improve hygiene, sanitation and health workshops in communities with a focus on female health and hygiene.

Sago dry toilet fabrication is in demand and has grown interest from the aid sector as well as the private sector in PNG.

The project is funded under the Steamships Community Grants Programme as part of its social initiative towards funding projects that improve

the quality of education, health, social welfare as well as environmental sustainability.

"We are pleased to be a part of a project that improves the lives of people in communities especially women and children," said Rupert Bray, Steamships Chief Operating Officer.

Sago Network is a non-profit organization focused on improving water, sanitation and hygiene standards at a community level. Sago Network partners with local communities in PNG to address basic access to safe drinking water and safe sanitation.

The official launch of the project was

witnessed by Laukanu Community leaders, Rupert Bray and David Toua.

Co-founder and director of Sago Network Lachlan Delaney said the dry toilet was a new solution developed specifically for PNG.

"Five years of research, development, and infield testing and community collaboration have been invested to make sure that the Sago dry toilet is a perfect match for coastal and high water-table communities," he said.

Steamships Trading Company would like to thank Sago Network and the Salamaua community for working together to facilitate a successful project.

# 2020 STEAMSHIPS GRADUATE DEVELOPMENT PROGRAM ASSESSMENT CENTRE



Judges during the first day of the Assessment Centre, from left to right: Seini Fisi-ihoi, Dorris Ika, Sharon Onsa, Noble Jack, Michael Scantelbury (Steamships Managing Director) and Mary Vagi

## September Training Courses

Dates	Course	Provider
2-3	Change management	Port Moresby IBBM
2-3	Performance Management	Port Moresby IBBM
4-5	MS Power point Advanced	Port Moresby IBBM
9-10 Sept	Creative Problem Solving	Port Moresby IBBM
17-18	Goal Setting and Getting Things Done	LAE IBBM
18-19	Business Communications	Port Moresby IBBM
26-27	Accounting for Non-Accountants	Port Moresby IBBM

## October Training Courses

30-1	Interpersonal Skills	Port Moresby IBBM
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Port Moresby Lae

Contact **Seini Fisi'ihoi** for more information  
 E: SFisi'ihoi@steamships.com.pg or  
 M: 7092 1765

At Steamships Trading Company, we provide the right exposure and opportunities to assist professional development. In our Graduate Development Program, graduates have four twelve-month rotations in any of the divisions gathering experience from the following industries: Corporate HR, Finance or Affairs, Logistics, Transport, Properties and Hotels.

With applications open March 4-29, 2019, we had over 400 applicants both domestically and internationally. 33 candidates were shortlisted for phase two of the recruitment process which involved Psychometric Testing for Abstract Reasoning, Verbal Reasoning and Numerical Reasoning. Testing sites located

in Port Moresby, Lae and Brisbane screened our list to 16 candidates passing through to the final Assessment Centre.

The 3 day Assessment Centre took place early August at the Gateway Hotel.

The activities assessed each candidate for skills in innovative management, presentation, and priority setting, and customer focus, problem solving, building effective teams and dealing with ambiguity.

Candidates were also assessed for business and financial acumen, interpersonal skills and ethics and values.

We look forward to introducing our 2020 graduates in the next Tok Steamies edition.

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

# UNDER 30 RISING STARS: PACIFIC PALMS PROPERTY

Pacific Palms Property (PPP) is Papua New Guinea's most innovative developer and has delivered some of PNG's most progressive commercial developments, including the iconic Harbourside Development, Port Moresby.

In this edition, the PPP Projects Development Team introduces their young and vibrant members who are all below the age of 30: Hansley Gumbaketi, Jonavae Seeto & Vanessa Kagenana.



**Hansley Gumbaketi** is the Projects Coordinator at Pacific Palms Property, working within a small team to deliver on some of Steamships largest property projects. Hansley admits the role is vastly rewarding and challenging. It includes supporting project managers, researching threats and opportunities and dealing with councils for approvals. He hopes to become a mentor for young staff members, moulding them to realise their full potential.



**Jonavae Seeto** is the Accounts Payable Officer, her role is centred on basic administrative tasks for the team. Since joining the Projects Development team in April she has had to learn a new set of skills to ensure she is able to perform her tasks effectively. Jonavae is curious to learn new skills as she gains experience with the team and by learning from those around her.



**Vanessa Kagenana** joined the team in June this year as the Graduate Architect. She enjoys designing infrastructure. During her free time Vanessa makes her designs a reality through small scale projects around her home. She is excited to begin her career as an aspiring architect with Pacific Palms.

# NIGHT MARKETS AT HARBOURSIDE



## 25th September & 23 October

**Come along and pick up a bargain at Port Moresby's most spectacular market location and support our local artisans and producers.**

There will be authentic PNG painting and carvings by local artists available as well as a selection of tanning and unique PNG designer clothing

The freshest of fresh fruits and vegetables

Movie night for the whole family and a selection of great food at Enzos, Tandoor, Sogno, and Asia Aroma Restaurants. See you there!

# PPP: SETTING NEW BENCHMARKS FOR CONSTRUCTION SAFETY



Containerised Pedestrian Safety Gantry System at Harbourside South, Port Moresby

Transformative building projects are about to change the skyline of Papua New Guinea's cities. Developers are now looking upwards as urban land becomes scarce and expensive but with it comes its own challenges that need to be addressed in more professional, and creative ways.

While hardhats, steel-capped shoes, high-visibility vests, and scaffold works keep the site safe and secure, construction sites around Papua New Guinea often demonstrate little regard for the safety of the general public.

Falling objects from high-rise construction sites pose one of the most significant threats to public safety. In the more populated city centres like Port Moresby's Downtown and Waigani, or Lae's Top Town that have heavy pedestrian traffic, the risks are significantly higher.

While closing half a street has been common practice in Papua New Guinea's cities, this approach is rapidly becoming

undesirable, both from visual and practical points of view. Restricting access to pedestrians and traffic not only negatively impacts the daily lives of many, but also impacts retail and commercial activities of businesses across the country.

With typical construction lasting between 2 to 4 years, construction projects in commercial districts need safer and sustainable approaches to ensuring public safety.

The question then, of how developers and their builders are providing the duty of care to the public should be a cause for concern for all residents and businesses near high rise construction sites.

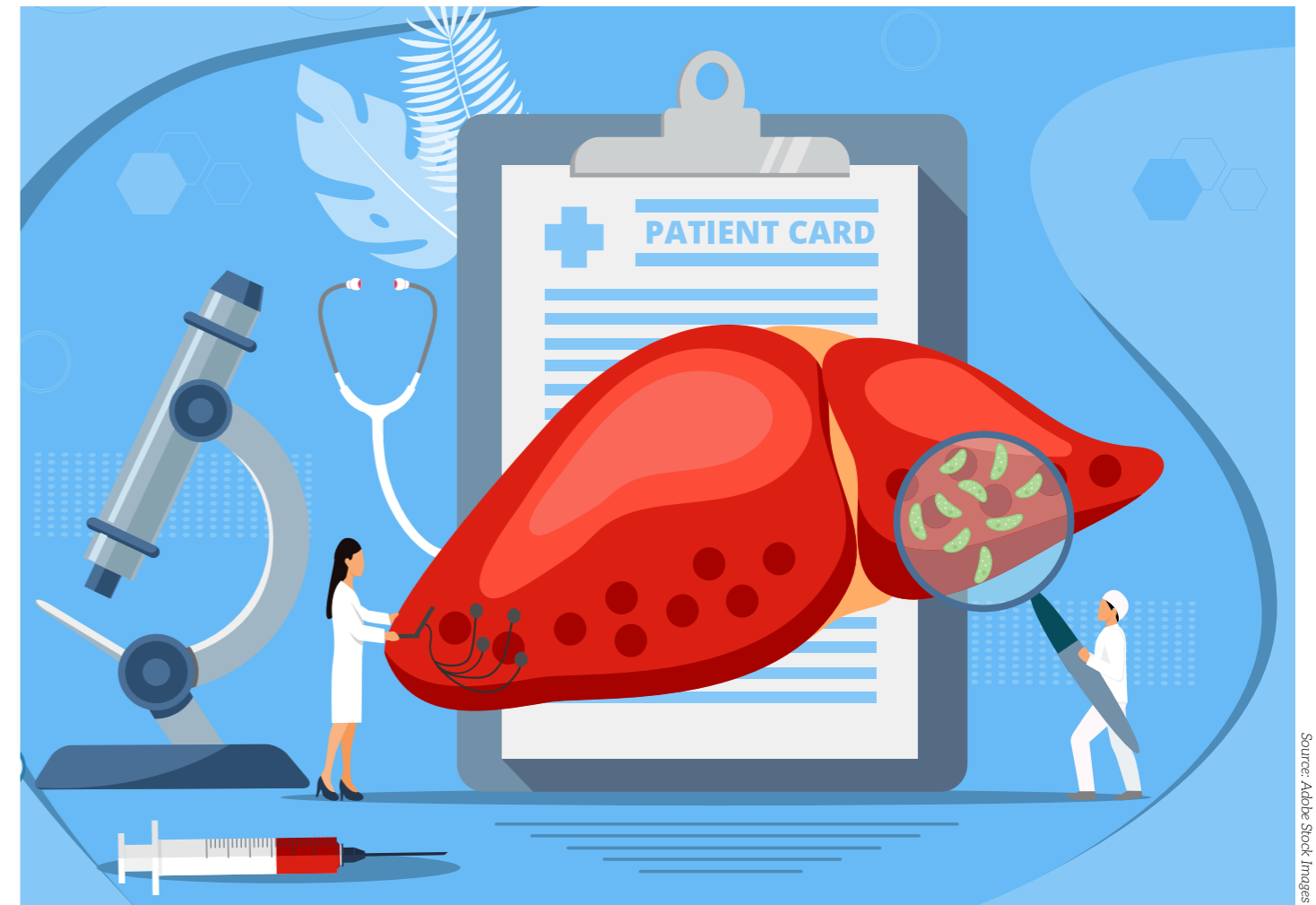
These concerns became the forefront of conversations at the Pacific Palms Property Projects Team office. Concerned that a mere fence-line would not provide adequate safety to the passing public, the development team resolved to explore different solutions.

A simple hoarding structure was considered inadequate in providing safety for the passing public. In its place, a pedestrian gantry system was designed and built by the Projects team using old shipping containers from Consort. They provided both side protection and the crucial top protection from falling objects. The reusing of old containers is a good sustainability story too!

The Containerised Pedestrian Gantry System presents a new standard of public safety measures for urban high rise projects in PNG. NCDC have acknowledged the structure issuing permits for the use of the structure during the course of construction.

The Projects team are incredibly proud that they've raised the bar and set a new benchmark for construction safety in PNG and hope other developers will follow suit.

# HEALTH AWARENESS: HEPATITIS



Source: Adobe Stock Images

July 28 was World Hepatitis Day and in line with creating awareness on Hepatitis, below are two facts you should know:

## Fact One:

Hepatitis is an inflammation of the liver. The condition can be self-limiting or can progress to fibrosis (scarring), cirrhosis or liver cancer. Hepatitis viruses are the most common cause of hepatitis in the world but other infections, toxic substances (e.g. alcohol, certain drugs), and autoimmune diseases can also cause hepatitis.

## Fact Two:

Scientists have identified 5 unique hepatitis viruses, identified by the letters A, B, C, D, and E. While all cause liver disease, they vary in important ways.

**Hepatitis A virus (HAV)** is present in the faeces of infected persons and is most often transmitted through consumption of contaminated water or food. Certain sex practices can also spread HAV. Infections are in many cases mild, with

most people making a full recovery and remaining immune from further HAV infections. However, HAV infections can also be severe and life threatening. Most people in areas of the world with poor sanitation have been infected with this virus. Safe and effective vaccines are available to prevent HAV.

**Hepatitis B virus (HBV)** is transmitted through exposure to infective blood, semen, and other body fluids. HBV can be transmitted from infected mothers to infants at the time of birth or from family member to infant in early childhood. Transmission may also occur through transfusions of HBV-contaminated blood and blood products, contaminated injections during medical procedures, and through injection drug use. HBV also poses a risk to healthcare workers who sustain accidental needle stick injuries while caring for infected-HBV patients. Safe and effective vaccines are available to prevent HBV.

**Hepatitis C virus (HCV)** is mostly transmitted through exposure to infective blood. This may happen through

transfusions of HCV-contaminated blood and blood products, contaminated injections during medical procedures, and through injection drug use. Sexual transmission is also possible, but is much less common. There is no vaccine for HCV.

**Hepatitis D virus (HDV)** infections occur only in those who are infected with HBV. The dual infection of HDV and HBV can result in a more serious disease and worse outcome. Hepatitis B vaccines provide protection from HDV infection.

**Hepatitis E virus (HEV)** is mostly transmitted through consumption of contaminated water or food. HEV is a common cause of hepatitis outbreaks in developing parts of the world and is increasingly recognized as an important cause of disease in developed countries. Safe and effective vaccines to prevent HEV infection have been developed but are not widely available.

**Source: World Health Organization Q&As** (<https://www.who.int/features/qa/76/en/>)



Rugby 7s Player of the Tournament, Steven Kagi, in action



Truckies side line warm-ups before taking the field.



Knock-out round between CSH Pirates and Colgate Smileys.



Its all about good sportsmanship.



PPP Landlords took out the Manager's Cup for Rugby Touch.



Rupert and his son pose for a father and son moment



David Toua and Aidan Toua presenting the STC Chiefs the runner up award for the Manager's Cup.



Captain of the Moresby Chief Michelle Boyama.



The wet conditions didn't stop the game from continuing.



Scrum between CSH and Swire Taikoos.



CSH Pirates anxiously awaiting the final whistle blow during the match for the GM's Cup.





Team stretches before the the first kick-off



CSH Gladiators against the swire Queens.



Action in the game between Pactow and Colgate.



CSH Gladiators and EWT Truckies in action to qualify for the MDs Cup.



JVP Eagles fans and players preparing to take to the field for their next match. The team had a minute to take this cheerful shot.



The R&M team of PPP in their new hi-vis uniform.



Michael Scantelbury (Steamships Managing Director) and Corporate Head Office welcome new staff with cake-cutting



Blood donations at Pacific Palms Property Head Office



CSH staff pose for a group photo after a session on grooming and professional work etiquette.



PPP staff with Mackay Cutters posing at the PPP Photo booth during the SP Hunter's Home Game Post Match Activation in June.



Eunice Renagi and her team at the recent Gateway Hotel Toastmasters session.



GPH team creating awareness on oral health and hygiene.

## Family & Sexual Violence Help Lines and Services in Port Moresby



### 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

### Belisi 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 this contrary to, or a breach of, Steamships Codes and Policies;
- iii. a substantial mismanagement of the Group's resources;

- iv. conduct involving substantial risk to public health or safety; or
- v. conduct involving substantial risk to the environment that would, if proven, constitute by the Group or its employee/s a criminal offence;
- vi. reasonable grounds for dismissing or dispensing with, or otherwise terminating, the services of a Steamships employee/s who was, or is, engaged in that conduct; or
- vii. reasonable grounds for disciplinary action.

## 6.0 Whistleblowing Procedures

- 6.1 To report a genuine concern, the matters should be initially reported to the direct manager.
- 6.2 If the whistle blower is uncomfortable to report the matters through normal reporting procedures or no satisfactory actions are taken the matter must be escalated to the Steamships Internal Audit (STCIA).
- 6.3 STCIA will conduct initial assessment of the case.
- 6.4 If the disclosures are made in good faith, STCIA will gather information and undertake an appropriate investigation.
- 6.5 Recommendations on the outcome will be given to the appropriate senior management authority to address the matter.
- 6.6 This Policy is not designed to deal with general employment grievances and complaints.

Any report treated in accordance with this Policy must be for one of the Improper Conduct as outlined above. All general employment complaints or grievances will be forwarded to the respective divisional manager or GM Human Resources to address.

## 7.0 Whistleblowing Channels

7.1 Individuals may report their concern through various channels:

- i. Via email at [stcia@steamships.com.pg](mailto:stcia@steamships.com.pg).
- ii. A text message can be sent to the dedicated Mobile Number 71004481.
- iii. Postal Address at Steamships Trading Company Limited, c/o Group Internal Auditor, P.O. 1, Port Moresby.

**BAD BUSINESS PRACTICE  
IS UNACCEPTABLE!**

Are you aware of any unethical conduct, fraud, perceived wrongdoings, or violation of the Steamships Code of Conduct? If so, then our Whistleblower policy, allows you to report any such incident, in the knowledge that it will be done so confidentially and that your identity will be protected at all times!

It's simple. Send a text to 71004481 or an e-mail to:  
[stcia@steamships.com.pg](mailto:stcia@steamships.com.pg)  
and the matter will be appropriately dressed.

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



STEAMSHIPS

# MIXED NETBALL TOURNAMENT | 2019

5 OCTOBER 2019 • 8:00AM-4:00PM  
RITA FLYNN (INDOOR COMPLEX)

