

NAUTILUS

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CEO's MESSAGE

Shipping has historically enjoyed a mixed reputation among the public. Long considered a secretive industry, a few unfortunate high-profile accidents and resulting oil spills in the 70's and 80's brought the industry into the public awareness in the most negative way possible. The results of this were two-fold; firstly the industry has become much more visible and is much better organised at presenting the positive side of shipping and its contribution to global stability and prosperity and secondly it has led to a significant increase in regulation. The question now is whether regulation is correctly targeted and fit for purpose.

A good example of this is the requirement to fit ballast water treatment systems on all ships. This convention which had to wait for many years to be ratified at the IMO is now coming into force and in parallel, the USCG has introduced its own regulations which are already in force. The different technical criteria of the IMO regulation in relation to the USCG is leading to various difficulties and many ships which have already installed systems are discovering that their purchase may have been premature as they are unable to meet the criteria as it is now set out. Another example is the upcoming 2020 low sulphur fuel directive which again is well intentioned but poorly thought through. Instead of engaging with oil companies, refineries and fuel suppliers, regulators have placed the burden of compliance with the ship owners. This approach has left many questions; are scrubbers the right solution and what fuel will be available from 2020 onwards? It is clear that scrubbers are not considered as being the solution for all ships and in fact there are less than 400 ships worldwide that have already installed the technology. Moreover the majority of ships that have gone down this route, namely cruise, ferries and container ships, also suggest which kind of trades can benefit from the installation of scrubbers. Recently many questions have started to be raised about the environmental footprint of 'open loop' scrubbers which have already been installed in many cases.

Against this background the shipping industry is hoping for and expecting a more structured and planned approach to introducing new regulations, in particular with the ongoing debate on carbon emissions. I believe that shipping as an industry has the sensitivity and good sense to want to be part of the solution to the problem of climate change along with other industries. Once again however it seems that lessons have not been learned and the direction of travel for the regulators seems to be to throw the anchor as far as possible in presenting a future of zero emissions from shipping. Once again instead of engaging with the people who could make that happen, in other words shipyards, engine and equipment manufacturers, class societies and other stakeholders, the burden of compliance will be with the ship owners and the crews onboard.

We look to the EU to recognise the contribution that shipping makes to the economy and to help our industry insist for a sensible and proportionate approach when it comes to mapping out the future of shipping, otherwise we risk pushing our industry out of Europe and towards jurisdictions that take a more pragmatic view.

Themis Papadopoulos
CEO



BALLAST WATER MANAGEMENT

On 8th September 2017 the International Convention for the Control and Management of Ships Ballast Water and Sediments (BWM convention) entered into force. This convention was adopted in 2004 by the International Maritime Organisation and has taken twelve years for it to be finally agreed. The aim of this convention is to stop the spread of potentially invasive aquatic species being carried across the world in ballast water. It has been identified that species not usually found in certain areas are being transported and upsetting the ecosystem in other areas of the world. All ships are now required to manage their ballast water to avoid the introduction of alien species into coastal areas.

In order for ships to kill these invasive species in ballast water they must install Ballast Water Treatment Systems which must comply with IMO regulations, or if the ship wishes to trade in the USA, with USCG regulations.

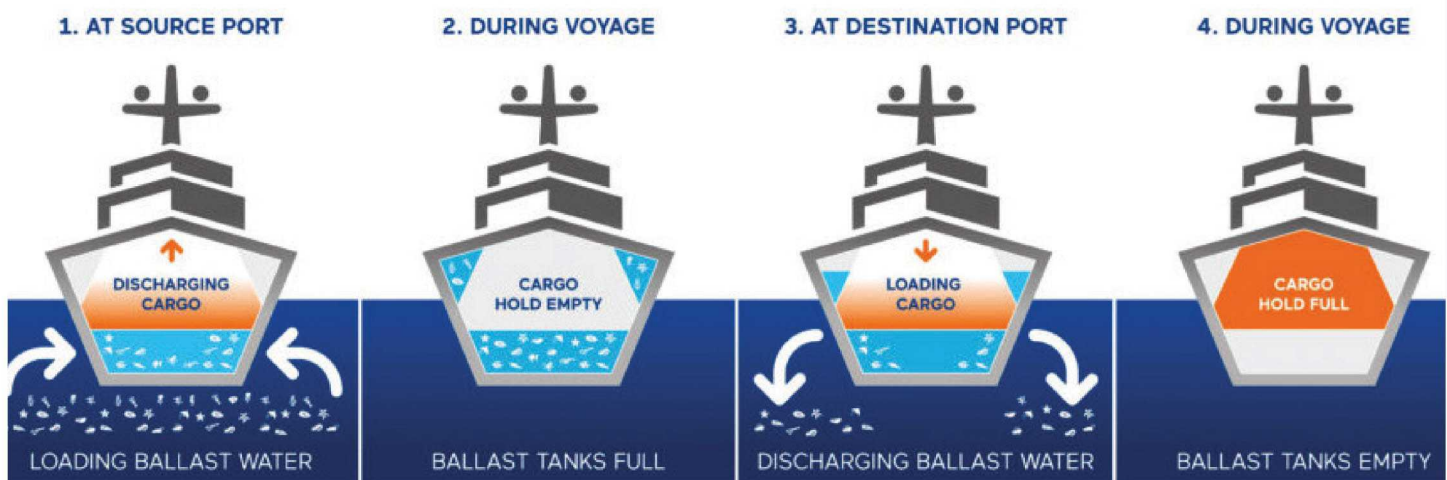
There are many different methods to ensure compliance and this can be done using for example chemicals, oxidising biocides, ozone depleting gas, ultra violet and ultrasound. Owners have many issues to bear in mind when choosing a manufacturer using one or a combination of the above methods. For example:

- IMO/USCG approval
- Trading area
- Crew & ship safety
- Operating costs
- System efficiency
- Reliability
- Size of carbon footprint
- Operate using given ship electrical load

As can be seen, there are many parameters to be studied and the correct system must be chosen to ensure that the options and costs thereof incurred by the Owners meet all the requirements. At the time of writing there are only six systems approved by the USCG thus manufacturers, shipyards and ship managers are going to have a busy five years to keep up with demand.

Since the implementation of the regulation, Interorient Shipmanagement has been closely monitoring the developments with regards to equipment on the market and the requirements needed to operate the systems onboard. At present we have one system installed onboard and from this we have gained limited but valuable operational experience. Over the past few years we have been narrowing down the different types of treatment plants which are suitable for the different ships we are operating. We have performed three dimensional scans on ships to prepare the location for the plant and pipe work to save time when a vessel proceeds to drydock for installation. Units will have to be installed on Interorient Shipmanagement ships commencing in 2019 and completing around 2024. However there are still concerns regarding the implementation schedule due to the limited equipment and reliability of systems available.

Andrew Brown
Group Technical Director



EUROGATE CONTAINER TERMINAL LIMASSOL

1ST YEAR ANNIVERSARY



EUROGATE Container Terminal Limassol (a consortium between Eurogate International, Interorient and East Med Holdings) celebrated the first-year anniversary from taking over the operations of the container terminal of the Limassol Port on 29th January 2017, in the presence of the German Ambassador in Cyprus Mr. Franz Josef Kremp and the President of the Eurogate Group Mr. Thomas Eckelmann.

During the ceremony held at the company's premises, Mr Eckelmann said he was particularly pleased with the operations and the working pace at the terminal. In addition, he thanked the staff for their determination and dedication, noting that "after hard work the terminal is now comparable to other terminals in Europe and we should all feel proud for this."

The terminal handled about 420,000 containers (quay and land side) in 2017, with 49,900 containers handled in March 2017 alone, the highest monthly figure since 2008. In terms of local cargo and in particular full imports and exports, the increase in volumes in 2017 was around 12% p.a. compared to 2016, reflecting the improved economic conditions in Cyprus. Average truck cycle has been reduced to approximately 13 minutes compared to over an hour before the takeover, while the container ships are now served in about 14 hours on average compared to more than 23 hours in previous years.

It is worth mentioning that the modernisation of the infrastructure and systems in the Limassol Port, as well as the adoption of best international practices by Eurogate have resulted in the significant improvements mentioned above, benefiting both the exporters/importers, who are served promptly and efficiently, and the Cypriot economy in general.

On January 29th 2017 EUROGATE Container Terminal Limassol Ltd took over the commercial operations of the container terminal of the Limassol Port. The concession agreement for the operation of the Limassol container terminal for a period of 25 years plus an option for a further 12 years, was signed on 25th April 2016.

EUROGATE Group is a leading shipping line and independent container terminal operator in Europe with a total throughput of more than 14.5 million TEUs in 2015. EUROGATE is active at 11 container terminal locations from the Baltic to the Mediterranean Sea namely in Germany, Italy, Morocco, Portugal and Russia.

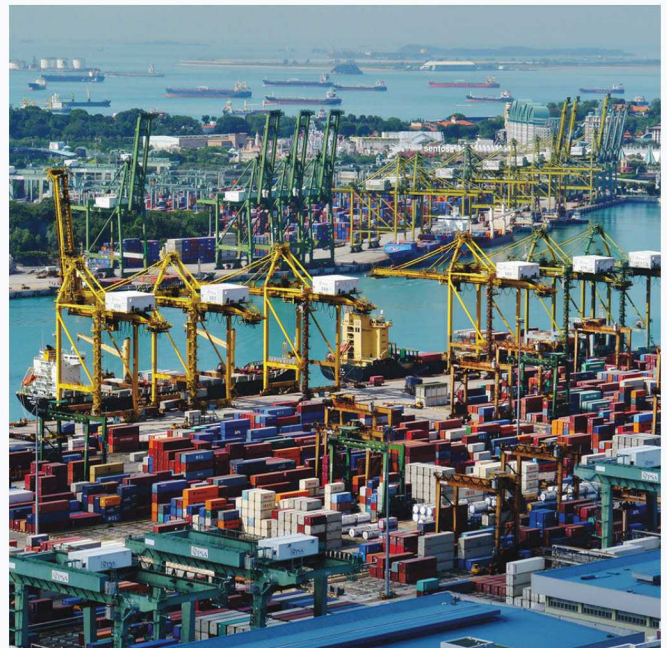
Pieros Matsis
Business Development Analyst
Limassol Office

INTERORIENT SHIPMANAGEMENT SINGAPORE



In the early 1800s, Singapore was set up as a trading post by the British East India Company. After World War 2, the country became an independent nation in 1965 and since then has grown rapidly and is today recognised to have the second biggest port in the world, amongst many other attributes. With a population of over 5.5 million, it is the third most densely populated country and still prides itself to be called the garden city with over 45 per cent of the land covered in greenery.

Singapore is a leading international maritime centre and a global maritime hub for connectivity, innovation and talent. It is a dynamic market place consisting of international shipping groups, commodity traders, logistics players and maritime service providers making the country a key gateway to access business opportunities in the Asia-Pacific region. Singapore's extensive connectivity to regional and global markets reinforces its position as the connecting hub between Asia and the rest of the world.



Interiorient Shipmanagement (Singapore) Pte. Ltd. was founded in January 2016 as a representative office for the promotion of the group activities with a strong focus on ship management in the Far East. It also serves as a liaison office for Interiorient Shipmanagement vessels trading in the area.

After acquiring its own DOC for both wet and dry tonnage in July 2016, the profile changed into a fully fledged ship management office.

The services offered by Interiorient Shipmanagement (Singapore) Pte. Ltd. are:

- Full management
- Crew management
- Technical management
- Newbuilding supervision
- ISM/ISPS auditing
- Third party pre-purchase and vessel condition inspections
- Marine consultancy and expertise in tanker / chemical tanker operations

With the Singapore government's "Maritime Sector Incentive - Approved International Shipping Enterprise Scheme" and resulting representation of the majority of ship owning companies in Singapore, Interiorient Shipmanagement (Singapore) Pte. Ltd. sees a huge opportunity for the group's ship management, crew management and commercial management services in the Far East.

Sandip Mirchandani
Managing Director



THE CYBER SECURITY RISK CHALLENGE

Cyberspace is a domain created by human beings that provides tremendous benefits for its users but is also full of risks. For many years, cyber criminals were opportunity seekers targeting insecure networks. Today's cyber criminals are professionals, often funded by criminal organisations. They use sophisticated methods to attack enterprises. Cyber-attacks are becoming more fruitful, resulting in high profile breaches.

2016 may go down on record as one of the worst years for cybersecurity. Hacks, breaches and leaks were being reported everywhere in the news. Globally, cybercrime is estimated to cost businesses \$400 billion a year. The rise of such malicious attacks coupled with industry guidelines and regulations empathised the need to reassess our security policies and devise plans to protect against such attacks.

The devastating WannaCry ransomware attack in May 2017 struck a number of high profile organisations. Over 300,000 computers were affected across all industries. Five months down the line a new variant dubbed Bad Rabbit has reportedly hit almost 200 targets, including media organisations, an airport and an underground railway.

In May 2016, The Maritime Safety Committee issued the Interim guidelines on maritime cyber risk management. The guidelines provide recommendations on maritime cyber risk management to safeguard shipping from current and emerging cyber threats and vulnerabilities. These guidelines highlighted the bigger need to heighten security awareness and training for the maritime industry.

The IMO has given ship owners and managers until 1 January 2021 to incorporate cyber risk management into ship safety.

OCIMF's third edition for Tanker Management and Self-Assessment (TMSA3 2017) released April 2017 contains a new element (13) covering Maritime Security, each element defining clear objectives and supporting set of KPIs.

European legislations are also coming into effect next year. As a business that holds and processes personal data we are subject to the European General Data Protection Regulation (GDPR), which seeks to protect a citizen's privacy and data security. The regulation will



take effect on 25 May 2018. The second piece of EU legislation is the Network & Information Security (NIS) Directive, which aims to protect critical electronic networks. The directive deadline is 9 May 2018.

Due to the complexity of ICT systems, it is a major challenge to ensure adequate maritime cyber security. We needed to come up with a common strategy and develop good practices to ensure security is in place by design. This is no longer a standalone IT project but rather a project that would encompass the whole organisation.

In July 2016, we established a 'Cyber Security Committee' encompassing members across the organisation. An action plan was put in place to kick-start the project. Committee members meet once a month to continuously monitor and review our progress.

The action plan that we pro-actively follow to manage cyber security risks is based on five core functions: Identify, Detect, Protect, Respond and Recover. These functional elements are not sequential, they are concurrent, continuous and incorporated within our risk management framework.

Action plan:

- Full inventory of IT systems: create a comprehensive inventory of hardware and software assets that need protection.
- Implement adequate protection measures: regular security measures at all levels of the company, from senior management ashore to the crew onboard.
- Regular security updates: ensure that security updates are carried out on time and without delay.

- Education and Training: continuous training of employees to identify common online threats such as phishing, spam and suspicious attachments.
- Raise human awareness: regularly update employees on cybercrime and ransomware attacks.
- Continuously assess risks: an ongoing risk assessment plan that identifies vulnerabilities and defines control measures and contingency plans.
- Developing a contingency plan: a plan is in place to effectively respond to cyber incidents.

- Investigate cyber incidents: this provides us with information about the way a vulnerability was exploited.

Now we have the building blocks in place to ensure that we have adequate measures to keep us safe.

This is a continuously evolving project for the critical years ahead not only securing our data and networks but also physically securing our assets and people.

Susan Awad
IT Governance, Risk & Compliance Manager
Limassol Office

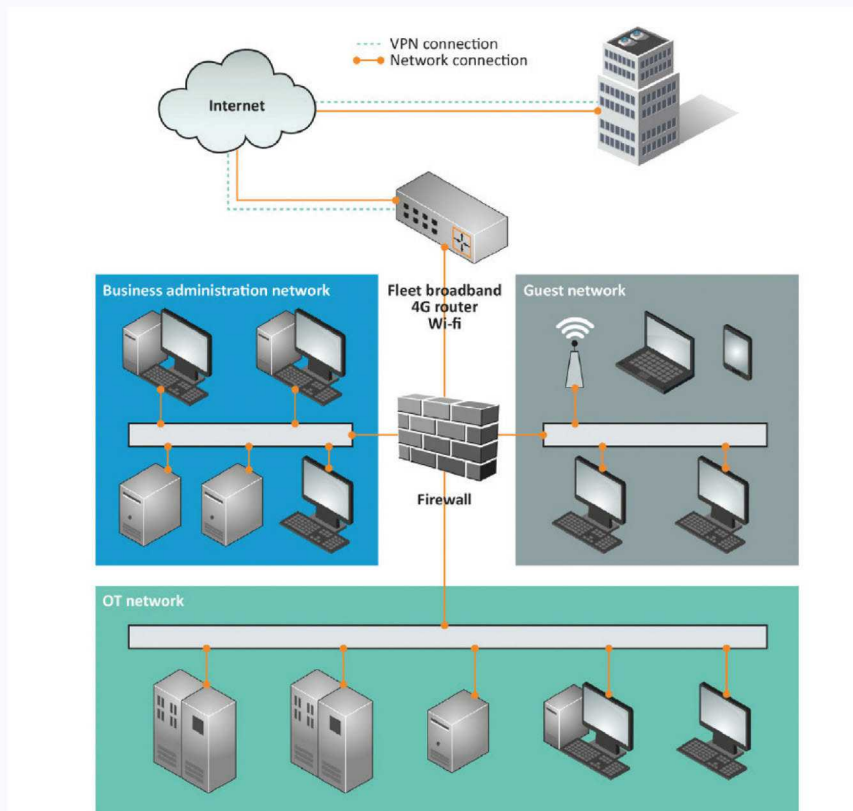


Figure 2. Example of an onboard network

The Guidelines on Cyber Security Onboard Ships Version 2.0
 Source: www.bimco.org

MARITIME CYPRUS 2017 AND INTERORIENT SHIPMANAGEMENT EVENING RECEPTION & GOLF TOURNAMENT



Interorient Shipmanagement attendees at the Young Executives Session at the Maritime Cyprus conference

Every two years one of the largest shipping related events in the world takes place in Limassol, Cyprus - the Maritime Cyprus Conference - hosted by the Ministry of Transport, Communications and Works, the Department of Merchant Shipping, the Cyprus Shipping Chamber and the Cyprus Union of Shipowners. This year the conference was held from 8th to 11th October at its usual venue, the Evagoras Lanitis Centre, next to the Limassol Castle. To mark the occasion, Interorient Shipmanagement held a golf tournament at the Secret Valley Golf Club followed by an evening reception at the Aphrodite Hills Golf Club for clients and business associates.

This year 41 golfers played in the tournament with another 22 taking part in the academy. The weather was more than perfect for the occasion and a great time was had by all.

The overall winner of the tournament was Daniel Jones who also carried home the trophies for 1st Prize Gents and Nearest Pin Gents. 1st Prize Ladies was won by Ghislaine Bouttier.

The evening reception took place outside the club house overlooking the picturesque 18th green where around 350 guests enjoyed a comfortable and friendly atmosphere

whilst enjoying excellent food and entertainment and taking the opportunity to catch up with business acquaintances both old and new.

Elisabeth Christofi
PA to the CEO & Office Manager
Limassol Office



Themis Papadopoulos, CEO, Interorient Shipmanagement, Daniel Jones, Partner, Ince & Co



Alecos Michaelides, Permanent Secretary, Ministry of Transport, Communication & Works, Photini Tsiridou, General Manager, Cyprus Port Authority, Marios Demetriades, Minister of Transport, Communication & Works (Minister at time of event), Themis Papadopoulos, CEO and Adonis Violaris, Marketing Director of Interorient Shipmanagement

FLEET OFFICERS MEETING IN CEBU



“Investing in Seafarers is our Investment for the Future” was the theme of the Fleet Officer’s Meeting held 12-13 December, 2017 at University of Cebu, Mambaling, Cebu, Philippines and was attended by forty-seven deck and engine officers.

Capt. Samson Jimenez, INC Manila’s Training Officer, welcomed the participants by giving a brief introduction and informative updates regarding the INC Cadets and the Cebu Office. Steve Hardy, Group Marine Operations and Environmental Manager, discussed the Management Review, MARPOL and the Incidents and Accidents Review while Mr. Andrew Brown, Group Technical Director, handled the topics: recent technical failures, Ballast Water Treatment, unmanned machinery spaces and technical advice bulletins. Shane Rozario, Deputy Fleet Personnel Manager/Head of Training, introduced Compas - crew self service, career development system, ECDIS certification and license reimbursement. Guest speaker Dr. Jun M. Blasco talked about health and medical issues of seafarers and Atty Gina Guinto gave the participants an insight on Maritime Labour Convention (MLC) complaints handling.

Long Service Awards for working on vessels managed by the company for at least ten years were presented to the following officers:

1. Capt. Ronald Eco Maglunsod
2. CM Ranie A. Miraflores
3. CM Levi O. Ravidas
4. CM Orven John C. Respito
5. 2M Francis Aganan
6. 3M Ian Marquiala
7. 3M Arnel Genciano

Special recognition was given to Capt. Ronald Eco Maglunsod for becoming INC Manila’s very first ‘home-grown’ Master Mariner.

The two-day Fleet Officer’s Meeting ended with a Christmas party celebration. Capt. Jerome Delos Angeles, CEO, INC Navigation Co. Philippines. Inc, gave the opening remarks. Atty Augusto W. Go, President, University of Cebu, gave a brief message and Mr. Andrew Brown gave the closing remarks. The participants then had the pleasure of listening to the University of Cebu Chorus while enjoying their dinner.

Shozo Jr. Arai
Training Officer
Manila Office

NAVIGATING IN ICE

Sea ice has been a problem for navigators since antiquity. During the voyage from the Mediterranean to Norway in around 350 BC, Pytheas of Massalia came across 'a strange substance' which he described as neither land nor air nor water floating upon and covering the northern sea.

Nowadays, along with traditional routes, new trading routes across ice-bound areas are establishing rapidly following global warming and advances in ship building technology.

Navigating in areas of ice concentrations and sub-zero temperatures involves various risks – from damage to the vessel's hull, propellers and rudder to collisions and contacts.

Skills required for navigating and handling the vessels in ice conditions are remarkably different from the normal ship-handling skills. Sailing in convoys, working with ice-breakers and providing or receiving assistance in ice conditions make this aspect of navigation challenging even for experienced navigators. Ice is the main concern in sub-zero areas because it restricts and sometimes controls a vessel's movement. It affects piloting by altering the appearance or obliterating the features of landmarks. It hinders the establishment and maintenance of aids to navigation and it affects the use of electronic equipment by affecting propagation of radio waves etc.

Another challenge for the whole crew is the 'sea spray icing' which is a serious hazard for marine operations in sub-zero zones. Many ships and lives have been lost when ships sank or became disabled after the accretion of ice on decks and superstructures. Large amounts of ice on deck can result in a catastrophic loss of stability. Capsizing, extreme rolling and/or pitching and topside flooding can occur as a result of the loss of stability and extra weight from the ice burden. Needless to say that a thorough understanding of the various types of ice, a vessel's capabilities in ice, ship-handling techniques as well as the human factors affecting performance in hard ice conditions is essential for ensuring safe passage of a vessel across ice-bound routes.

Prior to making a voyage into a sub-zero zone, the Master and crew must ensure that the vessel is suitable for navigating in that zone, crew duly trained, well protected with PPE and necessary gear as per company requirements and familiar with the operations of the vessel in ice conditions. The Master also needs to prepare the vessel for severe winter conditions to prevent damages to the vessel and/or its machinery prior to entry into areas in freezing conditions. All these points are duly included in the relevant Interorient Shipmanagement instructions.

Captain Maksim Mukhin
MT Baltic Commodore



CORPORATE SOCIAL RESPONSIBILITY

COMMUNITY | ENVIRONMENT | WORKPLACE



Group Environmental Week

The 4th Group Environmental Week took place from the 20th to 25th November 2017 where our group and manning offices' main aim was to raise environmental awareness amongst all staff.

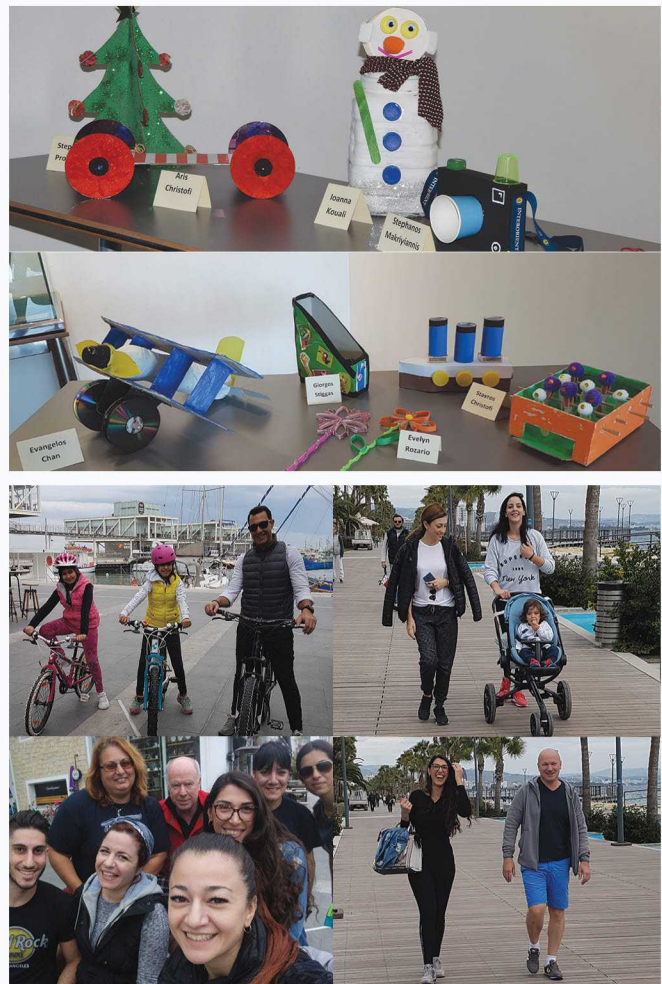
Each day followed a theme with informative videos being sent out to staff each morning and afternoon covering various topics such as: global warming and climate change, marine environment, energy and nature to name a few.

In Limassol, we arranged for teams of staff members to walk certain routes surrounding Head Office to collect any rubbish they found on their way.

Also a group of children from our kindergarten made some clever, innovative and very attractive items using recycled materials. These were on display in the foyer throughout the week for all staff and visitors to see.

Local charities were supported with donations of unwanted clothing and household items, dog food and blankets for a local dog shelter and just under Euro 300 was raised from the end of week celebration of a sponsored run, walk and cycle that was used to purchase meat vouchers for local families in need.

An interesting and worthwhile week to enjoy.
Thanks to everyone throughout the group for taking part.





Manila office



Hamburg office



St. Petersburg office



Riga office

Charity Beach Football Tournament

Interorient Shipmanagement participated in the Cyprus Shipping Chamber's annual Charity Beach Volley Tournament 2017 with two teams: Interorient Ammochostos and Interorient Salamina. A total of 21 teams took part and just over 10,000 Euros was raised in aid of the Make a Wish Foundation, a charity that helps to grant the wishes of children and young people suffering with serious illnesses.



RESCUE OPERATION

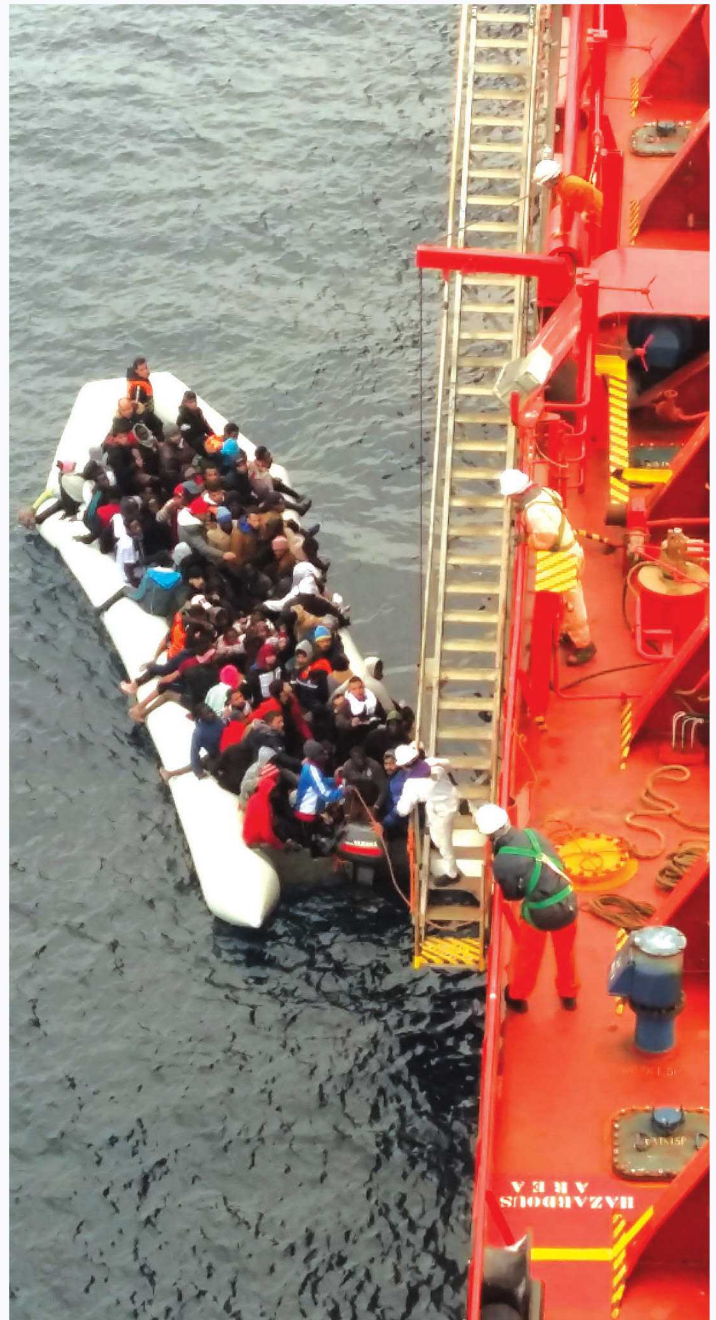
During our laden voyage from La Skhirra, Tunisia to Zawia, Libya 9th of January 2018 the vessel received a distress message via INMARSAT C and Navtex from IMRCC Rome stating that a rubber boat was in distress. The Master made contact with MRCC Rome, Italian Coast Guard who confirmed the message and gave the vessel the approximate position of the boat in distress.

As per SOLAS convention and SAR convention Hamburg 79, the Master ordered to divert the vessel's course to the required position. At the time we reached the boat safely, all crew were on standby according to their assigned duties. 3rd mate, 2nd mate and two deck cadets were standing by with first aid equipment and line throwing apparatus. Under the supervision of the Chief Mate, the bosun and ABs prepared the rescue boat, ship's crane, safety harness, extra life jackets, extra life buoys and recovery equipment.

When the boat was brought safely lee side alongside our vessel, two Egyptian cadets started to communicate with the people in the boat in both Arabic and English languages to calm them down and advise them how to board the vessel safely. Once the migrants got safely onboard they were counted by the Chief Mate and grouped by nationality and according to severity of injuries. Women and children were sheltered in the gymnasium room. First aid, dry clothes, food and hot drinks were provided to them, as well as to the men on deck who received the same care and the opportunity to clean up using the emergency showers.

The Chief Mate reported to the Master that 97 migrants were safely accommodated onboard and treated with good hospitality and professionalism by the crew. Afterwards, the Master contacted MRCC Rome again to confirm that the rescue operation was successfully completed and 97 lives were saved. At the same time we were instructed to adjust our course to a rendezvous position north of Zawia port where we were to transship the migrants to a Spanish naval vessel "SANTA MARIA (F81)". Around 19:00 UTC at position lat 33 13.3N long 012 44.6 E, transportation to a Spanish rescue boat was completed successfully and all migrants were evacuated from our vessel. Finally, we continued our voyage to Zawia port with all crew feeling extremely happy and relieved to have successfully assisted in the rescue of such a large number of people.

Captain Viacheslav Korduban
MT Norient Solar



Well done and a big thank you to the Captain and all the crew onboard the MT Norient Solar for their remarkable efforts in making this rescue a safe and successful one.

Sandip Mirchandani
Managing Director
Interorient Shipmanagement

A DAY IN THE LIFE OF... A TECHNICAL SUPERINTENDENT

A typical technical inspection starts well before the actual visit whereby I will first check the vessel's schedule and depending on the cargo operations I will plan my visit. Generally, if I am travelling to a load port I will ensure I arrive onboard before commencement of cargo operations whereas if it will be at discharge port I endeavor to depart from the vessel after the holds have been emptied so that they can be inspected.

The Captain will be informed in advance of my visit and often asked to make some preparations beforehand for example, opening and venting ballast tanks or if some major works are planned before my arrival some general remarks of things to notice. I always read the last inspection report of the vessel as well as the care report just in case some items require more detailed attention.

My first stop when I arrive onboard is to greet the Captain and advise him of my inspection plan which always varies as it is influenced by cargo operations, weather, crew works and of course the length of my stay.

First impressions often give a good feeling for a vessel's condition so I like to take an initial walk around after my visit to the Captain. Also, throughout my 22 years with Interorient Shipmanagement I have come to know many of our long-serving crew and it is always a pleasure if I see familiar faces onboard.

During daylight hours I prefer to be out on deck checking various areas and equipment keeping the inspection of tanks, engine room, accommodation and ship's documentation for when it is either dark or the weather does not permit inspection on deck. I always try to visit each officer during their watch, not just to review their working practice but also to get some feedback about the conditions onboard as well as individual requests or complaints. Personal problems including conflicts between crew are often discussed as I find it is from the ratings onboard that one gets the most valuable information and the degree of harmony onboard any ship.

With the senior officers, we discuss upcoming maintenance or if there is a drydock coming up some brain storming about jobs to be carried out or even improvements and/or modifications. Incidents on other vessels will also be shared during this time in order to make crew aware of problems encountered within the fleet. Pending requisitions are also discussed along with the performance of the vessel in terms of budget, fuel consumption, off-hire and PSC inspections.

During my sailing visits, I try to carry out some drills and exercises but one thing I always carry out is the checking of important alarms both in respect to safety but also main machinery operation.

Before my departure from the vessel I review any Computer Based Training carried out by crew and carry out a performance appraisal of the senior officers or crew seeking promotion. Finally, during my de-briefing with the Captain and Chief Engineer my action list will be discussed and a timeframe for its completion set.

Before I switch off the light for my evening rest I usually read a couple of chapters of my book or watch an episode or two from my latest favorite TV series.

Alkis Mavrommatis
Technical Superintendent
Limassol Office



FAREWELL TO LINDA ADAMOU

WHO RETIRES AFTER 18 YEARS

In 1999 Interorient Shipmanagement placed an advertisement for a Technical Secretary. As I was in my forties and with managerial experience but no shipping experience, I thought there would be no chance of being accepted but I did some research on Interorient and noticed it was a family run business with family values and was a highly reputable and leading ship management company. This was exactly the type of positive working environment I was looking for. I managed to get an interview, took the test and passed... and the rest is history.

On my first day a young lady met me at reception and said "ah you are the new girlie". I thought well I'm well into my forties and it left me wondering how old the other employees were! I am glad to report that there were many different ages and many different nationalities which created a very enjoyable diversified working environment.

After about three days and feeling confident in my new position it was mentioned that the new building would be ready in a few days – oh I asked, where in Limassol will it be and when are we moving? Only to be told that the new building was a ship just built and ready for delivery. Well, this left me very red faced and I realised I still had a lot to learn. This was not the only embarrassing moment I had. One of the Captains used to send us chocolates every month via his superintendent. The chocolates arrived so as usual I cut the chocolates into cubes, they were nice flavours, apple, strawberry, banana etc. After giving them out to the technical department staff they all said that the chocolate tasted terrible. I tried the chocolate and it was so bad it all went straight into the dustbin. When I saw the superintendent I told him about the chocolate at which time he informed me that it was not chocolate but tobacco for his hookah. Quickly I ran down to the bins and began my search. Goodness knows what people were thinking if they were looking out of their windows. I managed to find a few packages and returned them to the superintendent. You live and learn.

Over the last eighteen years, I have gained a lot of experience and knowledge with Interorient Shipmanagement, from legal matters to administrative matters, having acted as back up for the secretary in the legal department and as secretary for the Managing Director. However, my forte was in the technical department where over the years I progressed from technical secretary to Fleet Manager's secretary and dry fleet administration secretary and had the opportunity to work closely with a wide range of people, both shore and sea staff, from all corners of the globe. I am happy to have had the

opportunity to train new members of staff and pass on the knowledge I had gained through working in a constant changing shipping environment. The daily challenges grew over the years and the pace to keep up with the daily requirements constantly increased. I always enjoyed the challenges and used my experience to help those around me keep up with the changing times and demands.

One of the highlights of my time with Interorient Shipmanagement was a trip to the Hyundai Mipo shipyard in Korea in 2005 for the delivery of three newbuilds: MT Baltic Ambassador, MT Baltic Argonaut and MT Baltic Advance. The three ladies looked so majestic sitting in the dock ready to sail off on their first voyage. It was a real honour to have attended these naming ceremonies.

For new staff just starting their careers at Interorient Shipmanagement, the best advice I can offer is to work hard, be honest and do not be afraid to ask for help when you do not know the answer. As I mentioned earlier, in such a rapidly changing shipping environment there will always be new challenges to be met and only by reaching out to others in the team can you possibly expect to meet those challenges.

Interorient Shipmanagement was a great company to work for.

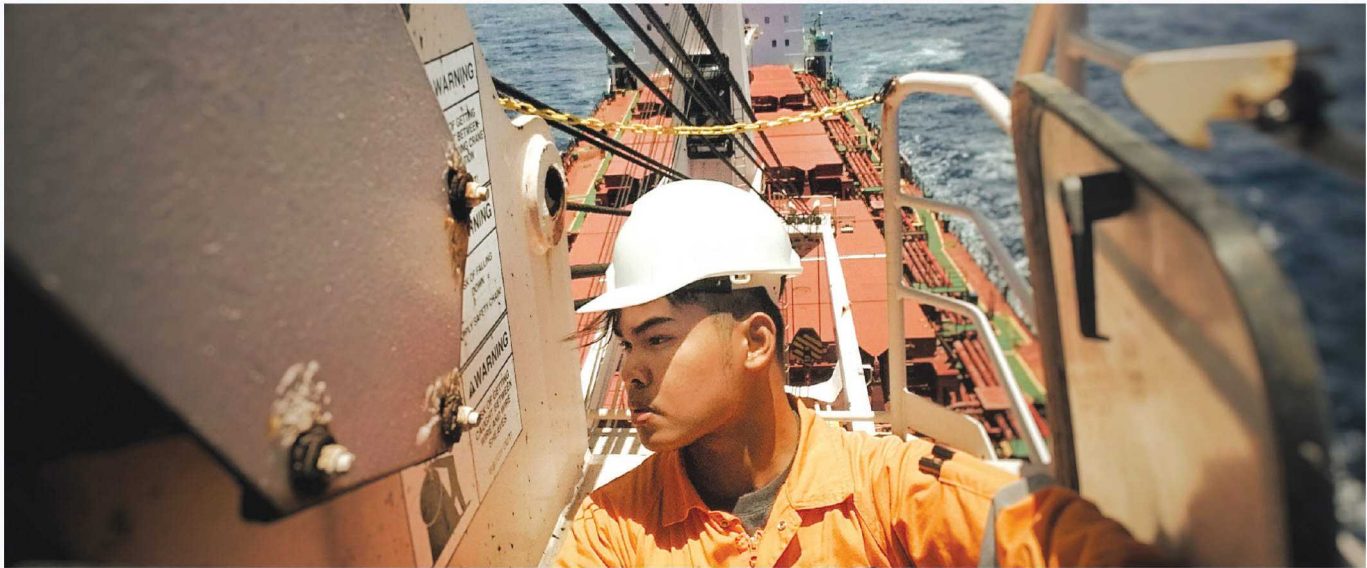
Look after the company and the company will look after you.



Linda in Korea, September 2005

PHOTO COMPETITION

#SELFIEONBOARD



The winning photo, taken by D/C Paglinawan Christian Kent Cadez, MV Orient Defender is shown above. More of the entries can be seen below.



3/M Guingayan Jeocker Ngeppol, MV Nord Manzanillo



E/E Deem Vienn Hicban, MT Asphalt Transporter



3/O Villafane Altamirano Jorge, MT Bacaliaros



2/O Pinili Michael Cachero, MV Nord Manzanillo

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