

TOK STEAMIES

NOVEMBER/DECEMBER 2020 | ISSUE No. 62 | EDITION SEVEN

 STEAMSHIPS



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Cover Photo:

Steamships Finance team pose for a group photo.



Send us your stories and high resolution images for publication in Tok Steamies Newsletter by 30th January 2021.

Your stories should be no more than 500 words.
Email: toksteamies@steamships.com.pg

CHAIRMAN'S CHRISTMAS MESSAGE



Geoff Cundle, Steamships Chairman.

“I remain confident that things will eventually turn around and this year has demonstrated beyond doubt that we have a strong team to take us into better times.”

When I wrote my Chairman's message for 2020's first edition of Tok Steamies, I could not have imagined what was about to unfold. 2020 has certainly been a year like no other.

I can report, somewhat regrettably, that much of what we did envisage for the year was accurately predicted, on the back of a continuing tough economic cycle. Disappointingly, the hoped-for upside did not eventuate as there were no new major project announcements. The continued delay and uncertainty around major project delivery, combined with the temporary closure of the Porgera Mine, has resulted in a worsening of market liquidity conditions and a noticeable drop in investor confidence.

And then of course there was Covid! No country or economy has been spared the ravages of this global pandemic and it could not have come at a worse time for PNG, adding more misery and challenge to an already bleak economic landscape. Business closures, travel restrictions, and job losses added to the economic woes and PNG's GDP growth is forecast to drop to a record low of minus 3.8% this year, in the face of escalating national debt. The tough economic cycle is expected to be around for some time to come.

In spite of this unprecedented year of challenge, Steamships has displayed resilience and I wish to thank everyone for their dedication and hard work. Our businesses, particularly Properties and Hotels, have been severely impacted by the economic downturn and sadly we have lost a number of colleagues due to the extended market contraction. We will finish the year with all of our businesses ready to face the challenges of the New Year, thanks to your continuing loyalty and effort.

Our balance sheet remains strong as does our commitment to long term investment in the country, but we will continue to be disciplined in our decision making to ensure that we can continue to ride out the storm and be positioned to take advantage of opportunities that arise.

I remain confident that things will eventually turn around and this year has demonstrated beyond doubt that we have a strong team to take us into better times.

Thank you once again for your ongoing commitment to Steamships and all the best to you and your families for a peaceful and joyous festive season.

Enjoy the rest, you've earned it!

Geoff Cundle
Chairman

STEAMSHIPS CONTINUES CBD DEVELOPMENT PLANS WITH BURNS HAUS PURCHASE

The purchase of Burns Haus from Nambawan Super provides Steamships an opportunity to consolidate its investments in Port Moresby's Central Business District, an important step in its longer term plan for a connected, mixed use downtown precinct.

"The transaction makes perfect sense", explained Steamships General Manager Corporate Affairs, David Toua, at a handover ceremony with Nambawan Super's CEO Mr Paul Sayer and Deputy Chief Investment Officer, David Kitchnoge.

"Our long-term plans align with the NCD Governor's vision of Port Moresby as a smart city. The purchase and improvement plans for Burns Haus reinforces the transformation of Downtown into a commercial

“...as you can see with the current construction of Harbourside South and now the purchase of Burns Haus, there is a commitment to a progressive and well planned CBD...”

mixed-used hub where one can walk freely and safely from the Grand Papua Hotel or the planned OPH 1 commercial tower (behind the old Steamies head office on Hunter Street) to Harbourside, via Downtown Plaza and Burns Haus”.

This ambitious concept of a well-planned precinct including a wide range of inter-connected business and leisure amenities will offer residents of the nation's capital with an integrated lifestyle choice, combining work and leisure, all within a safe and secure Downtown environment.

"The precinct is still in the concept development stage", continued David Toua, "but, as you can see with the current construction of Harbourside South and now the purchase of Burns Haus, there is a commitment to a progressive and well planned CBD where both business and community facilities can thrive."

In the interim, Burns Haus will be refurbished, revitalised and rebadged as @345, an office facility blending

existing architecture with a fresh contemporary look.

Mr. Toua concluded his remarks by thanking Nambawan Super for the purchase opportunity, "both our organisations have substantial property investments and share a commitment to create a well organised city centre. This deal makes perfect sense...to all parties involved".

Nambawan Super also commented on the transaction. "Our priority at Nambawan is to capture value for our members, and that is achieved through a well-planned strategy of investment and divestment," Mr Sayer said.

"The sale of Burns Haus at this time fits within that strategy, and given their plans for development of the CBD, we are happy with this sale to Steamships. We continue to maintain a strong portfolio Downtown and look forward to working together with Steamships and other landlords and developers to enhance the overall value of the precinct."



Mr David Kitchnoge, Deputy Chief Investment Officer of Nambawan Super and David Toua of Steamships as Nambawan Super formally hands over the keys for Burns Haus.

10th STEVEDORING JOINT VENTURE BETWEEN STEAMSHIPS AND WAKANG



David Toua and Rupert Bray at Wakang village during the MOU signing.



Managing Director Rupert Bray and Wakang leaders at the MOU signing.

The Managing Director of Steamships, Rupert Bray, travelled to Lae recently for the signing of an MOU between United Stevedoring Limited and Wakang Association Incorporated, the business body representing the Wakang community.

The signing was witnessed by village elders, Neil Ellery, CEO of Lae City Authority, former parliamentarian and senior Morobe statesman, Bart Philemon, along with employees of United Stevedoring and many community members.

Since 1979 Wakang village has been a major supplier of employees for United Stevedoring, with 63% of its workforce coming from the community. The latest MOU represents once again the formal recognition of this relationship.

Addressing over 100 men, women and children from the village, Rupert Bray stated that he was pleased that the relationship had progressed to a new level, “this MOU represents a new opportunity for this community, an opportunity to co-own a business venture, grow it, and reap regular dividends”.

“This partnership model is one that we at Steamships are very proud of”, continued Bray, “today’s MOU marks the 10th such joint venture. Our joint venture partnership businesses employ over 1000 people around the country and I’m pleased to say that 99.7% of those are Papua New Guineans”.

All Steamships’ stevedoring joint ventures are partnerships with communities from areas impacted by company operations. Each joint venture is a company registered with the IPA, with its own bank accounts and operating independently, each with community board and management representation.

Local Wakang village representatives commended Steamships for providing the community with an opportunity to engage in a meaningful business partnership that would secure employment for future generations and provide an ongoing source of income for their community.

“This MOU represents a new opportunity for this community, an opportunity to co-own a business venture, grow it, and reap regular dividends.”

CAFÉ BONJOUR PARTNERS WITH CORAL SEA HOTELS

“Dining and hospitality are a core function of our hotels, and we’re proud of the dining experience we provide our customers...”

Total E&P PNG has reached an agreement with the Coral Sea Hotels to operate its Café Bonjour under their corporate offices in downtown Port Moresby. The revitalised café has a broad array of high-quality products and services to serve the needs of local clientele.

Following its closure due to Covid-19 restrictions, Café Bonjour under Deloitte Haus re-opened its doors on Monday November 2nd with a fresh new look and a brand-new operating partnership. Café Bonjour has an extensive menu, providing a good selection of high-quality café products, hot and cold meals, as well as in-house dining and takeaway options. The outlet also offers luncheon delivery and function catering services to commercial offices.

“We are very enthusiastic about re-opening Café Bonjour and pleased that it will be operated by Coral Sea

Hotels, an organisation with a proven track record in the hospitality space. We certainly look forward to future collaborations between our two organisations,” remarked Philippe Cabus, Managing Director of Total E&P PNG.

General Manager for Coral Sea Hotels, Peter Laigaard Jensen, expressed his excitement about the new collaboration, “Dining and hospitality are a core function of our hotels, and we’re proud of the dining experience we provide our customers. This new venture gives Coral Sea Hotels the perfect opportunity to expand our capabilities in dining and catering. We are very grateful to Total and Café Bonjour for this opportunity.”

Café Bonjour is located on the ground floor of Deloitte Haus on MacGregor Street in downtown Port Moresby.



Total E&P PNG Managing Director Philippe Cabus and Coral Sea Hotel's General Manager Peter Laigaard Jensen at the reopened Café Bonjour.

SAMUEL SEHURI – PORTFOLIO MANAGER, RETAIL



Samuel Mena Sehuri – Pacific Palms Portfolio Manager, Retail

Samuel Mena Sehuri, Sam for short, from Mortlock Island in the Autonomous Region of Bougainville, is a Portfolio Manager with Pacific Palms Properties.

With a Diploma in ICT Sam joined PPP in February 2018, initially being employed as a sales and marketing executive. Sam demonstrated his virtues of resilience, humility, competitiveness and importantly the ability to learn as much as possible, as quickly as possible. These qualities did not go unnoticed. His manager soon promoted Sam to the role of Portfolio Manager-Retail. “I was offered this role in June, so it’s been over three months now in my new position,” states Sam.

Every new role comes with new challenges. Sam explains, “Being a Portfolio Manager means at some point you will have to deal with difficult clients. Coming up with a work plan that suits your workload can also be difficult, whilst teamwork and communication barriers are also sometimes a hassle.”

To overcome these challenges Sam has learnt that self-control, remaining calm and positive when dealing with certain clients, is important. He says, “I always try to reason out matters and work out a good approach to deal with a situation first, knowing that whatever I do must support and comply with company policies and procedures.”

“Having a work plan also makes it easier to track my progress and identify issues that can be quickly addressed. Being a team player is important as each team member comes with his or her own set of skills and experience, so we are able to share ideas and support each other to achieve deadlines or set targets.”

Samuel says that customer satisfaction is paramount for him in the job. “I like to go home knowing that I have been able to achieve something at the end of the day, that is job satisfaction.”

When asked what it took to get him this far Samuel responds, “We all have our fair share of hardships in life. My education was disturbed, and

“I like to go home knowing that I have been able to achieve something at the end of the day, that is job satisfaction.”

I faced many challenges, but I didn’t give up. I looked at these challenges as a stepping stone to push myself to do better. I always trust my God, he has made things possible.”

Samuel is grateful to have been trusted to undertake his new role. Its impact on him professionally and personally have brought him another step closer to achieving his goals. Samuel acknowledges his immediate manager and the management of PPP for giving him the opportunity. “Also, to help me get here, I am thankful and blessed to have a beautiful and supportive family who believe in me. I also acknowledge my team here at PPP, I am privileged to work with a great bunch of people.”

Samuel aims to be more efficient and grow in the organisation, I stating that he is blessed to be where he is today. He is committed to work hard and reap the benefits that come with it.

EDDIE HOTA – MAN OF COURAGE

“Now when I think back to those seven years, I do not have any dislike or hate for the people that kept me. I do not see anyone as my enemy. I am still alive and for that I am grateful.”

Eddie Hota is driver and administration assistant at the Gateway Hotel. From Gaire village in Central Province, he is someone whose story is really worth telling.

When we first met Eddie, he seemed quiet and reserved. He was deep in thought, but once we were settled in his story started to unfold.

In the late 1980s, Eddie was working in Bougainville when the worst of the civil unrest started to unfold. Realising that the situation was getting out of hand Eddie, like many

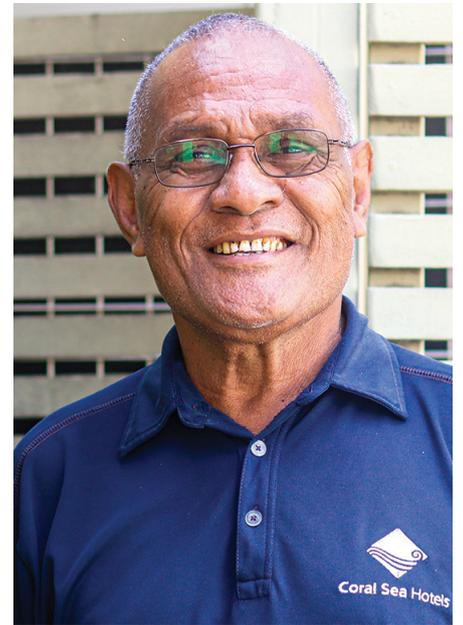
Papua New Guineans working there at the time, tried to flee the province. Unfortunately, Eddie did not make it to the airport where the plane he intended to board left without him. Captured on the road by local rebels, Eddie was shot once, stabbed, and severely beaten up. A few days later he found himself in a remote village turned prison camp. This was where the next seven years of his life was spent.

“The first three years was really bad.” states Eddie, “All you do is work, watch and wait. I could not keep track of time and missed my family, wife and my daughter.” His voice breaks, “the only thing I had was the hope that one day I would be free and with my loved ones.” Whilst imprisoned Eddie found friends with whom he prayed and who gave him strength.

The years passed but Eddie never gave up on his faith and after seven years Eddie managed to escape. With the help of some good friends, he crept out of the village and made a two-day journey on foot to a safe house where he was given shelter and passage out of the province. Arriving in Port Moresby, Eddie found out that his wife had married another man since she and all his family thought he had died years before. His daughter by then was already a teenager.

Eddie started a new life for himself and Coral Sea Hotels came to be a part of that new life after he joined the company in May 2014. When asked if he ever previously saw himself working in the hotel industry Eddie chuckles, saying “I did not see myself working in this Industry but I can tell you now that it has allowed me to move on with my life and help others as well.” Eddie says that the work keeps him busy and he manages his tasks by prioritising which to do first. He takes one day at a time and tackles through.

Apart from his daily work duties



Eddie Hota – Gateway Hotel driver and administration assistant.

Eddie is a father figure to many of the staff at the Gateway Hotel, providing them with good council and encouragement. “I always encourage fellow colleagues that when going through the storms of life, one has to tackle it head on.” He states firmly.

Outside of work Eddie enjoys watching rugby, fishing, and diving at his home village. Now 58 years old, he says he knows retirement is nearing but he still feels fit and sharp enough to work. “As long as the body and mind is strong, you can do anything.”

Eddie still carries the scars from the past, but he has made peace with that part of his life. “Now when I think back to those seven years, I do not have any dislike or hate for the people that kept me. I do not see anyone as my enemy. I am still alive and for that I am grateful.”

THANK YOU, RAY CRITCHLEY

After working in PNG for more than 50 years, Ray Chritchley has finally retired from Swire Shipping. The article below was written for Tok Steamies by one of his sons.

Ray has five children, two daughters Renae and Honi, and three sons Gregory, Robert, and Jamie.

Ray has always been a very caring and loving father, providing the best he could for his family. All of us kids were sent overseas to get a good education and the opportunity to start up new lives there.

As all families do, the Critchley family has faced its fair share of hardship and pain, but Ray has always managed to keep everyone together and happy. He has always been a private man, very rarely showing his emotions to the family or others. He did not have many friends, not that he did not want friends, but he was just very choosy as to who he would consider a genuine friend.

Ray was a very active person, always keeping himself fit and healthy by eating well and exercising on a regular basis, weightlifting, running, or gardening around the house. He loved the outdoors and nature and has

always been a giving person. Besides his own family, Ray has helped many others. He would rarely say no to someone who asked for, or just needed, his help.

As we all know, Ray is a very hard worker. We have watched our father work tirelessly all his life. He has never really had a good break, nor spared time for himself. So now after 52 years, we are all very happy and relieved to finally know that our father is “pulling up his anchor”, so that he can deservedly have that long overdue holiday, just chill out, and hopefully concentrate on the things that will make him happy.

He has committed himself to working in PNG for the last 52 years, the last 30 years with Steamships and Swire Shipping. I believe Swire and the shipping community in Lae will never be the same with Ray gone, since he is definitely one of the pioneers in the shipping industry in Lae.

The Critchley family would like to thank Swire for supporting and keeping the “Old Man” busy for so long.

By Robert Critchley



Ray with his farewell gift and work colleagues.



Front row: Ray (5th from left) and his colleagues and his colleagues pose for a group photo.

2020 MANAGING DIRECTOR'S AWARD FOR EXCELLENCE - VANESSA KAGENA



L-R: Vanessa Kagena and Arthur Burnand on site at Harbourside South.

The 2020 MD's Award has been given to Vanessa Kagena, a Graduate Architect with PPP.

Joining PPP in 2019, straight out of University, Vanessa has built up an impressive resume of achievements in a very short space of time.

Vanessa led the design process for the Harbourside shade, deck and pirate ship which has helped transform the precinct and assisted with the Beachside food and beverage outlets at Ela Beach Hotel which are going to be game changers for the city. Most importantly she has taken a lead role in the exterior design of the rehabilitation of Burns House into @345 with her impressive images and perspectives used in a STC/PPP advertisement in the local newspaper in November.

Her design work for development projects has also been used for Board and senior management presentations, both internal and external. Her work has meant that we have avoided expensive external architectural fees and

proven that not only do we have strong design capabilities in country, we have an extremely capable female Papua New Guinean with a huge amount of potential working for Steamships.

Vanessa's design skills and hard-working ethic have made her stand out as a star who performs excellently and has a huge amount of potential. She has seamlessly stepped up to manage the ongoing development projects while some key project managers are out of country further highlighting that she has many strings to her bow.

Steamships congratulates Vanessa Kagena on receiving the 2020 Managing Director's Award for Excellence.

PACTOW – CADET BRIDGING TRAINING

Deck and engine cadets from PacTow's two cadetship programs completed important Bridge Training in August. Cadets received theoretical and practical training on shipboard safety and its culture on ships, as well as within employing organisations. Safety leadership was also an integral component of the training, allowing candidates to understand what is required of them on board ship. This contributes to the safety of individuals to become effective future leaders on ships to direct, coordinate, and supervise activities of crews.

Deck cadets also received familiarisation training on the basic elements of navigation and seamanship. The Cadet Bridging Course is not a statutory requirement, and not part of the cadet program, but certain companies including Consort and



Deck & engine cadets at the Cadet Bridging Course.

Swire make this training compulsory to mitigate human error risks that may exist and which could ultimately result in injury to personnel or pollute the environment.

The training was prepared in-house by Captain Virgil Toanchina (Master Class 1 FG) and Cyril Mudilega

(Marine Engineer Class 1). Trainees were both deck and engine cadets from the 2018/19 Australian Awards program, as well as Pacific Towing's own program from the 2019 and 2020 intakes.

JACKSON ESS 3RD YEAR GDP ACCOUNTING GRADUATE



Jackson Ess – 3rd year in the GDP.

Jackson Ess is a third year accounting graduate in the Steamships GDP, looking forward to finishing his last year in 2021 on a high note.

Over the 3 years in the GDP Jackson has gained experience through three divisions of Steamships which were Coral Sea Hotels, Consort and currently he is with EWT.

This year Jackson returned to the

big city and out to Baruni to join East West Transport. He is currently a Junior Port Accountant in charge of EWT Kimbe Accounts, overseeing the full P&L and Balance Sheets. Jackson is also tasked with performing Account receivables for key accounts like Swire Shipping, Lamana Development Limited and invoicing the fuel recharges at EWT.

Professionally Jackson has increased his level of understanding of STC as a whole and has learnt to deal with various work pressure as his responsibilities increased. He finds work pressure to be a positive challenge that pushes him to meet targets. Jackson has grown and this shows in his work ethics. Through the GDP Jackson is able to step out of his comfort zone and has overcome some of his challenges. Jackson who once was a shy

individual has developed better communication skills and learnt to work well with his female colleagues which was a struggle for him during his first year. He now engages as much as possible with his team members regardless of gender and promotes the empowerment of all colleagues and juniors. When asked for final comments about his journey to date, Jackson expressed “every little contribution that we do to any organizations we should do it for the greater good- as a Christian I do it for the Lord- and not to impress in order to receive praise.”

Jackson plans to get his CPA and complete the GDP next year. He aims to fill a management role in accounting for Steamships in the long run and is determined to keep aiming high!

STEAMSHIPS ANNUAL HR CONFERENCE

On 16th October 2020 Steamships held their Annual Human Resource conference at the Grand Papua Hotel. HR managers from all company business units attended to discuss key subjects including the 2020 - 2023 HR Strategy and HR Administration processes. A key highlight was the introduction of group wide objectives after a strategy discussion. There was agreement to achieve three goals by 2023, as follows, to:

- Embed a logical framework and approach to boost leadership sustainability in the organisation.
- Ensure all Steamships employees are heard, fairly treated, valued and duly recognised for their services to the company.



Steamships HR and Administration managers and staff at the annual HR conference at the Grand Papua Hotel in October.

- Establish a robust and capable HR function that is accountable and adds value to all employees and operational activities.

Each division is now tasked to appropriately align their individual

HR strategy plans to the group objectives to achieve the overall Steamships mission to ‘Build businesses that build PNG’.

JOINT VENTURE PORT SERVICES MILESTONE ISO ACCREDITATION



Front row: Alma Urakowi (4th from left) with Joint Venture Port Services Port Moresby staff.

In July this year Joint Venture Port Services management organised a celebration in recognition of the group attaining ISO accreditation for its Quality Management System, Occupational Health & Safety System and Environment Management System.

The ISO audit was carried out remotely from Australia via a Zoom call. The audit for Quality Management Systems did not focus solely on HSSE but extended to the other parts of the business including senior management, HSEQ management and Human Resources which covered organisational roles, responsibilities and accountability, training and competence, communication and awareness, sales, purchasing/external services providers/outsourced processes, and commercial services (data management).



Pictured above are the ISO accreditations.

Also covered was operation planning and control, infrastructure (plant & maintenance, IT equipment, lifting equipment), non-conformances, complaints and feedback processes, contractor management/ Permit to Work & risk assessments, emergency preparedness and response and past audit action items.

After successfully completing all the above agenda items, Joint Venture Port Services was awarded ISO Accreditation, a milestone achievement for both Joint Venture Port Services and Steamships.

STEAMSHIPS LITERACY WEEK SCHOOLS COMPETITION

In September Steamships launched its Literacy Week Schools competition which ran for a month in all schools across the nation.

The competition consisted of creative story writing for high and secondary schools and a poster competition for primary and elementary schools. The purpose of the competition was to encourage students to focus on books and literacy despite circumstances such as the current Covid-19 pandemic which has affected the education of many students. The

competition allowed students to express their knowledge on Covid-19 and what the “New Normal” meant to them creatively.

The competition generated many great stories and plenty of posters were submitted, proof that young Papua New Guineans are still eager to develop their literacy skills and keen to get back to attending formal school classes.

Congratulations to the winners of the Creative Story Writing Competition - Miss Lisa Tamanabae

and Miss Sharisse Ila of Port Moresby International School and Miss Sandy Levi and Miss Ruth Ila of St. Charles Lwanga Secondary School. Congratulations also to all winners of the Poster Competition.



Teacher Miss Martin and Lisa Tamanabae.



Sandy Levi receiving her prize at STC Head Office.



Sharisse Ila and her mother.



One of the poster competition winners Miss Audrey Galewa Kaiulo.

MY LIFE DURING THE PANDEMIC

A SHORT STORY BY LISA TAMANABAE



Lisa Tamanabae, student at Port Moresby International School and one of the winners of the Steamships Literacy Week Competition.

The year 2020 does not have to be jotted down in my high school diary to be remembered. It is a year that is signed, sealed and will remain in my heart forever, not only as a painful reminder of the global pandemic that brought the world to a standstill, but also as a year that made me strong and taught me a lot of lessons in life.

The Coronavirus global pandemic took us all by surprise, and there are times that I sit up and tell myself “If only we had a warning two or three years back that we would have a pandemic” but then life doesn’t give warnings, it just happens. With that thought being my drive, I wake up every morning motivated to make strategic decisions to adopt and abide by the State of Emergency rules that were put in place due to the global pandemic.

Being a secondary school student in my final year (Year 12) it was not easy to stay focused on my studies and

with everything that was going on, I was worried about my education. With the ongoing lock down and the rumors of cancellation of the academic year, it had a huge impact on me psychologically. To be honest I was more worried about my studies than the virus itself, but I never turned a blind eye on the fact that we were in a pandemic. But as time passed I started to accept the fact that the virus was here to stay and we just had to adapt and cope with the rules and regulations set in place to prevent & protect us from Covid-19.

I started reviewing my timetables both school and household to reorganize myself. I added in the SOE rules in every duty or task that I needed to get done. I tried as much as possible to have my mask and hand sanitizer with me everywhere I went. I avoided moving around too much in crowded places. My movements were just from home to school and back, then out for shopping only with my

family and back home. I also limited the time I spent on reading newspapers and watching news segments on the Pandemic updates, as it only brought fear and panic to me. I tried as much as possible to remain calm throughout the situation. Before I knew it, I was adjusting faster as it became part of my daily walk of life.

In doing so, it helped me to understand the “New Normal” and to really abide by it. As an individual, the “New Normal” to me means following the basic SOE rules and regulations like wearing of mask, social distancing, temperature checks and hand sanitising. Being able to make this things part of your daily life is the “New Normal”. Also, being able to take extra precaution and being health conscious is the “New Normal”.

Looking back to the person I was before the pandemic, I really changed. Well the good thing is I changed for the better. These hard times really showed me that life brings up unexpected challenges that will test you and your capability and it is up to you to face it or fail it. As for me, my life during the pandemic was challenging but me and my family managed to survive, and we give credit to Our Lord Jesus in Heaven who guided and protected us through it all.

As a student and a young citizen of our country, I hope for everyone to patch up before the year ends for PNG and even the world. So, we all can walk into 2021 with our heads high and work towards rebuilding our economy, our government and our social lives that was badly affected during the global pandemic.



Joint Venture Port Services long serving staffer Benny Bulut and his wife at his farewell party.



Pacific Palms Harbourside site attendant Jet Li Shisei making his rounds.



Coral Seas IT operations team - Paneng John, Mark Nabure and Bino Carven running back-up servers.



Verave Kana behind the wheels at East West Transport.



Graduates and interns catching up over lunch at Harbourside Port Moresby.



Randy Ordone, IT Technical Support Manager, caught at his desk looking busy.



Training conducted by Joint Venture Port Services for PNG Ports Corporation at the wharf. The training provided was Introduction to Safety at the Waterfront and IMDG Training.



Rupert and Port Services stevedoring staff in Madang having a briefing.



Pacific Palms Harbourside West concierge officer Laka Kala smiling behind the mask.



Naina Gabutu of Joint Venture Port Service graduated with a Bachelor of Arts Degree in Journalism & Public Relations.



Hagara (right) from Seamships head office graduated from the school of Humanities and Social Sciences.



Quincy Noese of East West Transport graduated with a Diploma in Law Prosecution from the School of Law.

BY CHEF HEMADRI SOMADDER HEAD BAKER-ELA BEACH HOTEL

Chocolate Addiction

Chocolate Financier Sponge

Chocolate	337g
Thicken Cream	337g
Butter	125g
Icing Sugar	125g
Flour	75g
Almond Powder	75g
Baking Powder	10g
Egg White	250g

Method Of Chocolate Financier Sponge :- First warm the cream then add the chocolate and butter and make ganache. Then add all the ingredients and make a nice smooth batter.

Bake it at 170°C for 15 minutes.

Chocolate Marquise

Butter	250g
Dark Chocolate	400g
Castor Sugar	95g
Egg Yolk	150g
Cocoa Powder	35g
Gold Gelatin Sheet	3 No's
Whipped Cream	250g

Method Of Chocolate Marquise

:- Make cold sabayon with egg yolk and sugar then add the melted chocolate and melted butter into it. Then add cocoa powder and make a smooth batter. Now add the meted gelatin with it and when the temperature of the batter is less then 35°C then slowly fold half of cream in it and keep inside the cold room and after 15



Chef Hemadri Somadder.

minutes later again add another half of cream and fold gently.

Now let the sponge cut in proper shape and pour the chocolate marquise on top and let it set in to the freezer for 6 hours.

Then glaze the cake and serve in a nice plate.

HOW WILL YOU BE SPENDING CHRISTMAS

We asked our staff how they will be spending Christmas and here's what some of them had to say:

Ronzo Pouna (East West Transport)

Spending Christmas with family & friends at home/village with some kaikai, drinks, and exchanging of presents. Otherwise, attending other Christmas functions/parties somewhere.

Elaine Aquila (East West Transport)

Unlike other public holidays when all I think of is having a little sleep over past 8:00am and basically rest the whole day. Christmas is special, it's the time I truly want to spend quality time with my family and friends, share a table of home cooked meal and reflect on experiences throughout the year. I never regret if I haven't had a good rest on this day.

Asi Tongia (Joint Venture Port Services)

Working through Christmas ensuring our operations team nationwide are looked after during the festive season with any general needs from the Port Moresby office. But taking time off Christmas Eve/Day with family to go home to the village - Gabagaba.

Rupert Bray (MD)

Spending Christmas on Conflict Island with my family and New Year at Black Beach near Gaire village. Papua New Guinea has some amazing and adventurous holiday destinations in the world.

Jean Sovek (Pactow)

I love spending my Christmas with family and friends, as there is so much sharing, love, life, fun, light

and laughter. Food is just so abundantly shared with everyone during Christmas and that's what counts the most. And most of all, my family and I reflect on the true gift of Christmas which is Jesus, the birth of our Saviour.

Jeneth Ole (Steamships Corporate Office)

Spending time with family and attending the Christmas church service.

Margaret Tiriman (Steamships Corporate Office)

Christmas is a time to relax with family and celebrate the festive season. I will be with my family and will enjoy all the activities on the day and of course, the food!

10 CRUCIAL THINGS TO KNOW BEFORE YOU START DRIVING IN THE RAIN

Driving in rain, whether a sprinkle or a heavy downpour, can be one of the most difficult driving situations a driver encounters. Rainy conditions are directly associated with higher accident rates. No matter what part of the country you live in, it is almost certain that you will be required to drive your vehicle in the rain at some point. Knowing how wet roads and reduced visibility affects the way your vehicle handles will help you drive safely in rainy conditions.

- Wait until the weather improves if possible
- Double check car equipment - check your headlights, tail lights, and windshield wipers to make sure that they will work efficiently when they are needed. Also check the tread of your vehicle's tires. Balding tires can severely reduce traction on wet roadways.
- Slow down - not only should you adhere to the posted speed limit when driving in wet weather conditions, you should drive considerably slower than you normally would. Wet roads are very dangerous. Your vehicle's reaction time is much slower when it is raining. Reduced speed is imperative in rainy weather.
- Turn on your headlights
- Use your windshield wipers
- Maintain a safe distance between cars - keep a greater distance between your vehicle and the car in front of you. Stopping your vehicle will be more difficult when driving in the rain. Maintain a distance of several car lengths between your car and other vehicles.
- Avoid heavy braking
- Watch out for standing water
- Let of your gas when hydro planing
- Ventilate your car - Rain causes humidity levels to increase. You may find that your vehicle's windows become foggy when you operate your vehicle while it is raining. Most cars' ventilation systems include a function that will work to reduce this type of fog that develops on the interior of your windows and windshield. It may be necessary to pull over if you are no longer able to see through your windows.

(Source: <https://driving-tests.org/beginner-drivers/how-to-drive-in-rain/>)



Belisi PNG

BETTER LIVES  BETTER BUSINESS



Port Moresby General Hospital

Emergency Department

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

Family Support Centre (FSC),

Port Moresby General Hospital, 3 Mile
Phone: 324 8246

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

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

Phone: 7055 4401

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

Safe House Referral

1-Tok Kaunselin Helpim Lain

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

Badili Police Station

Scratchley Road Badili

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

Boroko Police Station & FSVU (National FSVU Office)

Okari Street, Boroko

Boroko Police 24 hour phone line

Phone: 324 4331 or 324 4329

Gordons Police Station and FSVU

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

Hohola Police Station and FSVU

Near Big Rooster, Hohola

Waigani Police Station and FSVU

Near the corner of Waigani Drive and
Mokoraha Road. Waigani

6 Mile Police Station and FSVU

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

St. John Ambulance

Ambulance Emergency: 111 or 7111 1234

Kaugere 4 Square Clinic

Living Light Health Services

Phone: 7076 2340

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

Koki Clinic

Salvation Army

Phone: 7463 6818

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

BLOW THE WHISTLE ON BAD BEHAVIOR!

1.0 Policy Statement

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

2.0 Objective of this Policy

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

3.0 Application of the Policy

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

4.0 Statement of Support to Whistleblowers

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

5.0 Improper Conduct

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

- i. corrupt, fraudulent or other illegal conduct or activity;
- ii. conduct that is contrary to, or a breach of, Steamships Codes and Policies;
- iii. a substantial mismanagement of the Group's resources;
- iv. conduct involving substantial risk to public health or safety; or

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

6.0 Whistleblowing Procedures

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

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

7.0 Whistleblowing Channels

7.1 Individuals may report their concern through various channels:

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

**BAD BUSINESS PRACTICE
IS UNACCEPTABLE!**

Are you aware of any unethical conduct, fraud, perceived wrongdoings, or violation of the Steamships Code of Conduct?
If so, then our Whistleblower policy, allows you to report any such incident, in the knowledge that it will be done so confidentially and that your identity will be protected at all times!
It's simple. Send a text to 71004481 or an e-mail to:
stcia@steamships.com.pg
and the matter will be appropriately dressed.
You can mail it to; Steamships Trading Company Limited,
c/o Group Internal Auditor, P.O. 1, Port Moresby.



WASH YOUR HANDS

KEEP YOUR DISTANCE

1.5M

WEAR A MASK

**IF YOU HAVE
A FEVER, COUGH AND DIFFICULTY
BREATHING SEE A DOCTOR IMMEDIATELY**

Stay at home, do **NOT** attend work,
seek medical attention immediately
and call in advance
if possible.

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

We don't just do business in PNG. It's our home.

