

# TOK STEAMIES

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 STEAMSHIPS



**2019 MANAGING DIRECTOR'S  
AWARD FOR EXCELLENCE:  
ALMA URAKOWI**

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**COVER PHOTO:** ALMA URAKOWI, HSSE MANAGER, JOINT VENTURE PORT SERVICES, RECEIVES HER AWARD FROM STEAMSHIPS MD, MICHAEL SCANTLEBURY



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## CORPORATE NEWS

# STEAMSHIPS PARTNERS WITH MOTU-KOITA ASSEMBLY



Above: Rupert Bray and Motu-Koita Assembly Chairman, Dadi Tok during the cheque presentation Below: 2019 Hiri Queen, Serah Vani

Steamships Trading Company has once again come on board as the major sponsor of the Hiri Moale Festival.

Our partnership with the Motu Koita Assembly (MKA) saw the signing and presentation of a K100,000 cheque as part of its sponsorship. The major activity funded was the construction of the traditional lagatoi. The iconic vessel with its claw-like sail is the centrepiece of the celebration of the Hiri Moale Festival, which includes other activities such as the Hiri Hanenamo competition.

The company also sponsored a video depicting the 2018 construction of the lagatoi. The 16 minute video details the process of the build, and the famous legend of the man that built the vessel.

Steamships Chief Operating Officer Rupert Bray said that the company was excited to sponsor the event this year, "Our relationship with the Motu Koita people is an enduring one, with many of the Steam-



ships family coming from the MKA community. Supporting cultural events and preserving rich traditions is something that Steamies takes great pride in."

Chairman of the Motu Koita Council Dadi Toka said "It's wonderful to see Steamships honouring its close ties with the MKA people through this sponsorship. The festival is a flagship event that showcases our culture and highlights the epic trading voyages of yesteryear. Thank you Steamships for giving us the opportunity to share this story with PNG."

As part of our sponsorship, Pacific Towing assisted by tugging the lagatoi from Manumanu village to Manubada Island prior to the festival.

The Hiri Moale Festival began with the Vanagi (canoe) race and a gala event on Saturday, September 21. The Lagatoi arrived on the shores at Era Kone (Ela Beach) on Sunday, September 22. Due to inevitable weather conditions, the crowning was postponed to Tuesday, September 24 at Ela Beach where Miss Hanuabada, Sareh Vani, was pronounced the 2019 Hiri Queen.

# DIVERSE & CUSTOMISED MARINE SERVICES



**Above:** Commercial divers provide underwater maintenance support to offshore gas rigs and are critical to a raft of diverse projects ranging from wreck retrievals to underwater surveys. **Left:** Pacific Towing's gender equality initiatives, including its 'Women in Maritime Scholarship' program, is in accord with the oil and gas industry's considerable push for the advancement of women.

Pacific Towing is increasingly becoming not only PNG's 'go to' provider for a range of marine services but also Oceania's and South East Asia's. The 40+ year old PNG operation, a subsidiary of the Steamships Group, also has businesses in Fiji and Solomon Islands. Moreover, it services several other countries including Australia, Indonesia, Micronesia, Philippines and Singapore.

Towage, mooring, salvage, commercial diving, and life rafts are Pacific Towing's 'core' services. Additional services include emergency response, video pipeline inspections, PLEM valve hook up and release, as well as pollution prevention.

A value adding and risk mitigating service for the oil and gas sector, is Pacific Towing's oil spill boom deployment system for discharging tanker vessels. The company is also working on introducing new hull cleaning technology which will result in considerable cost savings for clients who no longer have to transport vessels to Australia or Indonesia for this service – saving them not only excessive transportation costs but unnecessarily long downtime.

Increasingly, Pacific Towing is providing customised and project-based solutions throughout Oceania and South East Asia. General Manager, Neil Papenfus, says "a considerable competitive advantage of 'PacTow' when it comes to project based

**"Staff from every department contribute expertise..."**

*Stanley Holland, Workshop Manager*

work, is our ability to think outside the square and problem solve." Citing a 2018 APEC project as an example, he describes how the company provided "a 100 percent home grown solution" for PNG water utility, Eda Ranu, whereby Pacific Towing's own engineers planned, designed, developed and implemented a black and grey water discharge system for passenger vessels accommodating APEC attendees. Pacific Towing chartered a barge, modified

the 14 internal tanks and handled a total of 2.6 million cubic metres of treated black and grey water. "Not something you'd necessarily expect from a marine towage provider" emphasises Papenfus "but this is exactly the type of 'out-of-the-box' problem solving we're doing for all sorts of clients."

Workshop Manager, Stanley Holland, says that Pacific Towing's varied project work draws upon not just the expertise of the engineers he manages but the broader 200+ staff the company has scattered throughout PNG, Fiji and Solomon Islands. "Staff from every department contribute expertise and diverse skill sets to our projects and we work especially closely with our commercial dive team." On top of their standard duties the PacTow divers have recently worked on the wreck retrieval of the 88 metre long container ship 'Southern Phoenix' in Fiji, supported the sewage extension project in PNG's capital of Port Moresby, assisted with underwater survey work throughout PNG for the country's new digital data cable, and designed, manufactured and installed the anchor and buoys for the high-security entanglement netting at APEC House.

Papenfus largely attributes the company's capacity to design, engineer and implement customised solutions for a diversity of clients in different countries to the experience and ingenuity of its local staff. "We are big on local content and hire local whenever and wherever we can. No one knows our waterways, reefs and weather patterns like our local hires. They know how to improvise, they know how to persevere and circumvent road blocks. They're our undisputed competitive advantage."

Pacific Towing not only 'walks the talk' on workforce localisation – 95 percent of employees, including the majority of their senior management team, are local hires – but also staff training and development. Finance Manager, Trudie N'Dresanei, describes the company's training budget as "considerable". Staff received an average of nearly 400 hours of training each last year.

Pacific Towing's investment in staff training is particularly impressive given that much of it occurs overseas. Staff are trained in a multitude of countries including Australia, Hong Kong, Japan, Thailand, Philippines, Singapore, Qatar and Denmark. "We know that our investment in training is paying dividends across the board" says N'Dresanei. "Our engineers, divers, and harbour masters are all at the top of their game and our business growth and safety record are also indicative of this." Pacific Towing is now in its third year of being LTI free and is introducing its own Safety Awards program in 2020.

A flagship training program of Pacific Towing is its 'Women's Maritime Scholarship' program. Introduced in 2017 and supported by the Australian Government funded 'Australia Awards' the program specifically aims to advance the maritime careers of women. Female deck and engine cadets receive international standard training, including on-the-job and technical training, on board vessels owned by China Navigation Company Ltd and Swire Pacific Offshore (both companies being owned by Steamships' parent company, Swire Shipping).

Pacific Towing's deliberate fast tracking of its female cadets' careers is very much in accord with its public stance on gender equality and its considerable support for PNG's Business Coalition for Women, an NGO focused on the economic empowerment of women. Papenfus is an active and vocal advocate for women's advancement. Pacific Towing's CSR initiatives focus predominantly on gender and community development.

**Story by: Linda Van Leeuwen, Savi Solutions.**

## HARBOURSIDE SOUTH PROJECT GROUND BREAKING CEREMONY



*The official ground breaking of the Harbourside South Project*

### Port Moresby

Steamships Trading Company announced the commencement of construction of the Harbourside South project at a ceremonial ground breaking ceremony on Tuesday 15 October.

The quarter of a billion kina project is earmarked to provide a vibrant Harbourside Precinct with a new tower comprising twenty-one levels of prime residential apartments, retail and commercial spaces, and much needed car parking space. A unique feature of the project will be the air conditioned bridge which will connect Champion Parade to Stanley Esplanade through the Harbourside buildings.

The ground breaking ceremony was officiated by the Prime Minister of Papua New Guinea, The Hon. James Marape, Governor Powes Parkop, Motu Koita Chairman Dadi Toka Jr, Minister for

Housing and Urban Development Justin Tkatchenko, Steamships MD Michael Scantlebury and Steamships COO Rupert Bray. This event was also witnessed by senior state dignitaries, corporate executives, Steamships management and the media.

The building project is a partnership between Steamships and PNG Sustainable Development Program.

"We are excited about the progress already made by our Principal Contractors China State Construction Engineering Corporation PNG Limited (CSCEC), and the various other contractors involved," said Michael Scantlebury, the Managing Director of Steamships.

The Harbourside Precinct will undoubtedly be the landmark along Stanley Esplanade and Champion Parade. The building is expected to be completed by 2022.

**"We are excited about the progress already made..."**

*Michael Scantlebury, Managing Director, Steamships*



**STEAMSHIPS** Send us your stories and high resolution images for publication in Tok Steamies Newsletter by 10th December 2019.

Your stories should be no more than 500 words. Email: [toksteamies@steamships.com.pg](mailto:toksteamies@steamships.com.pg)

# HARBOURSIDE IN SAFE HANDS



Celia Chan (middle) flanked by her support team at the Harbourside West. Celia looks after the operations for both Harbourside East and West

## Harbourside Site Superintendent: Celia Chan

"I always wanted to be a teacher" says Celia, "I graduated with a Bachelor's in Computer Technology and Education at Don Bosco Technological Institute in 2015, but I felt that I needed more hands-on experience in the workforce before I became a teacher."

Celia Chan, Pacific Palms Property's (PPP) Site Superintendent for Harbourside is 26 years old from New Ireland and has been with the company for a year. "As the Site Superintendent for Harbourside," she continues, "my role is basically asset management for both Harbourside East and West. I have a team that I work with in which I delegate tasks to ensure that things run smoothly for our tenants."

Harbourside East has seven levels, while the West wing has six levels, with a total of 50 company tenants for both wings. At Harbourside West, aside from those that work in the building, there are over 50 visitors that pass through in a day, this means that for the West wing alone, there are over 250 visitors per week! You can only imagine, how many more people pass through on a daily basis if we were to include the numbers for the East wing, the

Food & Beverage outlets or even those to drop by to check the ATM!

"One challenge I have faced as the Site Superintendent, is meeting client demands," Celia explains, "this is because, I am the first contact when there are technical issues faced at Harbourside East and West. When there is an issue, it is reported to me and I delegate to my team to resolve them - in more urgent cases, then I go to supervise. I have learned to manage this challenge during the course of my time here at Harbourside," Celia reflects, "my background in technology has also enabled me to have a fair understanding on technical issues that arise - it's all about identifying the problem and really narrowing it down to the core issue."

"You may be wondering how someone who wanted to be a teacher and who has a background in computer technology and education ended up in the property industry? The truth is, I wanted to try something that was outside of my comfort zone," Celia shares, "but honestly, my first month with Pacific Palms was the toughest."

"Prior to joining the company, I was with a HR Logistics Company and I had to deal with people who are at different levels on a daily basis. The transition was a major challenge because I now had to manage

assets for both buildings and work with different people from contractors, to service providers, the tenants at Harbourside and my own team. At some point I was convinced that I had made the wrong decision - but it is a year now and we learn from past experiences. My current role has allowed me to expand my professional network and on a more personal level, it has reinforced my courage to take challenges head on and to not be afraid of extending the boundaries around me."

Celia describes that she has a sense of fulfillment and satisfaction when she and her team resolve issues and attend to them more efficiently through the experiences they gain. Celia strives to be an efficient employee within the company and holds her parents as her inspiration to keep moving forward.

The author Roy T Bennett once said, "It's only after you've stepped outside your comfort zone that you begin to change, grow and transform." I believe, we should not allow ourselves to limit our capabilities - I may not be heading in the same direction or be on the same pace as everyone around me, but I trust that one day, I will get to where I want to be. There is a common saying, "slow progress is still progress."

# CADET'S DUE DILIGENCE REWARDED



## Deck Cadet - Pacific Diligence: Charles Machon

Pacific Towing's cadet programme sends Papua New Guinean seafarers off to gain valuable work experience on Swire Pacific Offshore's vessels. Charles Machon is one such cadet and we caught up with him on board Pacific Diligence whilst he was in port on a job in Papua New Guinea waters.

"SAFETY and PUNCTUALITY. The two words that describe what life on the ship like. You see, I grew up in the New Guinea Islands region of Papua New Guinea and I come from Bundrou, in the Manus province. I always wanted to be a sailor," reminisces Charles.

"There are so many tasks to accomplish when on board a vessel," Charles explains, "being on Pacific Diligence is by far the most interesting as we are currently working for Oil Search in the Gulf of Papua to service the chain of a mooring buoy; it is very challenging work."

Pacific Diligence is one of eight D-Class vessels owned and operated by Swire Pacific offshore. The D-Class vessels are powered to safely support operations in



Charles (left) and Alfred Weston (Steamships Projects & Business Development Manager) chatting on board Pacific Diligence

vessels have sufficient capacity and clear deck space for a wide range of offshore activities from towing to supporting Remotely Operated Vehicles.

"On any vessel, safety is paramount. When sailing the ocean we always consider the safety of the crew, the vessel and all the equipment she has on board," Charles explains, "being fully aware of the protocols and procedures when on board a vessel is important to ensure we travel from point A to B safely."

"Being time conscience is also another key factor when on board," Charles points out, "when we are out at sea, we have

a number of tasks to accomplish with a fixed number of people. Starting on time and completing the job within that specific time frame is essential so that no one is over worked. We stick to our schedules and follow them strictly because at the end of the day, there is no room for sloppiness on a vessel."

"Life on board a vessel has its challenges," Charles shares, "it took a few months to get used to being at sea. Through this programme I have learned many new things and two lessons I'll take with me from this experience is the importance of being fully engaged and focused on the activities set for me and to maintain a healthy lifestyle."

Charles grew up in the Manus province, then he went on to complete his undergraduate studies in Geographic Information Science at the Papua New Guinea University of Technology in 2015. His passion to be at sea pressed him towards applying for the Pacific Towing Cadet Programme and as a successful candidate, he was enrolled at the PNG Maritime College in Madang in 2017 for the first phase of the cadet programme. Today he continues to progress through the programme and is a deck cadet on Pacific Diligence.

# FAMILY SEXUAL VIOLENCE POLICY IN STEAMSHIPS



Steamships contacts during their workshop on FSV in the workplace.

Research indicates that 68% of employees experience family sexual violence (FSV) during their lifetime, which is an estimated K3million loss to a single company in PNG each year.

Steamships like many organisations within PNG has a sizeable workforce and with that comes a variety of different upbringings, cultures and backgrounds. In having the FSV policy, Steamships is working towards creating a safe organisational environment in which staff who are survivors, feel safe in coming forward to seek help without judgment.

The FSV Policy and procedure set-up provides a clear practical guide for employees to identify FSV and utilise various support avenues the organization has on offer. The importance of every employee's welfare goes beyond what happens in the workplace, because it can have a profound impact on their daily productivity and their careers.

Family sexual violence covers various forms of abuse such as; physical abuse, sexual abuse, psychological abuse, intimidation, harassment, stalking (including calls, texts and emails), damaging of property and threatening. Under the PNG Criminal Code 1974, Sexual violence is a crime and PNG Family Protection Act 2013 clearly states that violence between family members is unlawful.

Our FSV Policy has nine (9) workplace contacts who have been selected throughout the divisions. Their role is to provide support to all Steamships staff regarding information on FSV and to make referrals to experts. All Steamships employees are encouraged to reach out to any FSV workplace contacts no matter how minor the situation may seem. All information provided is strictly confidential.

Make a difference today for you and those you care about by contacting our FSV Workplace contact at your division.

## Contacts:

- Lua Ravusiro (JVPS)**  
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JAngoman@steamships.com.pg

# SUPPORTING YOUNG PNG SAILING CADETS



Above: Upu Navu Kila (far right) and the young cadets at RPYC. Below: Young cadets awaiting to receive their certificates after completing the program.

The Young Papua New Guinean sailing cadets at Royal Papua Yacht Club (RPYC) received a boost in September with the commencement of an intensive eight-day school holiday training program. This program was aimed at providing the sailors with Hobie 16 and Laser racing skills to enable their advancement to an internationally competitive level.

The program was run by the successful Papua New Guinean sailor and trainer, Upu Navu Kila MBE. Mr Kila has previously competed successfully at the Pacific games representing PNG, as well as at many overseas events. He has received an MBE from the Queen as well as PNG Logohu Medals for services to sports.

The training was made possible through sponsorships from Steamships Trading Company and the RPYC who are both committed to the advancement of young sailors. "To see the Hobie 16 and Laser sailors gain confidence in a sport which is in their blood is really rewarding, Steamships



is proud to be involved with this training program in partnership with Royal Papua Yacht Club," says Steamship Chief Operating Officer Rupert Bray.

The training program is opened annually to youths aged between 13 and 20 on a competitive basis. Such intensive training programs will continue, with an inter-

national event being planned for 2020 at the RPYC to coincide with Independence Day celebrations. "We believe this will showcase our local sailing talent as well as our beautiful harbour and unique culture and hospitality" says Aaron Batt, General Manager RPYC.

# 2020 STEAMSHIPS GRADUATES

Our three (3) new graduates for the 2020 Steamships Graduate Development Program share their views towards joining us next year:



**Miss Samantha Longai,  
Accounting Pathway**

"I cannot fully express my excitement for the opportunity given to be part of a company that has been contributing to nation building for the past 100 years. It has been a privilege to complete my studies with many good memories and challenges experienced- I feel mentally and professionally equipped to venture into the working world with Steamships' support. Really looking forward to the years ahead!"



**Mr. Elijah Numoi,  
Management Pathway**

"I believe everyone deserves a second chance to prove their worth but they can only go as far and as high as the vision of the institutions and people they trust to facilitate their growth. I trusted my university with my life as a student and also as a young man trying to find his worth in the real world. I am grateful for everyone I met and spent time with there, as they helped me believe in myself when I needed it the most. When I saw the Steamships GDP, I was not only intrigued at the stages presented, but also in its diversity of environments. The program envisions to bring out the best in us and that aligns with my ambition to 'Inspire others to aspire for greatness'. I'm really keen to start soon!"



**Miss. Beverly Tungal,  
Accounting Pathway**

"Truly humbled and grateful to Steamships for their hospitality during the recruitment stages of the program. The honour of being granted an opportunity to be part of their GDP is overwhelming. I'm thankful to my university, colleagues and lecturers for the life lessons and good times that have helped me become the person I am. I know there will be challenges, lessons and experiences to go through but with determination and God almighty as my guide I am super excited for 2020! Sic currite ut comprehendatis (Run to Win)

## November Training Courses

5-8	Train the Trainer	Port Moresby
12-13	Motivating your Sales Team	Port Moresby
14-15	Credit Management and Debt Collection	Port Moresby
14-15	Supervising Skills	Port Moresby
19-20	Assertiveness & Self-Confidence	Port Moresby
21-22	Business Writing	Port Moresby
26-27	Goal Setting and Getting things Done	Port Moresby

## December Training Courses

5-6	Team Work & Team Building	Port Moresby
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Port Moresby
  Lae

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



## Managing Director's Award for Excellence 2019

Steamships has initiated a recognition award called the Managing Director's Excellence Award. There is no detailed criteria for this but it serves to recognize employees performing exceptionally beyond their duties and responsibilities to improve the results and reputation of our business and workforce.

The first awardee is Alma Urakowi, HSSE Manager for Joint Venture Port Services, for Outstanding effort in Certificate IV in Workplace Health & Safety Assessments, noted by trainers as 'concise, detailed, tied into legislation- one of the best

submissions ever received' in comparison with all students who have been trained by Pro Safety & Training Australia.

Alma joined JVPS in 2017, after completing her undergraduate studies in Environmental Health Sciences at Divine Word University and has climbed the ranks to where she is now. As the HSSE Manager for JVPS her role is centered on operations, occupational health and safety procedures and compliance to relevant obligations and legislative requirements.

**Congratulations Alma!**

# IMPROVE YOUR MENTAL HEALTH



### What is mental health?

Mental fitness is important to maintaining your brain and your body healthy, especially as you age. There are many types of mental dexterity exercises, and you don't need to go to the gym to do them. They include active ones, such as learning a new song or playing a game, as well as restful ones, such as relaxation and visualization exercises. Schedule a mental fitness break into your calendar right next to your workout schedule. Your mind and your health are worth it.

### Why is mental health important?

Mental fitness is important to maintaining your brain and your body healthy, especially as you age. There are many types of mental dexterity exercises, and you don't need to go to the gym to do them. They include active ones, such as learning a new song or playing a game, as well as restful ones, such as relaxation and visualization exercises. Schedule a mental fitness break into your calendar right next to your workout schedule. Your mind and your health are worth it.

### Areas affected by mental health

Whether we realize it or not, the state of our mental health has an impact on differ-

ent areas of our lives. This includes but is not limited to:

- The maintenance of our personal or family relationships
- How we conduct ourselves in social settings
- Performance at work or school
- Our participation in other important activities

### Tips to improve mental health:

#### 1. Stop multi-tasking

You may think that multitasking enables you to get more things done at once, but it actually creates more problems than it solves. Focusing on one task at a time will improve your concentration and help you to be more productive.

#### 2. Be positive with yourself

Positive affirmation is one avenue to increased mental proficiency. Affirmation, or talking to yourself in a positive way, involves strengthening neural pathways to bring your self-confidence, well-being, and satisfaction to a higher level. To start, make a list of your good qualities. Remind yourself that you don't have to be perfect. Set goals for what you want to improve and start small to avoid becoming

overwhelmed.

#### 3. Read More

Reading is great for your brain. Even as you're reading this sentence, your brain is processing each word, recalling the meaning instantly. Beyond the mechanics, reading helps you visualize the subject matter on the pages before you, and imagine what voices sound like in the written dialogue. This can also be a great relaxation technique. Reading is a great activity because it can stoke the imagination and ignite so many different parts of the brain. There are endless genres and types of reading material. It's unlikely that you'll run out of interesting things to read.

#### 4. Try something different

New experiences can also set you on the path to mental fitness. You can fit new approaches into your daily life in a variety of ways:

- Try new foods.
- Try new ways to accomplish routine tasks.
- Travel to new places.

Source: <https://www.healthline.com/health/depression/mental-fitness#techniques>

# MIXED NETBALL TOURNAMENT



**Top:** A group picture of the Top 3 winning teams for the Mixed Netball Tournament with the Netball Officials. **Above Left:** Ela Oceans pause for a group photo during lunch break. **Centre:** Consort Winners defending against Grand Eagles Grace Vagi. **Right:** PPP supporters cheering on the sidelines Ela Oceans pause for a group photo during lunch break.

The Steamships 2019 sporting calendar ended on a high note with the successful staging of the STC intercompany mixed netball competition. A total of sixteen teams took to the courts at the Rita Flynn Indoor Courts last Saturday, with 120 players vying for the prized Managing Director's Cup.

After pool play, the teams qualifying for the play-offs included Grand Eagles, Gateway Dolphins, CHHO Hotties, Ela Ocean, Truckies Lae, Swire Sailors, Consort and STC Chiefs.

The fast paced finals saw STC Chiefs from Head Office go head to head with Ela Ocean's from the Ela Beach Hotel, in what was a nerve wrecking and close encounter. The Chiefs were the surprise victors as they upset the competitive Ela Ocean's to claim the Managing Director's Cup and bragging rights for the next twelve months.

"The roller coaster was a bit bumpy for us because Ela Ocean's is a competitive team and we had to push hard in the second half of the games to edge one point ahead and win the competition" said Raga Vali, STC Chief's Captain and Most Valuable Player of the Tournament.

Steamships mixed netball competition is one of three sports on the company's annual sporting calendar. The intercompany competition brings together employees of the company's six divisions; Consort, Coral Sea Hotels, Pacific Towing, Pacific Palms Property, JV Ports, East West Transport, as well as sister company Swire Shipping and J/V partner Colgate Palmolive.



**Above:** Tournament Director, Mona-Lisa Leka (second row - centre) and her team after the awarding ceremony.

East West Truckies entered a team from Lae to compete in the competition. The Lae side performed well to win the runner up award in the General Manager's Cup.

Managing Director Michael Scantlebury was on hand to give out the awards which was witnessed by Rupert Bray, Chief Operating Officer and divisional managers.

The competition was coordinated by Stephan Dawanincura from The Right Connections and international sporting elite Mona Lisa Leka who was the Tournament Director and her team of officials.

Steamships would like to thank its divisions, Mona Lisa-Leka, KB Stone Crew, The Right Connections, Heisi Andrews and his team at the Rita Flynn Courts.



Truckies Lae, GD in mid-air taking a shot.



**Left:** Henao Garo awarding Swire Sailor's, Victoria Arisa as Best Female Defender. **Right:** A competitive round between the Consort Winners 2 & Gateway Dolphins



Gateway Hotel Staff with Hotel Resident Manager, Lee Morgan.



Gateway Hotel Staff in their PNG 'kolos'.



Tony Gutuma and Stella Siawang all smiles during the Independence celebrations.



Melissa Gitmu, Josephine Beata, Wendy Aua in their PNG colors and bilas for the Independence Celebrations at PPP Badili.



Ceremony set up ready for dignitaries for the ground breaking ceremony at the Harbourside South site



David Toua (General Manager Corporate Affairs) escorting Prime Minister Hon. James Marape (right) for the officiating ceremony of the project.



The Contestants of the Miss PNG Pacific Islands Pageant with Miss Pacific Islands, Leoshina Kariha visited Pacific Palms Head office. Here is the Contestants with the Finance Team.



Moresby Chief's Captain Michelle and her hardworking crew



Coral Sea Hotels General Manager Peter Jensen (left) with Matthew Cooper (right) leading the way through the gantry to await the program formalities



Dignitaries and members of the media contingent cross the road from Harbourside for the ceremony at the project site.



Steamships Accountant, Douglas Relgang (centre) flanked by two accounting students was invited to speak at the University of Papua New Guinea Accountancy Day



Group Picture with Michael Scantlebury, Steamships Managing Director (front left) after the Information HMS Rollout Completion.



Above left: Steamships Managing Director, Michael Scantlebury during a press interview after the ceremony. Above Right: Joy Sauni (left) and Kalyna Vanua after an afternoon of ushering



Coral Sea Hotels Corporate Office staff pose for photo before their Independence 'kaikai'.



JVPS team picture after the a fundraising drive towards the Kiunga Hospital.



# LITERACY WEEK: STEAMSHIPS INVESTS K2 MILLION IN PNG'S FUTURE LEADERS!



Rupert Bray (left) and Dadi Toka (right) during the announcement ceremony at Pari Elementary School.

A major new partnership was announced between Steamships, the Motu-Koita Assembly and Buk Bilong Pikinini (BbP) on Monday, September 2nd 2019.

A brighter future it will be - this time for the children of Motu Koitabu villages in Port Moresby. Steamships has been operating in PNG for more than 100 years and has a real heart for the nations' children. The large conglomerate is one of BbP's foundation corporate donors and has now decided to make a new major investment in the children of Motu Koitabu villages to support them with their education, as part of their K2 million investment in Buk Bilong Pikinini over the next five years.

The villages are in great need of educational programs to prepare young children for school and literacy materials for school children of all ages. A BbP Library Learning Centre, housing more than 3000 books and educational materials, will be built at six Motu Koitabu schools - being at Pari Elementary School, Hagara Elementary School, Sevese Morea Elementary

School, Baruni Elementary School, St Michaels Elementary School and at the Kirakira Community Hall.

Steamships will be sponsoring the operations, which includes delivery of BbPs highly efficient Early Childhood Literacy and Development program, highly trained Teacher-Librarians, books and educational materials. The Library Learning Centres will be built over the next three years through a partnership with the NCDC, which will sponsor the construction of the centres through the support from Hon. Dadi Toka and the Motu Koita Assembly.

Steamships has been supporting Buk bilong Pikinini with Library Learning Centres in Port Moresby, Lae and Goroka since 2009. Thanks to this vital support, thousands of children have graduated from BbP's programs and have started school as confident readers and learners and continue to make their parents proud through successful academic achievements.

BbP's Early Childhood Literacy Development

programs provide 5 year-old children with solid foundations in phonics, reading, writing, numeracy and general awareness. In addition to the daily program, the children are also encouraged to borrow books from the library and discover the world through pictures and stories.

Rupert Bray, Chief Operating Officer for Steamships Trading Company Ltd. said: "Our relationship with the Motu Koita people is as old as the company itself. To have the chance to provide the youngest people in the MKA community the best possible start on their education journey is a privilege. We're very proud of our status as a foundation partner of BbP and excited at this very worthwhile contribution to nation building".

Hon. Dadi Toka, Chairman of the Motu Koita Assembly/Deputy Governor of the NCDC said: "Education is a priority area for the Motu Koita Assembly. In order to have a successful education pathway for the children of the Motu Koitabu villages

- we need to start by getting the foundations right. The right foundation is a partnership with Buk bilong Pikinini."

Anne-Sophie Hermann, BbP Founder and Chair said: "It is thanks to long-term foundation donors such as Steamships, that Buk bilong Pikinini has been able to establish its popular Library Learning Centres and reach so many children across the country with our programs and services. I thank Steamships, the NCDC and the Motu Koita Assembly for their vision to extend their generosity to parts of this city, which are in desperate need of support. Together we can create a brighter future for the children of PNG."

**"To have the chance to provide the youngest people in the MKA community the best possible start on their education journey is a privilege..."**

Rupert Bray, Chief Operating Officer, Steamships



Group photo of Steamships and partners with the future leaders of this nation.

## Divisions join in with Literacy Week celebrations



PPP Team visited Hagara BbP library during Literacy week for the Robot building session.

In support of this partnership, we had some of our divisions go out to the Steamships sponsored Buk Bilong Pikinini (BbP) Libraries to celebrate Literacy Week. Steamships has three (3) sponsored libraries that are located in Port Moresby, Goroka and Lae.

Stella Siawang, Samuel Mena Sehuri, Rachael Ezekiel and Gerard Habitein from Pacific Palms Property joined the children and their parents for the Wednesday session at the Hagara BbP Library, Hagara Primary School. The staff witnessed the children trying on their robot suits and they had a look at the completed robot models that were on display in school library.

While they were there, they presented stationary items such as crayons, pencils, sharpeners, notepads, and rulers to the school library for the children on behalf of Pacific Palms as part their Community Engagement Activity.

Up in Goroka, Rupert Bray (Steamships Chief Operating Officer) was accompanied by his wife Mia Bray who were both warmly welcomed by the children as they took part in helping the children construct their robot suits. The Steamships sponsored Library Learning Centre is based at the Bird of Paradise Hotel.

In Lae, our team from Consort visited the BbP Library at the Lae showgrounds. Mariestella Casper, Mariane Braki and Samson Timothy were embraced by the children with lei's and bilums. "We were grateful to be there with the children and give them all of our support one way or the other. They are our leaders in the next generation," remarks Mariestella.



# 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

**Bel isi PNG Case Management Centre**  
(Operated by Femili PNG)  
Phone: 7055 4401

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

**Safe House Referral**  
1-Tok Kaunselin Helpim Lain  
Phone: 7150 8000 Open: 7am to 7pm 7  
days Services: Counselling

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

**Boroko Police Station & FSVU (National  
FSVU Office)**

Okari Street, Boroko  
**Boroko Police 24 hour phone line**  
Phone: 324 4331 or 324 4329

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

**Hohola Police Station and FSVU**  
Near Big Rooster, Hohola

**Waigani Police Station and FSVU**  
Near the corner of Waigani Drive and  
Mokoraha Road, Waigani

**6 Mile Police Station and FSVU**  
Gerehu Drive, Gerehu (opposite Gerehu  
High School, near G-mart)

**St. John Ambulance**  
Ambulance Emergency: 111 or 7111 1234

**Kaugere 4 Square Clinic**  
Living Light Health Services  
Phone: 7076 2340

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

**Koki Clinic**  
Salvation Army  
Phone: 7463 6818

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

## BLOW THE WHISTLE ON BAD BEHAVIOR!

### 1.0 Policy Statement

The Steamships Group adheres to the highest standards of business ethics, conducting all its businesses with integrity, promotes fairness and respect among all employees.

### 2.0 Objective of this Policy

The purpose of the Steamships Whistleblowing Policy is to provide guidelines for any individual (whistle-blower) who wants to raise concern on unethical conduct, fraud, perceived wrongdoings or violation to any provisions of the Steamships Code of Conduct ("Improper Conduct"). This policy is a supplement to Clause 19 of the Code of Conduct.

### 3.0 Application of the Policy

The policy applies to all employees of the Steamships Group (the Group) and related parties where Steamships has business dealings. All individuals are encouraged to be vigilant and raise a bona fide concern in good faith to the appropriate personnel without fear of losing their jobs, business dealings or becoming a victim of intimidation and harassment. The Group will maintain strict confidentiality of the reported matters.

### 4.0 Statement of Support to Whistleblowers

The Group is committed to the aims and objectives of this Policy where Whistleblowers are protected to come forward in good faith and on a proper basis to disclose unethical business conduct and other wrong doings ("improper conduct").

### 5.0 Improper Conduct

For the purpose of this Policy, Improper Conduct is defined as:

- i. corrupt, fraudulent or other illegal conduct or activity;
- ii. conduct that 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**

Send us your stories and high resolution images for publication in Tok Steamies Newsletter by 10th December 2019. Your stories should be no more than 500 words. Email: [toksteamies@steamships.com.pg](mailto:toksteamies@steamships.com.pg)



**Family Fun  
Day**

**LAE**

**Don't miss out!**  
**SAVE  
THE  
DATE.**

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**Saturday 30  
November 2019**  
**(Venue – TBA)**  
**9:00am to 2:30pm**

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**SATURDAY 30  
NOVEMBER 2019  
STC FAMILY FUN  
DAY - LAE**

Bring your family out and let's have some fun!! Lots of games including the King of fun games "The Tug –of-war." A delicious BBQ spread for you and win some prizes!!!

