

TOK STEAMIES

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 STEAMSHIPS

NERAKAA OTOÓTO'KE MERIANG



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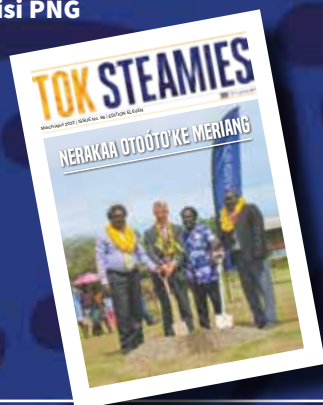
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Cover Image:

President of the Autonomous Government of Bougainville, Hon. Ismael Toroama, MBHOR & Managing Director Steamships Limited, Rupert Bray in a ceremony after planting of coconut trees.



Send us your stories and high resolution images for publication in Tok Steamies Newsletter by 20th April 2022.

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

NERAKAA OTO'OTO'KE MERIAING: NEW SPIRIT, NEW DEAL.

On Wednesday 16 February, Managing Director Rupert Bray and a small Steamships delegation attended a ceremony at the Kieta District Office in North Nasioi District, to mark the repossession of State lease titles.

The ceremony was hosted by the President of the Autonomous Bougainville Government (ABG) and marked the first steps in economic rehabilitation by welcoming back former lease holders, starting with Steamships.

Steamships has a long history on Bougainville with company presence in Kieta before the crisis in hospitality, retail, and shipping. During the crisis it maintained its shipping and stevedoring business. Nikana Stevedores is a 50/50 joint venture between Steamships and local Kieta landowners employing over 75 local

residents which annually contributes millions of kina to the local economy.

Steamships is the first major business to return to the Autonomous Region of Bougainville (AROB) following processes set by the ABG. The drawdown of powers and functions for land administration from the National Government to the ABG in late 2021 allows the Bougainville government to fully administer its land titles. This represented an opportunity for Steamships.

The Steamships team, led by Group Legal Counsel, Deborah Onga, and consultant Moira Eka, commenced discussions with the ABG through the President's Office, Lands Minister, the District office and traditional landowners in North Nasioi, Toniva and Kieta to access and map existing land

assets and outline a plan for their rehabilitation.

It was understood that traditional landowners in the Kieta District had respected the rule of law and leaseholder rights and recognised that they were caretakers during and after the crisis. When repossession and rehabilitation was brought to the attention of the chiefs and representatives, they were happy to communicate and be active participants in planning the way forward for their district, setting a precedent for the rest of AROB. Discussions with stakeholders culminated in a symbolic customary ceremony on Wednesday 16 February, attended by Steamships' representatives, the AROB President, his cabinet, clan chiefs, and the North Nasioi community.

President Toroama and his



(LR) ABG Minister for Lands, Physical Planning, Environment and Conservation, Hon. Robert Hamal Sawa, MBHOR; President of the Autonomous Government of Bougainville, Hon. Ishmael Toroama, MBHOR, Member for North Nasioi Constituency & ABG Minister for Finance & Treasury Hon. Mathias Salas, MBHOR, Managing Director Steamships Limited, Rupert Bray, before the ceremony.



(LR) President of the Autonomous Government of Bougainville, Hon. Ishmael Toroama, MBHOR & Managing Director Steamships Limited, Rupert Bray in conversation after the planting of coconut trees.



Figure 2 Moira Eka explaining cultural protocol to Steamships Team: PPP GM Russel Sy, EWT Business Development Manager Dan Khaisir, Group Legal Counsel Deborah Onga, Managing Director Rupert Bray and Mrs Mia Bray.

cabinet were impressed at the thoughtful approach Steamships took on the day of the ceremony, for example asking where to place hands and feet during presentation of items. The exchange of mimis (traditional shell money) between President Toroama and Mr Bray, and the presentation of mimis, pigs and garden food to the eight landowner clans acknowledged clans who had lost family members during the crisis. The local community had cut the grass, constructed the stage and the shaded seating for all attendees, practiced cultural performances, gathered and displayed food items for presentation.

Managing Director, Rupert Bray expressed his pleasure in Steamships being able to return as a developer and thanked the President and the people of Bougainville, the ABG, and the people of North Nasioi for

welcoming Steamships so sincerely, saying, "Steamships is committed to revitalisation of the economy here, committed to help the people of this district and Bougainville realise their economic potential and aspirations for self-sustainability."

Mr Bray acknowledged the company project team and the ABG Lands Minister, Hon. Hamal Sawa and his staff for their

efforts, saying, "Any form of reconciliation, rehabilitation and recovery requires many different stakeholders to participate in the journey. Steamships takes its responsibilities seriously and knows that this is the first step in a long journey to realise a vibrant economy."

President Ishmael Toroama expressed his gratitude to Steamships and welcomed the move to rehabilitate existing leases. "Your confidence in my government gives confidence to other would-be investors and companies who are interested in conducting business on Bougainville."

"It signifies that Bougainville has returned to normalcy and we have a conducive business environment that is ready to exploit the investment opportunities in our resource-rich islands," President Toroama added.

President Toroama and Rupert Bray participated in a symbolic ground-breaking ceremony where he said 'Graun yu mas kisisim bek Steamships' and both planted coconut trees to mark the historic occasion.



Figure 3 Dan Khaisir and Moira Eka preparing mimis for presentation.

GRAND PAPUA JOINS RADISSON INDIVIDUALS.

Coral Sea Hotels has announced an exciting new partnership with the Radisson Hotel Group; for the Grand Papua Hotel to become a member of Radisson Individuals.

As a member of Radisson Individuals, Grand Papua Hotel will be integrated into Radisson Hotel Group's extensive global sales and distribution network. Guests will benefit from being able to join Radisson Rewards, an industry-leading hotel loyalty program that offers exclusive benefits to millions of guests worldwide, linked to global frequent flyer programmes.

The Grand Papua Hotel, overlooking the harbour and Walter Bay off Ela Beach, has a reputation as one of the country's most popular and upmarket places to stay. It is an ideal fit for the Radisson Individuals brand, a curated collection of hotels that retain their individual personality, giving guests unique experiences that reflect the spirit of the locale, supported by the group's "Yes I Can" service philosophy.

"We're delighted to become a part of Radisson Individuals. We're always looking at ways to improve our guest experience and reward loyalty" said Peter Laigaard Jensen, Group General Manager of Coral Sea Hotels.

"This partnership will give our guests access to an internationally recognised loyalty programme whilst also maintaining the upscale boutique experience that they have come to value when staying at the Grand Papua."

The staff at Grand Papua Hotel were busy preparing for the launch on 1 April 2022. "Our team is undergoing extensive training and there's a lot of energy behind the opening" said Robert Cohen, General Manager of Grand Papua Hotel.

"We're looking forward to welcoming guests from 1 April and to showcase our new standards."

As Papua New Guinea re-opens to the world as a country, the Grand Papua Hotel is well-positioned

to benefit from business meetings and conferences returning to Port Moresby. The landmark hotel has nine function rooms, ranging from intimate boardrooms to large, flexible spaces that can house up to 230 delegates, setting the stage for a wide variety of corporate meetings and social occasions.

Katerina Giannouka, Asia Pacific President of the Radisson Hotel Group said, "It gives me great pleasure to welcome the Grand Papua Hotel into our rapidly expanding portfolio in the Asia Pacific region. This is a prime example of how Radisson Individuals is enabling the Radisson Hotel Group to enter emerging markets while allowing owners and developers to take advantage of our international expertise. The Grand Papua Hotel is a respected hotel in Port Moresby, and I look forward to helping it reach even greater heights in the coming years,"



Hotels and Property Training Coordinator Nora Maino conducting Radisson Individuals, Yes I Can! training with the team at Grand Papua Hotel in March.



Grand Papua Hotel, Port Moresby.

CREATING COVID-19 SAFE WORKPLACES.



CSH Team Members Supporting Vaccination Drive at Ela Beach Hotel.



Vaccination Drive at Ela Beach Hotel.

At Steamships, the health and safety of staff is almost more important than anything else. Even though Covid-19 vaccines were being rolled out globally, uptake in PNG was really slow. Protecting employees has meant introducing temperature checks, insisting people wear masks, ensuring people maintain social distance, enhancing cleaning & sanitation of workplaces, and generally adjusting how everyone works.

Vaccines have been proven worldwide to significantly reduce the chance of catching the virus, to protect against serious illness and lessen rates of onward transmission. In addition to measures to achieve Covid-19

safe workplaces, Steamships launched an incentivised vaccination drive which included a generous vaccination sweepstake every week from October to December 2021.

The goal of the campaign was to achieve 80% vaccination rate across the Steamships group by the end of 2021. Each week all vaccinated employees and vaccinated declared dependents were entered into a K1,000 sweepstake, and each month one vaccinated employee could win the grand prize of K10,000 and another would take home the K5,000 runner-up prize.

In October 2021 the vaccination rate was 48% and at the

conclusion of the campaign in December a 80% vaccination rate was achieved across the group. K58,000 in total was awarded to Steamships team members throughout all divisions, using the company Facebook page to broadcast the draws every Friday.

In partnership with the Motu Koita Assembly Mobile Clinic, Steamships hosted vaccination drives at three company sites. The first was at the East West Transport office in Baruni, the second at the Beach Hotel car park and the final one at the Gateway Hotel. Each drive was open to Steamships team members and members of the public who wanted to get vaccinated.

MY VACCINATION EXPERIENCE: HOKO STEVEN, STEAMSHIPS LEGAL DEPARTMENT.

Q. What was your first reaction when you found you had the opportunity to get the vaccine?

A. I was mostly worried about the information in the media and what people were saying too. But I also knew it was an opportunity considering the chances of getting vaccinated in PNG might be limited. So, the thought of whether I should take it or not was troubling me.

Q. How did you overcome that thought? What did you do?

A. I did some research about the Covid-19 vaccine on some trustworthy web sites such as WHO and read other online articles to discover for myself how the

vaccine works and how Covid-19 was affecting people, also with some helpful guidance from David Toua and our MD, Mr. Rupert Bray. In the end I decided I had to get the vaccination because Covid-19 does not discriminate. As our MD stated in the first Covid-19 Toksave - when it comes, it comes. I am sitting on a time-bomb if I'm not vaccinated! Also, I was in the age group which was vulnerable.

Q. What was the experience of getting vaccinated? Talk me through the process.

A. The vaccination was carried out at the National Football Stadium. A facilitator briefed me about the vaccine and I was given an information sheet to fill out my personal details. After moving to another section, I was attended by a medical officer who injected the vaccine on my less dominant arm. Then I was given a card that showed a record that I am vaccinated. This card is important, and I was told to keep it safe with me.

Q. Did the jab/injection hurt?

A. Not really. It was like a mosquito bite that did not take long. The syringe was the size of a pencil and the needle was quite thin.

Q. Did you feel any side effects after you were vaccinated up until now?

A. After I was vaccinated, I was told to sit in a section of the room for 15 minutes so I can be monitored in case the vaccine had any reaction or side effects. I was told by the doctor that it usually takes about 15 minutes for the side effects to show. Since then, I have had no sign of side effects.

Q. What are your thoughts now about Covid-19 and the vaccination?

A. Covid vaccinations are just like those regular immunisation vaccines for polio or measles we receive as infants. Some people did not take their polio vaccine when they were babies and it affected them in later life. It is the same with Covid-19 vaccines, if you do not get it now, Covid will affect your life later on.

Q. Would you encourage staff, if presented the similar opportunity, to get vaccinated?

A. I would highly encourage staff to take the opportunity to be vaccinated, especially those in their fifties and our younger colleagues engaged on the front lines of our business. Taking the vaccine would protect your relationships at work as well as within your family.



Hoko Steven showing his vaccination card.

DON'T GIVE UP ON YOUR DREAMS.



Philomena Tatireta.

Philomena Tatireta is a very focused person who aims to get things done. Presently, Ms. Tatireta is undergoing an advanced masters program in Health Services Management at the Griffith University in Australia. The program primarily centers on effective management of health facilities and the services they provide, to address contemporary problems stemming from health and social care management issues. However, a twist to the undertaking of her advanced master's program is that she has been doing it online all this time as a result of the COVID-19 pandemic.

Before her master's program, Philomena was working with two International Non-Government Organizations in the field of Public Health, starting with Medecins Sans Frontieres (MSF France) or Doctors Without Borders, coordinating Tuberculosis (TB) projects in Gulf and NCD. She later joined the United Nations International Children's Emergency Fund (UNICEF) and is currently serving as a health officer and the health in emergency focal point for PNG.

Ms. Tatireta's continuous endeavor to improve the current services and consultations she is providing to the National Department

of Health was a key push for her to apply for the advanced masters program. She stated that, "The most interesting thing about this Programme is the fact that it offers enhanced insights and invaluable knowledge on how I ought to support the Department of Health better, particularly in managing the scarce resources available to us for optimal patient outcomes" – something that Philomena is quite excited to embark on when she resumes her duties with UNICEF after her studies.

Ms. Tatireta further highlighted some significant issues PNG is struggling with in terms of

“I am thankful to have all these people in my life to help me chart the waters safely. If you are committed and have the right amount of support, then nothing is impossible.”

managing its health facilities. With more than 80 percent of the population located in rural areas and less than 50 percent of the total number of health facilities serving that rural population, Ms. Tatireta outlined that PNG currently has inadequate resources in the health sector to meet the growing demands of populaces. Apart from the geographical challenges that exist, issues with sustaining the functionality of every health facility in the country is ongoing. Ensuring that hospitals are

equipped with the necessary and adequate health professionals, diagnostic and treatment amenities are inevitably a major concern. Adding to the already strained health system, is the limited number of trained health managers available to oversee the daily operations of such life-saving services being delivered to Papua New Guineans. These were a few areas Ms. Tatireta revealed she would focus on improving and give back to PNG.

Amidst her passion to study, Ms. Tatireta experienced her fair challenges along her academic journey that she persevered through. Primarily, online challenges relating to network and connectivity issues and minimal contact with lecturers were a major setback for her. However, an upside to that was the fact that she had 24 hours access to an online library. “The library has a wealth of information and resources in the form of e-books, peer reviewed articles and journals - so I decided to base my time on the library and do up a timetable and commit myself to it”, Ms. Tatireta said. Her continuous devotion to utilize the online library and do additional reading and research earned her an academical excellence award in 2020, scoring a GPA of 6.7 claiming an academic placing in the top 5% of highest academic achievers within the University.

Apart from study challenges, a deep and personal challenge for her also, was losing her son two weeks before starting the program. Philomena mentioned that it wasn't easy for her emotionally and psychologically, to get herself prepared for her

master's program after that experience. But she also stated her huge motivation and strength during that time was God - “I (Philomena) would not have been able to get through that traumatic experience had it not been for God's unfailing love and intervention. His soul-soothing comfort, faithfulness, support, guidance, blessings and grace have brought me through this storm, and I will forever be grateful to Him for all that and more”.

Ms. Tatireta had a lot of support from her family through her whole study experience and acknowledges the support she has received as well from the UNICEF PNG family, especially the Management team for their support all throughout her study journey. She also had tremendous assistance from the International Education and Visa Services Australia (IEVSA) with counselling and managing her workload. She expressed that “I am thankful to have all these people in my life to help me charter the water safely”.

Ms. Tatireta thanked Steamships for providing her the opportunity to study and vows to make a difference in the lives of Papua New Guineans when she completes her masters program. Philomena encouraged young people, particularly young girls and women of Motu-Koitabuan villages and across Papua New Guinea, to never give up on their dreams and realize that dreams come with challenges and responsibilities too, but if you are committed and have the right amount of support, then nothing is really impossible.

GRADUATE DEVELOPMENT PROGRAM.

We Congratulate our Graduating Trainees and Welcome the 2022 Cohort

A small ceremony at Ela Beach Hotel on Thursday 3 March, was held to congratulate four of our Graduate Trainees who completed the Steamships Graduate Development Program and to welcome the new batch of Graduate Trainees.

The Steamships Graduate Development Program is a comprehensive four-year program wherein our graduates are placed throughout our various business divisions to learn about Steamships in its entirety.

Steamships congratulates our four graduates: Joy Sauni, Julienne Angoman, Gerard Habitein and Jackson Ess. We

wish you every success in your bright futures.

We welcome our incoming 2022 graduate trainees, who are one month into their program. One month down forty-seven months to go.

Keep a lookout on our platforms for GDP Applications for 2023.



Figure 7 Graduating Management Trainees: Jackson Ess, Joy Sauni and Gerard Habitein. Not in picture, Julienne Angoman.



Figure 8 2022 Cohort with MD Rupert Bray and People & Culture Manager Stella Siawang.

WELCOME TO PACIFIC PALMS PROPERTY'S GENERAL MANAGER, RUSSEL SY.



PPP GM Russel Sy in Bougainville with Steamships Team. LR Mia Bray, Group Legal Counsel Deborah Onga, Steamships MD Rupert Bray and AROB President Ismael Toroama before Welcome Ceremony in early March.

Pacific Palms Property is pleased to announce that Russel Sy has joined as General Manager, effective January 2022.

Russel has a management engineering degree from Ateneo de Manilla University and received his MBA from the International Institute for Management Development in Switzerland. He also holds certificates in Property, Asset & Portfolio Management

from the Centre for Real Estate at the Massachusetts Institute of Technology.

From 2014 to 2021, prior to joining Pacific Palms Property, Russel was Vice President for the Commercial Properties Group of SM Prime, the largest trading company in the Philippines. He was Chief Strategy Officer from 2005 to 2014 with Tecom Investments, a developer and

operator of special economic zones, such as Dubai Internet City, Dubai Science Park, Dubai Design District, and Dubai Media City.

Russel brings a wealth of experience - over 17 years in the real estate industry, 7 years in the telecommunications industry and 4 years in the petroleum industry. Pacific Palms is honoured to have him as their General Manager and look forward to his contribution to the growth and success of the company.

The management & staff of Pacific Palms Property also wished to make a special mention to the outgoing General Manager, Mr. Gordon McMaster, thanking him for his service and wishing him the very best in his future endeavours.



Figure 9 PPP Facilities & Services Team at farewell for former PPP GM Gordon McMaster.



Pacific Palms Property, General Manager Russel Sy.

OUR STEAMSHIPS CULTURE



OUR STEAMSHIPS CULTURE

In March 2021, the online culture survey was distributed to members of all 7 Steamships divisions.

There were responses from Consort Express Lines, Coral Sea Hotels, East West Transport, Joint Venture Port Services, Pacific Palms Properties, Pacific Towing & STC Head Office.

The results were analyzed and evaluated in 6 different areas as shown by the graph to the right. Here is what you have told us.

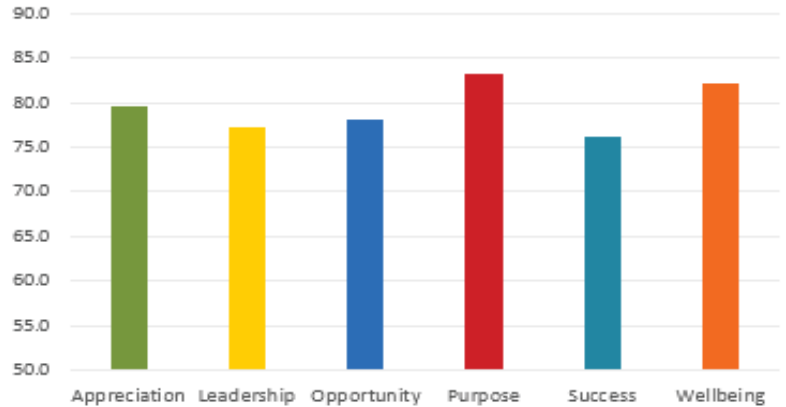


Table 1: Steamships Group Culture Survey Results

WE DO THIS WELL...

PURPOSE



All Steamships divisions have expressed that they all find Purpose in their work. This is what we do great:

- Communicating the purpose & mission of Steamships.
- Acknowledging that employees contribute to the larger picture of the company.
- Creating workplaces that encourage self empowerment.



APPRECIATION



All divisions have expressed that they feel appreciated working with Steamships. This is what we do great:

- Communicating that employees are valued.
- Promoting team work.
- Salary & benefits.

OPPORTUNITY



All divisions have expressed that they have career advancement opportunities within Steamships that they can utilize. This is what we do great:

- Providing career pathways.
- Providing opportunities for new jobs/trainings.
- Encouraging working/learning new skills independently.

WELLBEING



All divisions have expressed that they feel safe, cared and provided for when it comes to their wellbeing at work. This is what we do great:

- Safety procedures & guidelines
- Creating supportive teams & work environments.
- Providing freedom to decide how to work.



WE CAN DO THIS BETTER...

LEADERSHIP

Through the survey, you have told us that we need to improve our leadership teams at all levels for a better Steamships!

As a company we recognise and value this feedback. We will work with your current supervisors, managers and executives to implement a 4 step guide called the "Steamships Working Culture for Leaders". This guide will also be used to induct and develop future managers to maintain one Steamships' standard of leadership.

SUCCESS

You have also told us that you do not have access to everything you need to feel successful in your roles. In consultation with your business leaders, Steamships will make improvements in 3 areas:

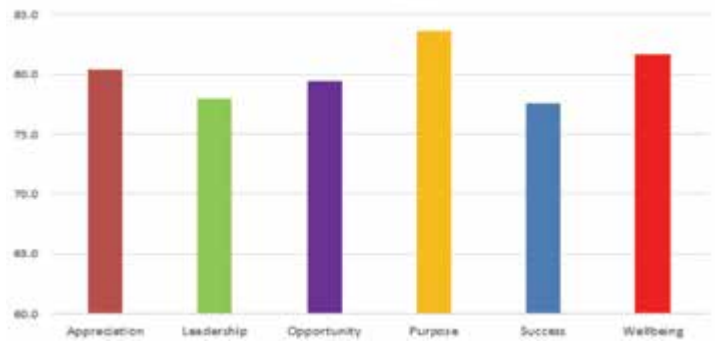
1. **Resources** - Do you have the right access & tools?
2. **Knowledge** - Do you have the information you need to perform?
3. **Communication** - Do we communicate effectively as a team?



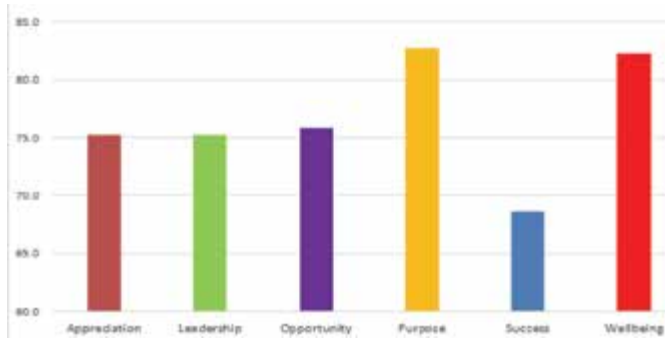
STC CULTURE CHARTS

stc culture Charts

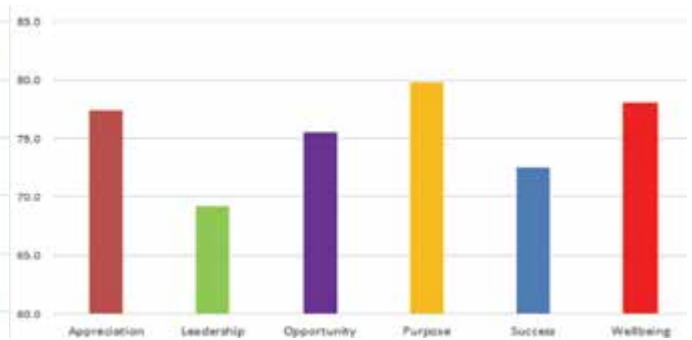
- Appreciation
- Leadership
- Opportunity
- Purpose
- Success
- Wellbeing



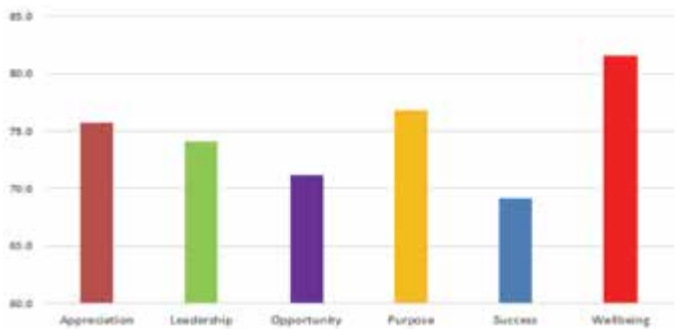
CORAL SEA HOTELS



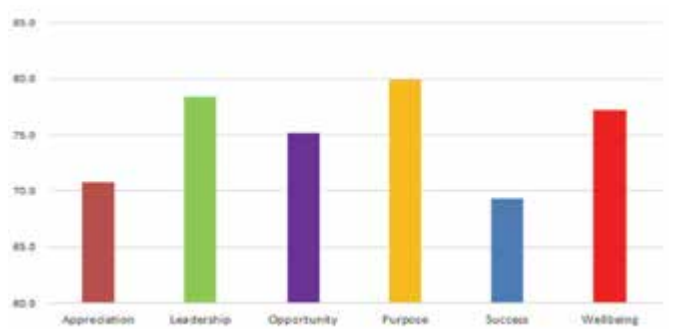
PACIFIC PALMS PROPERTIES



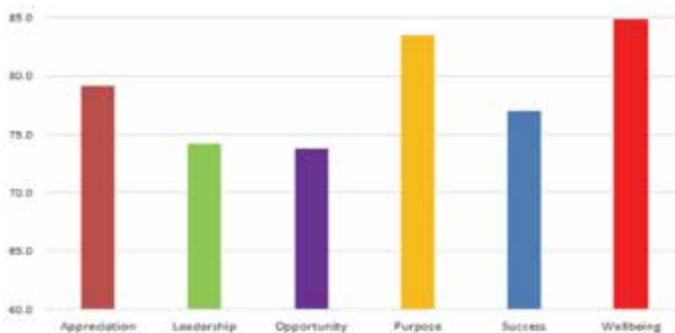
EAST WEST TRANSPORT



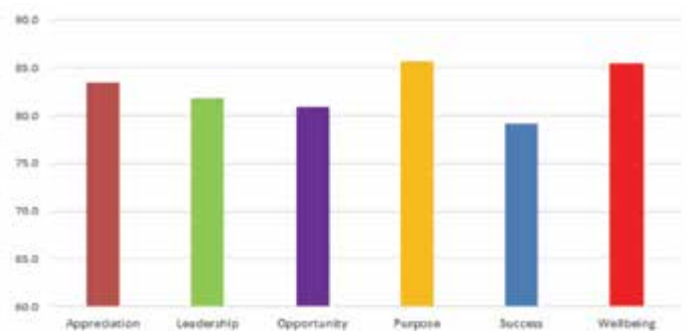
STEAMSHIPS HEAD OFFICE



CONSORT SHIPPING LINES



PACIFIC TOWING



JOINT VENTURE PORT SERVICES

STEAMSHIPS AND GOODMAN FIELDER SUPPORT CARITAS TECHNICAL SCHOOL.

Steamships and Goodman Fielder have come together to support Caritas Technical College's Nutrition Program. The Covid-19 pandemic and its effects have not spared schools in Papua New Guinea, including Caritas Technical School.

An assessment survey conducted by the National Department of Education, Save the Children and UNICEF has highlighted the adverse effects that Covid-19 has had on education and schools in the country.

According to Sr Mazarrello, the school's director, their nutrition program was on the verge of closing because of the pandemic

and hoped that it would keep going to assist parents and students in the school.

She said, "The National School Health Policy of 2015 encourages good nutrition in schools. We are determined to provide quality education and good nutrition to enable students to perform better in school. We are grateful for the support from Steamships and Goodman Fielder."

Steamships and Goodman Fielder representatives were invited to the school on Thursday 3rd June to announce the support partnership in front of teachers and students. Steamships corporate affairs General Manager, David

Toua, said that good nutrition throughout life played a significant role and promoted healthy outcomes for the growth and development of young people.

Anell Ovia, Goodman Fielder's human resource manager stated, "We congratulate Caritas Technical College and thank Steamships for this program and the opportunity to partner. In addition to program support, we are also providing work experience opportunities for five students to help prepare them for employment in the workforce after studies. Assisting the students and the school communities during the pandemic is important."



Front Left to Right: Annell Ovia HR Manager for Goodman Fielder, David Toua Steamships GM Corporate Affairs, Misika Rea, Sr Mazarrello and Xenia Peni from Goodman Fielder.

JVPS UNRIG FIRE TRUCKS.



The JVPS team unrigging one of five fire trucks donated by AusAID.



Figure 11 L-R: Vali Agalu, Thomas Jeffery, Arnald Frank and Kevau Gari.

What a way to start the day!

The toolbox talk on the morning of 19th February 2021 at Container Terminal berth 4 wharf was conducted by ship agent Thomas Jeffrey, a representative of AusAID and a member of the PNG Fire Service.

After the toolbox meeting, the JVPS team waited for the vessel crew to discharge the cargo so they could start unrigging of the fire trucks.

Led by Thomas Jeffrey, it took the JVPS team about an hour and a half to complete the unrigging job.

The purpose of the project?

The AusAID donation of fire trucks to the PNG Fire service will help support and build a partnership of service delivery in the country.

Linkage with the JVPS stevedoring business.

JVPS is prepared to assist where and when community needs are identified. It was thought that the unrigging work was one small way of getting recognition of the stevedoring and cargo handling services that can be carried out safely, professionally and in this case, free of charge.

PARI BUK BILONG PIKININI LEARNING CENTRE. BACK TO SCHOOL VISIT.

Steamships continues to support the Pari Buk Bilong Pikinini Library Learning Centre, donating some back-to-school gift packs to children on February 2nd this year. The children's gift packs contained books and coloured pencil sets.

Steamships was represented by Corporate Affairs

graduate management trainees Elijah Numoi and Gabriel Junnie, accompanied by Career Trackers intern Jeffery Pakus.

The children clearly enjoyed having visitors in their learning space and their back-to-school packs gave them a reason to smile. Before the presentation the Steamships team had a glimpse

of the children's learning activities before handing out the gifts, spending about half an hour with them before departing.

The Pari Library Learning Centre is the first of five planned library learning centres supported by the partnership between Steamships, Buk Bilong Pikinini and the Motu Koita Assembly.



Graduate Management Trainee Elijah Numoi and CareerTrackers Intern, Jeffery Pakus with children at Pari BbP Library Learning Centre.

BUK BILONG PIKININI VABUKORI LIBRARY. LEARNING CENTRE OPENS.



MKA Chairman Dadi Toka Jnr reading to class after officially opening the Library Learning Centre.



Vabukori Womens Development Association Chair Lady Naomi Kedeia, Buk Bilong Pikinini Executive Officer Leanne Resson, Steamships BbP Board Rep Mia Bray, MKA Chairman Dadi Toka Jnr, GM Corporate Affairs David Toua before cutting the ribbon.

The Steamships, Buk Bilong Pikinini, and Motu Koita Assembly partnership officially opened the Vabukori Library Learning Centre on Monday 28 February 2022, the second the partnership has opened in a Motu Koita village.

Vabukori Library Learning Centre confirmed that sixty children were enrolled in their 'pioneering' class, located on the ground floor of the newly built Vabukori Resource Centre which will be officially opened in April. Steamships was represented by Mr David Toua, General Manager Corporate Affairs, and Mrs Mia Bray, the Steamships representative on the Buk Bilong Pikinini Board. Also in attendance was MKA Chairman and National Capital District Deputy Governor Dadi Toka Junior.

Mr Toua said education is one of the key pillars of the Steamships

community grants program that funds the company portion of this support partnership.

He said, "This is a partnership that Steamships is very proud of, since it contributes directly to supporting early childhood literacy and learning directly in the communities where we operate and that historically have been Steamships recruiting grounds. Part of the success of our business has been investing in our people and communities. Buk Bilong Pikinini objectives closely align with our core values of development and of constant learning and improvement"

Anne-Sophie Hermann, Buk Bilong Pikinini founder and chairperson said: "As we celebrate our 15 years of operations this year - such an important milestone - we are honoured to have the opportunity to continue to reach more children in communities across the

countrytogetherwithouramazing partners."

"Thanks to the support from companies such as our platinum foundational sponsor Steamships, as well as the NCDC and the MKA we can have a transformative impact on the lives of the thousands of children in our programs, ensuring that they are given the opportunity to achieve literacy and contribute to the communities where they live."

Leanne Resson, Buk Bilong Pikinini Executive Officer said: "We are grateful for the support from Steamships, NCDC, VWDA, and the MKA and look forward to assisting the children enrolled at the Vabukori Library Learning Centre with a comprehensive Early Childhood Education program, giving them the best educational foundation skills and school readiness."

COMMISSIONING OF BARAKAU SANITATION PROGRAM.



Steamships MD Rupert Bray and Barakau village councillor Rocky Douveri after cutting the ribbon to commission the sago dry toilet at the Barakau village aid post.



Sago dry toilet commissioned at Barakau aid post. There are nine sago dry toilets throughout the village.

Steamships, in partnership with the Sago Network, have commissioned the Barakau village Sanitation Project. A ceremony hosted on Monday 7 March 2022 at the community Aid Post was attended by Steamships directors, Sago Network executives and Barakau village councillors.

The project to deliver sago dry toilets in Barakau village was funded under the Steamships Community Grants Program at a total cost of K195,890, whilst Sago Network worked with the community to identify sites, design and build the units. Support partners include the Hiri Local Level Government, Legacy Group, NABS Construction and Maintenance, KK Kingston and Badili Hardware.

Each family where toilets are located has received education and awareness training for their

ongoing use, care, and maintenance. The toilets were designed by the Sago Network team in Sydney and Port Moresby in conjunction with Unitech. Support from Consort Express Lines ensured that the units were robust enough to withstand cyclonic winds and be cost-efficient. The implemented project model required some financial buy-in from the community so it was important to consider this along with environmental factors.

Steamships Managing Director Rupert Bray said, "Education and health are two pillars of the Steamships community grants program and feature in our larger sustainable development activities. The importance of proper sanitation cannot be overstated for education and health in communities."

"Sanitation is more than just

toilets – it is about behaviour, facilities and services that together provide a hygienic environment for communities and particularly children, allowing them to fight diseases and grow up healthy."

Sago Network director, Ms Rosemary Korawali, "Today, eight extended families comprising 120 people and a village community of more than 5000 people who will access the aid post, will benefit from improved sanitation which will reduce instances of sickness such as diarrhoea and dysentery."

"Through these families, education about sanitation practices adopted by the community will have a direct positive flow-on effect at a household level. At a wider level, Barakau serves as an example to many coastal villages. It is a village community that has taken ownership of their

“Sanitation is more than just toilets – it is about behaviour, facilities and services that together provide a hygienic environment for communities and particularly children, allowing them to fight diseases and grow up healthy.”

health by improving sanitation practices.”

Ms Imelda Torie, Sago Network project manager added, “The completion of the sanitation programme in Barakau today represents one of the first community rollouts of the sago dry toilet, demonstrating its benefits to PNG communities. We acknowledge and thank Steamships for their ongoing support and aligned vision towards organisations such as ours who continue to innovate approaches and solutions for community development and advancement.”

Ms Korawali added, “The exciting news for PNG is that the success that Barakau has achieved with their sanitation progress can be replicated by other communities across the country. The core components of the sago dry toilet can be easily purchased from KK Kingston or other hardware stores.”

The sago dry toilet is a permanent and waterless toilet solution

that can serve an extended family of up to 15 people or, in a school setting, up to 25 school children per toilet. This means that communities throughout PNG have the opportunity to deliver similar programmes to improve village health through better sanitation in their own self-built liklik haus.

Sago Network is a not-for-profit community development organisation that aims to improve village health through better access to drinking water and safe sanitation. This is achieved by partnering with rural and coastal communities committed to strengthening health within their villages and making the sago dry toilet widely available for purchase. Sago Network’s team is a multi-disciplinary design and development unit headed by architects Rosemary Korawali, Brendan Worsley and Lachlan Delaney, and includes community development professionals, health workers, engineers and builders.



Steamship’s directors inspecting another site at Barakau village.



Michael Scantlebury encouraging teams before the start of play.



Hula Classic 2021 cricket competition - Swire and Steamies vs. Hula.



Steamships Finance Manager Rob Cranston batting for Team Swire & Steamships.



PPP National Property Manager, Rod Ford putting his batting skills to the test.



Crew of the Gazelle Coast celebrate International Day of the Seafarer on the bridge of the ship.



Crew of the Kiunga Chief pose for a photo as they celebrate International Day of the Seafarer.



Team PacTow in their Independence outfits.



Alumita Chan, Neil Papenfus, Josephine Claude and Jean Sovek celebrated their Independence at the PacTow base in Motukea.



Kalyna Vanua, Debbie Rimua, Jeneth Ole and Lorraine Kasar - representing the four regions of PNG.



Annalyn Galolo showcasing traditional Kairuku face decoration.



Members from Consort Express Lines' depot team in Lae share a photo after getting their first vaccination! Great work team!



Coral Seas Hotels team pose for a picture after their vaccinations.



Asi and Alma of JVPS deliver PPE and food to Port Moresby General Hospital.

TOK STEAMIES FIND A WORD.

Name:.....

M	G	A	T	E	W	A	Y	H	O	T	E	L	B	L	E	X	Q	C	B	H	W	G
U	E	Y	T	R	E	P	O	R	P	S	M	L	A	P	C	I	F	I	C	A	P	M
A	L	G	E	R	N	O	N	S	Y	D	N	E	Y	F	I	T	C	H	N	U	A	T
L	J	H	P	L	E	T	O	H	E	S	I	D	A	R	A	P	F	O	D	R	I	B
E	T	R	O	P	S	N	A	R	T	T	S	E	W	T	S	A	E	E	A	Y	C	Y
T	L	E	T	O	H	R	E	D	N	A	L	H	G	I	H	N	Y	D	R	F	F	W
O	K	L	E	T	O	H	Y	R	A	W	O	S	S	A	C	G	Y	M	E	D	G	E
H	H	A	R	B	O	U	R	S	I	D	E	P	R	E	C	I	N	C	T	M	N	Q
H	H	C	E	L	E	T	O	H	A	U	P	A	P	D	N	A	R	G	Q	A	I	J
C	A	L	H	W	T	A	A	Z	I	I	Y	X	S	Z	S	J	L	J	C	C	P	J
A	Z	P	U	Y	P	H	U	O	N	G	U	L	F	H	O	T	E	L	J	W	P	M
E	G	I	C	I	X	M	S	L	E	T	O	H	A	E	S	L	A	R	O	C	I	A
B	S	R	Z	R	P	A	C	I	F	I	C	T	O	W	I	N	G	L	I	B	H	Z
A	S	E	N	I	L	S	S	E	R	P	X	E	T	R	O	S	N	O	C	W	S	Z
L	E	W	H	I	T	T	A	K	E	R	A	P	A	R	T	M	E	N	T	S	X	I
E	K	Q	Q	E	S	D	E	V	I	L	O	M	L	A	P	E	T	A	G	L	O	C

Find the following words in the puzzle.
 Words are hidden     and .

ALGERNON SYDNEY FITCH
 BIRD OF PARADISE HOTEL
 CASSOWARY HOTEL
 COLGATE PALMOLIVE
 CONSORT EXPRESS LINES
 CORAL SEA HOTELS

EAST WEST TRANSPORT
 ELA BEACH HOTEL
 GATEWAY HOTEL
 GRAND PAPUA HOTEL
 HARBOURSIDE PRECINCT
 HIGHLANDER HOTEL

HUON GULF HOTEL
 PACIFIC PALMS PROPERTY
 PACIFIC TOWING
 SHIPPING
 WHITTAKER APARTMENTS

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.



Bel isi 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 Kauselin Helpim Lain
Phone: 7150 8000
Open: 7am to 7pm 7 days Services:
Counselling

Badili Police Station

Scratchley Road Badili
(near Badili Stop n 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
Counselling

Hohola Police Station and FSVU

Near Big Rooster, Hohola

Waigani Police Station and FSVU

Near the corner of Waigani Drive
and Mokoraha Road, Waigani

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