

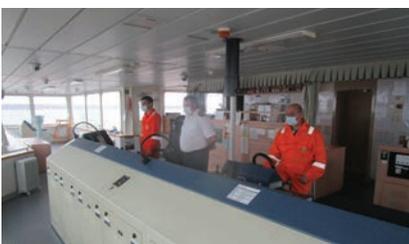
NAUTILUS

ISSUE 1/2021



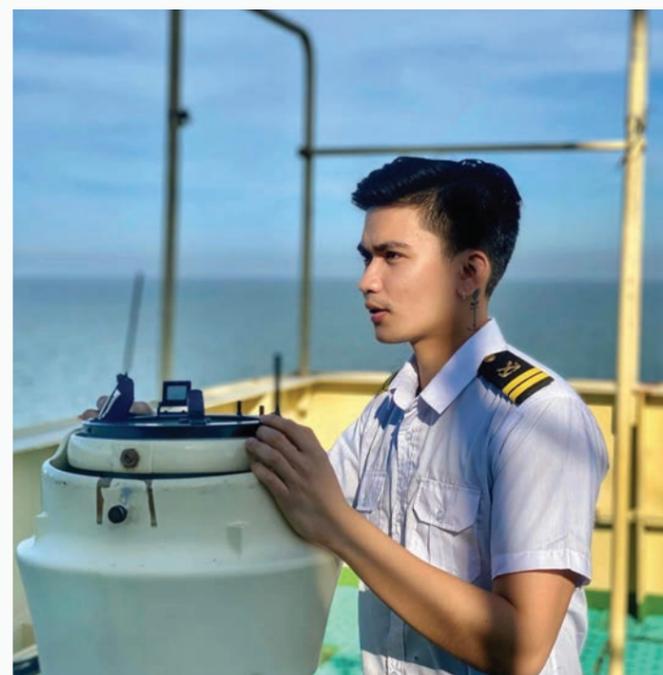
OUR UNSUNG HEROES

#SEAFARERSAREKEYWORKERS #OURHEROESATSEA



INTERORIENT
SHIPMANAGEMENT

CEO's MESSAGE



CONTENTS

2	CONTENTS	11	A DAY IN THE LIFE OF...
3	CEO'S MESSAGE	12	CREW LONG SERVICE
4	MANAGING DIRECTORS MESSAGE	14	40 YEARS' SERVICE
5	NEW VESSELS UNDER MANAGEMENT	15	ISO 27001
6	UNSUNG HEROES OF 2021 AWARD WINNER INTERORIENT NAVIGATION (LATVIA)	16	STAFF INTRODUCTIONS
7	DRY BULK VETTING	17	ICS VICE CHAIRMAN & CSC PRESIDENT DAY OF THE SEAFARER
8	CREW TRAINING	18	GROUP ENVIRONMENTAL WEEK 2021
10	SVETLANA MACHERET	20	CONTACTS

We are fast approaching the end of 2021, a year that has been an enormous challenge for everyone. Covid disruptions continue to create difficulties both for our ships and crew and for our staff ashore. Despite a big global vaccination programme, so far containing the virus still remains elusive. In fact, the recent discovery of the Omicron variant has caused many countries to re-introduce various levels of restrictions, even including full lockdowns. I think we all hoped that we had put the worst of the pandemic behind us, but it seems we have to extend our patience further.

This is particularly true for our seafarers who have had probably the toughest challenge of all, with all kinds of restrictions being placed at ports throughout the world. The International Chamber of Shipping (ICS) has put the seafarer at the heart of its campaign to ensure that we can continue to operate safely during this time and it is thanks to these efforts that we have managed to get seafarers identified as 'essential workers' which has helped us to solve many problems. Various ports around the world are now offering vaccinations to visiting crew and we generally saw the difficulties with crew changes improve markedly compared to 2020. However, many problems remain, and some countries have not been convinced of the need to offer both logistical access to crew and most importantly to continue to offer medical assistance where required.

The ICS, as the world's leading shipping association, will continue its fight to ensure that the world is recognising the incredible job being done by seafarers around the world. It is thanks to seafarers that we continue to have food supplies on our supermarket shelves, that we have the energy to keep our lights on and goods in our shops. Shipping has shown unbelievable resilience during this unprecedented pandemic and this is all down to the professionalism and commitment of seafarers around the world.

I wish you and your loved ones a happy, healthy and prosperous 2022.



© ALL RIGHTS RESERVED IMH

If you would like to contribute to this newsletter, please send an email to: nautilusnews@interorient.com
Articles will be published subject to editing and space availability.

Themis Papadopoulos
CEO

MANAGING DIRECTOR'S MESSAGE

Dear colleagues, both ashore and onboard

Seafarers are at the heart of global shipping and they are recognised as key workers providing an essential service. In the wake of the Covid-19 pandemic, seafarers have found themselves both on the front line of the global response and subjected to difficult working conditions, surrounded by uncertainties and difficulties around shore leave in ports, access to medical facilities and difficulties with crew changeovers and repatriation.

In recognising their true value, the company has launched the Omada initiative, from the Greek word for Team. The aim of the initiative is to ensure that our seafarers serving onboard are happy, safe and well-connected with both their families and our offices.

The details of the initiative include:

A focus on safety and environmental issues onboard: We are running safety campaigns with milestones and targets, encouraging feedback from the fleet on this initiative. We will be recognising and awarding vessels with the best safety record. Our new safety slogan 'Safety Starts With Me' is at the core of the sentiment and encourages everyone to realise that they, even as individuals, make the difference when it comes to safety. This best represents our commitment to safety and the fact that managing safety is not just restricted to certain persons but is the responsibility of all in the company. To further support this tag line we have created guiding principles: Step Up and follow the rules. Step In when the rules are being broken. Stamp Out unsafe behavior.

The tag line and its guiding principles empower each and every one of you to be a manager of safety and to take part in situations where you feel safety might be compromised, even if it is a task that you are not involved in.

To be more mindful of the needs of others, to think in terms of we/us instead of I/me: With this in mind, quarterly calls between the office and vessels - One Voice - have been initiated. Representatives of core departments meet with the crew on a quarterly basis. The meetings are conducted by video link when possible. The focus for discussions is safety onboard, crew welfare and whether the shipboard staff feel that the management office is meeting their expectations by providing the necessary support. These calls give staff onboard an opportunity to express any concerns they may have.



Our aim is to promote a just and fair culture both onboard ships and in the offices. Blaming others leads to nowhere. We all make mistakes and the most constructive approach is to learn from them. Open discussions onboard and during Fleet Officers meetings and briefings are being encouraged at all times.

The crew welfare package is to be enhanced: This includes onboard entertainment equipment, free wi-fi facilities, promoting a healthy lifestyle onboard, as well as healthy and nutritious meals to accommodate the tastes of different nationalities, harmonising the Personal Protective Equipment (PPE) and updating the company's loyalty gift to seafarers.

Promoting success stories: Lessons to be learned, safety statistics and positive behaviours are to be shared. Spot recognition of PSC and vetting inspections with zero observations.

Vessel Score Cards will be released: A programme that addresses fleet targets and that awards the best performing vessels.

Seafarers deserve the world's thanks and respect and you certainly have ours and that of everyone here at Interorient Shipmanagement. Seafarers are key workers and the global pandemic has served to highlight this.

Stay safe, stay healthy and best wishes to you and your families for a happy festive season.

Captain Maurice Baker
Managing Director

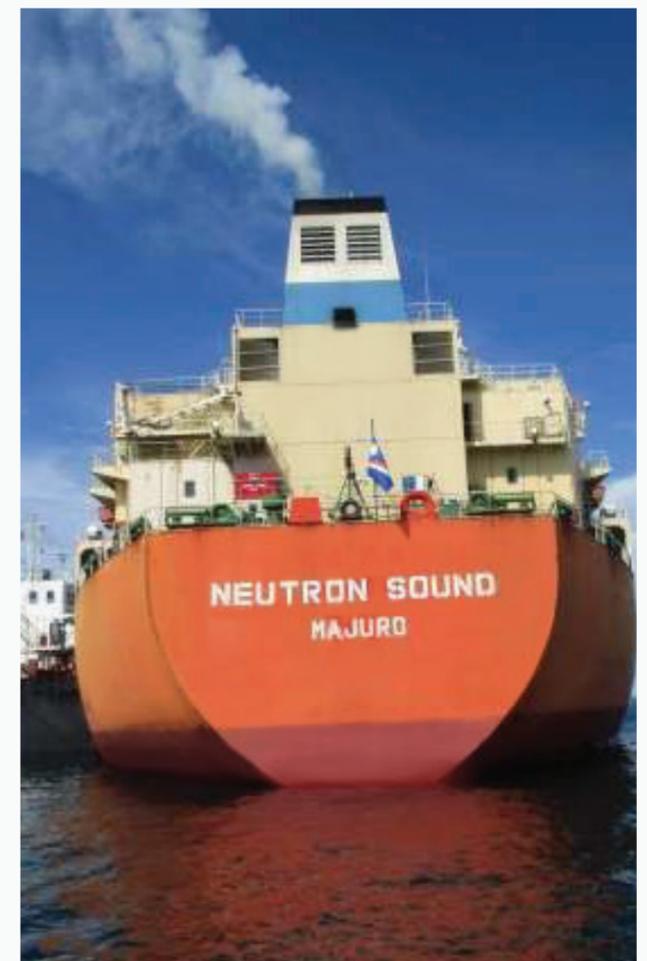
NEW VESSELS UNDER MANAGEMENT



Name of vessel: MV George
Type of vessel: Bulk Carrier
Built by: Shimanami Shipyard
Date: 2013
Takeover location: Tokuyama, Japan
Cargo type: Dry bulk commodities
Length overall: 179.97 m
Breadth: 29.80 m
Gross tonnage: 23,264



Name of vessel: MT Neutron Sonic
Type of vessel: Oil Tanker / Chemical Type 3
Built by: SPP Shipbuilding Co Ltd
Date: 2007
Takeover location: Tokuyama, Japan
Cargo type: Clean petroleum products
Length overall: 183 m
Breadth: 32.20 m
Gross tonnage: 29,990



Name of vessel: MT Neutron Sound
Type of vessel: Oil Tanker / Chemical Type 3
Built by: SPP Shipbuilding Co Ltd
Date: 2007
Takeover location: Kobe, Japan
Cargo type: Clean petroleum products
Length overall: 183 m
Breadth: 32.20 m
Gross tonnage: 29,990

UNsung HEROES OF 2021 AWARD WINNER

We are extremely proud to announce that Captain Normunds Rukins, who was sailing on the MT Baltic Mariner I at the time, was nominated for and recently won the 'Ince inspired: Unsung Heroes of 2021' award - Master Mariner category.

The awards, facilitated by Ince, a global maritime law firm, celebrated companies, master mariners and seafarers who have made an outstanding contribution during the Covid-19 pandemic. The ceremony took place in September during the London International Shipping Week 2021.

The award was given to Captain Rukins for his leadership in a particular time of crisis onboard during the pandemic. He led his crew selflessly and was exemplary in going above and beyond the call of duty.

Congratulations Captain Rukins!



INTERORIENT NAVIGATION (LATVIA) CO LTD

Twenty years ago we opened our Riga office and Vadims Bockarevs joined us as the Director heading the team.

Vadims is now the Managing Director of the operation and we will be featuring the Riga office and talking more about Vadims' role in our next newsletter.

Congratulations to Vadims and his whole team in Riga.



Kristina Stalgevica, Vadims Bockarevs, Svetlana Shukstule in 2001



Vadims Bockarevs in 2021

DRY BULK VETTING – NEW DEVELOPMENT



In early 2021, RightShip introduced the new Safety Score which replaced the RightShip star rating system. The Safety Score is calculated through a combination of industry standard rules and statistical modelling, including an expert review of vessels. The Safety Score is made up of six sub-scores and more than twenty safety considerations which provide an indication of the vessel's five-year historical safety performance.

It has been designed to ensure that RightShip correctly identifies the vessels that are n/a, zero, 1 and 2 using a standard set of rules and to provide a prospective resolution for vessels that are on their continuous path to improvement. If all Safety Score rules have been resolved, or no rules have been triggered, the vessel's Safety Score is calculated by the Safety Score model as 3, 4 or 5.

Additionally, in May 2021 RightShip introduced the new expanded inspections questionnaire which focuses on improving the dry bulk standards beyond compliance, thus raising the bar in safety.

It was good to see that the mooring management plans that are accepted in the tanker industry as part of the Mooring Equipment Guidelines (MEG-4), has found its way to the bulk fleet. This will reduce the number of mooring failures, incidents and accidents onboard and improve mooring safety in the dry bulk industry.

At Interiorient Shipmanagement, safety has always been our top priority. We had implemented similar standards, procedures and inspection regimes on our bulk carriers well before they were introduced to the industry by RightShip. Our bulk carriers have been part of an enhanced inspection regime based on the OCIMF SIRE checklist, where the tanker section is omitted and relevant checks and questions for safe carriage of bulk cargo were added in the questionnaire.

Mooring management plans were implemented on our tanker fleet in December 2018 and as we saw a positive improvement and better awareness on the tanker fleet, it was also rolled out to our bulk fleet in August 2019.

As the standards maintained on the Interiorient bulk vessels have been raised to those of the tanker industry, the implementation of the new RightShip inspection checklist did not surprise or overwhelm our ship staff.

We introduced the RightShip inspection checklist to the bulk fleet via a self-inspection campaign. The management team onboard explained the new regime to the crew and tasks were allocated onboard to identify areas where they found that the vessel did not comply with the requirements of the checklist. This feedback was collected onboard and then sent to the office where a summary was prepared and action plans created to enhance areas where improvements were noted to be in progress. This would not be possible without the cooperation of our sailing team onboard the vessels.

Most of the areas addressed in the checklist were already a part of the questionnaire. However, to assist in benchmarking our bulk fleet with RightShip, we are working on incorporating this questionnaire within our inspection programme.

We have welcomed the positive initiative by RightShip to raise the bar in the dry bulk industry and as top managers we ensure that all our managed bulk vessels comply with the requirements.

Capt Ashley Fernandes
Group Marine & HSEQ Manager/DPA

CREW TRAINING

2021 has seen a transformation in the way we administer crew training at Interorient Shipmanagement, with the establishment of an inhouse shore-based training programme. To achieve this, we needed to build a team that could focus on this very important task.

We recruited a Group Training Officer, Mr Anton Voytkevich, with vast and recent experience both onboard and ashore, to lead the team reporting to the Group Fleet Personnel Manager. The other members of the team were already employed at Interorient, but we were lacking having them all part of the same team, which was quickly rectified with the establishment of the Training Department. Accompanying Anton in the team we have Ms Ntora Zenonos, our Training Administrator, Captain Prashant Saxena, our Marine Training Superintendent and Mr Avdresh Sharma, our Technical Training Superintendent.

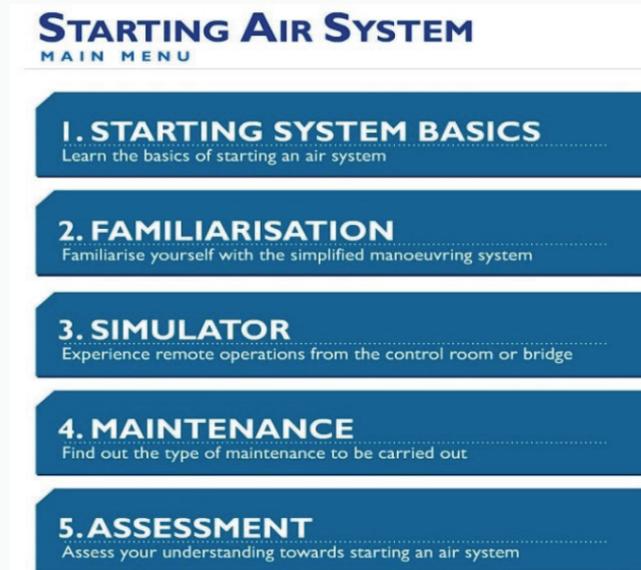
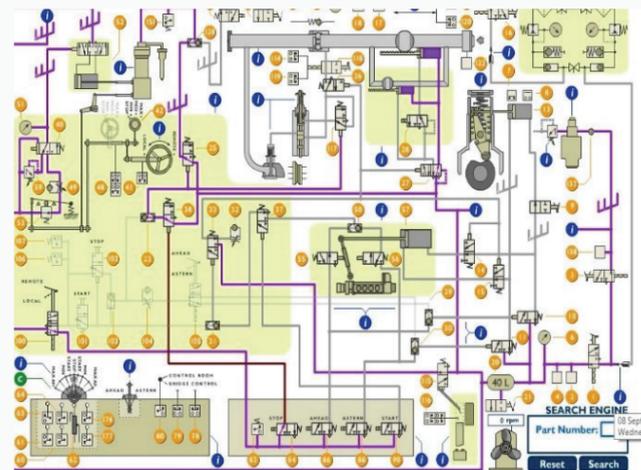
With the team in place, we could now start to identify our training needs. This is a list of areas where it is felt improvements are required and that can be assisted with the application of training courses that can be developed and implemented inhouse.

Courses that have been developed so far and have been running successfully:

- SIRE Inspections
- Purifier & Clarifier Operations & Maintenance
- Dry Cargo Inspections
- Main Air Compressor & Advanced Pneumatics
- Commercial Awareness
- Basic FRAMO
- Crane Operations
- Advanced FRAMO
- Ballast Water Management
- IOPP & Environment Protection from Machinery
- Leadership & Conflict Management
- Hydraulic System Operations & Maintenance

In establishing the training programme, we took full advantage of the global pandemic and designed all courses so that they could be held online as well as in person ready for when we get back to a position where we will hold in person courses. We purposely select only a few candidates for each online course in order to be able to provide maximum attention to course delegates as well as allowing for technical issues with connectivity etc.

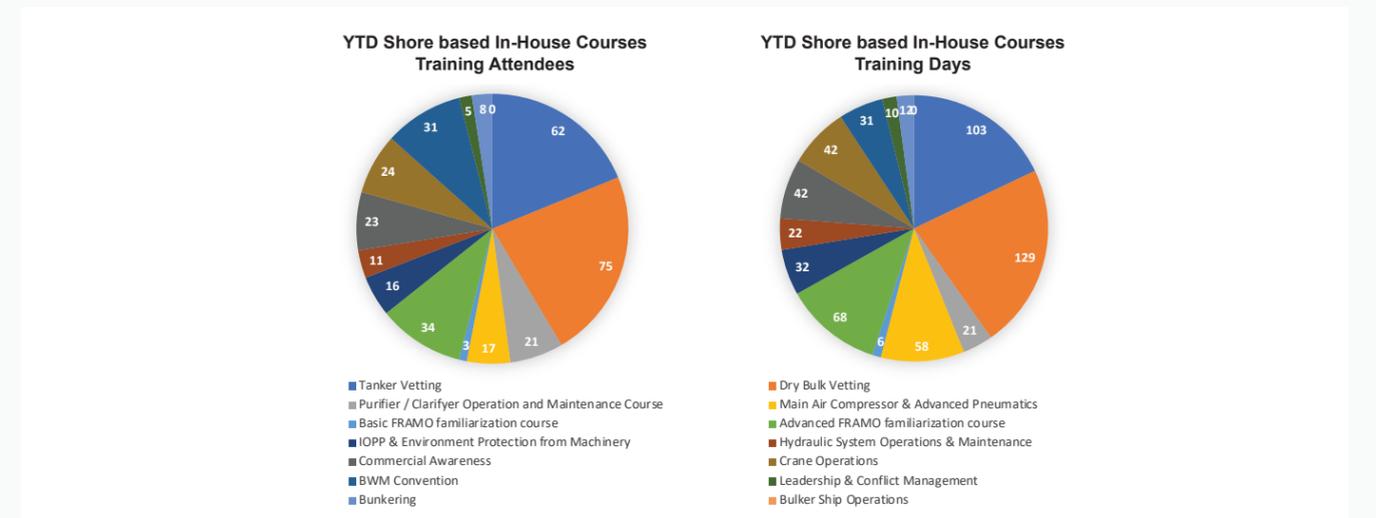
For the training courses that are more technical in nature we are able to utilise online simulators and schematic diagrams along with animated videos together with actual case studies in order to better demonstrate and reach the learning objectives of each training course.

We continue to develop courses to add to our training catalogue with the following courses currently under development:

- Maritime Resource Management
- Bulk Ship Operations
- ShipNet User Training
- Galley Management & Administration

In the period from March 2021, when we commenced shore based training, until end of November 2021, there have been 353 crew attend 626 training days with distribution as per the pie charts below:



Each course that we run gives an opportunity for delegates to provide valuable feedback and we have found that in general we are receiving some very constructive feedback, all of which is used to further improve the delivery of training courses. Some examples follow:

Dry Bulk Inspection course

Feedback:

- The most important points were selected and included in the programme so it was easy for knowledge refreshment.
- The programme is very useful. It will give a lot of help to the participant with respect to preparation for any kind of vessel inspection.

Suggestions:

- More examples of extraordinary and emergency situations that had been occurring in the working environment on the ships through the years to be discussed and analysed during the course.
- Pay a little more attention to the statistics of various inspections.

Purifier/Clarifier Operation and Maintenance Course

Feedback:

- The strength of this programme is that it allows you to have a discussion with senior professionals and solve various doubts/technical problems.
- This programme will be useful for my future work on ships.

Suggestions:

- Test time to be increased from 30 minutes to 1 hour.
- This type of course should be made for all machineries, ME, AE, AC, Fridge.

We look forward to inviting more of our crew to attend these very important training courses giving them an opportunity to engage with peers and experts and to share experiences which in turn allows us all to broaden our knowledge in this ever changing industry.

Mark Parrotte
Group Fleet Personnel Manager

SVETLANA MACHERET



This article is devoted to the former Managing Director of Interorient Navigation Company St Petersburg, Mrs Svetlana Macheret, who worked for the company since its foundation in 1994 when Svetlana was appointed as its Executive Director.

In 1970 Svetlana graduated from Leningrad State University philological faculty, English Language department, and in 1985 she graduated from Leningrad Marine College, Exploitation of Marine Transport Faculty Vessel Management department.

After University Svetlana joined the Baltic Shipping Company as a Purser on the passenger vessels. She worked in that position for six years. This was the start of her working life connected with the sea, vessels, crew, liaising with the passengers and the port agents. That work determined her future and her destiny.

In 1976 Svetlana gave birth to her first child, stopped sailing and started to work ashore in the container department of Baltic Shipping Company as a Container Shipping Engineer. In 1983 Svetlana continued her career as a Human Resources Manager. That is when her work in crewing began. At that time Baltic Shipping Company owned vessels flying the Russian flag with Russian crew onboard. After two years, some vessels were re-flagged and this brought about a need to create an independent crewing company.

In 1994 the Joint Stock Company 'Baltinter' was officially registered with the shareholders - Baltic Shipping Company and Interorient Navigation Company Cyprus. Prior to that, the Baltic Shipping Company had been working with INC for crew sourcing so this was an opportunity to further develop our crewing activities in Russia.



Svetlana was instrumental in the creation of the new joint venture and with the development of Russian seafarers moving out into the international world of shipping.

In 2006 JSC Baltinter was fully taken under INC Cyprus control. JSC Baltinter was renamed to Interorient Navigation Company St. Petersburg. This is where Svetlana really came into her element and led our team in St Petersburg right up until 2021 when she retired.

Svetlana's work ethic, along with her very infectious smile, became a hallmark for our crewing services in Russia. Not only was she able to develop our pool of Russian seafarers but she also expanded into other former Soviet states, as well as increasing third party business by offering manning services to clients outside of the Interorient fleet.

We will all miss Svetlana from her day-to-day activities within the group but we are very pleased to say that we will always be great friends and will remain in close contact with her as she enjoys her much deserved retirement.



A DAY IN THE LIFE OF

Hello!

I am Ahmed Tarek Amin, Apprentice Engine Officer at Interorient Shipmanagement. I am part of the Technical Department and responsible for watch-keeping and assisting in maintenance of all mechanical machineries onboard. I have completed a Bachelor's degree in Mechanical Engineering specialising in Marine Engineering.

I have been part of the Interorient family for more than one year. I started my career in Red Sea Marine management as an engine cadet in 2015 on LPG carriers. Then I joined a college to finish my studies and get my Bachelor's degree with Excellence and Honours in 2018. Later I joined Interorient Shipmanagement as an Apprentice Officer Engineer on two different oil/chemical tankers to improve my qualifications and skills. During this period serving on the fleet of Interorient I received two promotions and I passed all the technical tasks that were required to become a 4th Engineer.

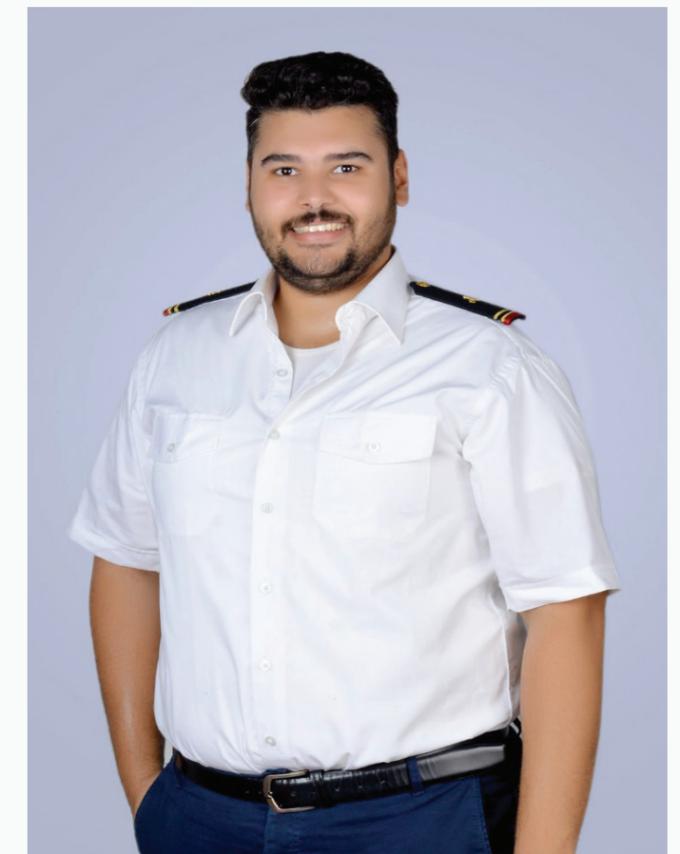
A typical day for me starts at 06:30 when I work out for twenty minutes to start my day actively, have a quick breakfast and prepare myself for work. From there, my day in the engine room starts around 08:00 but I usually arrive earlier to do a round in the engine room before starting my daily tasks.

My work revolves around watch-keeping for machineries of the ship during operation at sea and inside the port as well as maintenance of machineries either during emergencies or planned maintenance. I also read manuals to help me raise my practical and technical knowledge and enhance my skills onboard to perform my duties to the best of my ability.

This year we had our ups and downs due to Covid-19 as we faced challenges relating to spare parts. There was a recent case with a sudden failure on two generators out of three and there were no spare parts that were critically needed, and we had only a few days to do the repairs before reaching the discharge port! Fortunately, we made this happen on time thanks to the assistance from the office and the superintendent being the eyes onboard. I would really like to take this opportunity to thank all engineers, officers and ratings onboard who display great professional skills that help us take control of these situations. Also, without the continuous support of the Head Office, none of these repairs would be possible.

I am thankful to Interorient Shipmanagement for all the support they have given me that has enabled me to grow so much. I am very proud to work within such a professional company and I would like to thank everyone who has motivated me during both of my contracts and also to my colleagues in the office who always support me.

Lastly, a special thanks to my family who are always next to me providing love and support to become stronger and more efficient in my daily duties.



**Ahmed Tarek Amin
Apprentice Engine Officer**

CREW LONG SERVICE ANNIVERSARIES

TWENTY FIVE YEARS

Rank	Surname	Name
C/E	USHAKOV	VADIM
3/E	JUNCO	FRANCISCO
3/E	CHIO	JONELL
E/E	BORISOV	ANATOLY
E/F	ROSELIO	LEONY
BSN	GASACAO	RAMON
AB	ROSCOE	FELIXBERTO
CK	VILLANUEVA	JIMMY

TWENTY YEARS

Rank	Surname	Name
CPT	BRINKMANN	NORBERT
CPT	STARUKS	ALEKSANDRS
CPT	RYABININ	EVGENY
C/M	HOLYKOV	VALERII
C/E	VERKHOVODOV	VLADYSLAV
2/E	BONDAR	SERGEY
2/E	BUSURIN	ALEXANDR
E/E	SUPRUN	VASILY
E/E	SHUVAYEV	LEONID
E/E	ZAYTSEV	VALENTYN
PUM	MISUROVS	ALEKSEJS
BSN	CAPISTRANO	MAXIMO JR.
BSN	DARUCA	MELVIN
BSN	AYUBAN	JANITO
BSN	MAGANIS	ALFREDO JR.
AB	EGBALIC	JULIUS
OLR	OLIVAN	ARNEL
CK	CRUZ	CRISANTO
CK	FEDERIO	CEFERINO
CK	BURYAK	YURIY
MSM	ZAGAROVA	IRAIDA
MSM	ABUCAY	CRUZVIMINDO

TEN YEARS

Rank	Surname	Name
CPT	NIZAMO	VANATOLY
C/M	FJODOROV	OLEGS
C/M	LUAREZ	ASLEE PAUL
C/M	GUSELNIKOV	MYKHAYLO
C/M	KRYZHANOVSKIY	STANISLAV
C/M	MESHKOV	ANDREI
2/M	BORISOV	CVETAN STEFANOV
2/M	LOSAYNON	ARTEMIO JR.
2/M	CADUNGOG	LOID ANTHONY
2/M	COYOCA	RAYMOND
2/M	FIGUES	DOMINADOR JR
2/M	NINO	MARK GIL
2/M	PAREJA	DERRICK
2/M	PETALLAR	PAUL VICTOR
2/M	JAMAGO	GERONIMO II
2/M	PANIQUE	ERIC JAMES
2/M	SEMENCHENKO	RODION
2/M	TURMANIDZE	TYMUR
3/M	BATAYOLA	KEVIN FRANCIS
3/M	CAIGAS	GERALD
3/M	ABELLA	FRANCIS CARLO
3/M	PATANGAN	LLOYD BLANCHE
3/M	SALES	MARK JOSEPH
3/M	VANZUELA	LEO JAY
3/M	VELAYO	JAY-AR
3/M	DELOSO	JEROME
3/M	BERDEGA	ANDRII
C/E	ABDELLATTIF	MOHAMED
C/E	KOZHIN	NIKOLAY
C/E	BYSTROV	ANDREY
C/E	KARPENKO	MYKHAILO
2/E	HOMCENKO	ALEKSANDRS
2/E	ZAYTSEV	OLEKSANDR
2/E	KOCHNOV	VIKTOR
2/E	MAKAROV	YEYGEN
2/E	ILCHENKO	ALEKSANDR
2/E	RIKAROV	VLADYSLAV
2/E	BILOUS	SERGIY
2/E	LIASHOK	KIRILL
3/E	KRESLINSH	ANTON
3/E	CEJUDO	RODELO
3/E	ESCLAMADO	RONIE
3/E	LA PAZ	ABRAHAM
3/E	MARCELLANA	HELSON
3/E	OMANA	JOHN ALLAN
3/E	REDULA	FRANCES HARBAY
3/E	ZULUETA	GERMANO JR
4/E	ANONUEVO	FRAEL
4/E	NERVES	DARION DALE
4/E	UGDAMINA	KERWIN CHRIS

TEN YEARS

Rank	Surname	Name
4/E	ROMASHCHENKO	VITALIY
E/E	MELNIKOV	VLADIMIR
E/E	IVASHURIN	OLEKSANDR
E/E	DMYTRYCHENKO	PAVLO
E/E	ZAVGORODNIY	IVAN
E/E	MOROZ	VITALIY
E/F	VILLARBA	HENRY
E/F	SUYAT	ARMANDO
E/F	BOYKO	YEVGEN
FTR	ORLOV	VITALIY
PUM	DUCCO	JOCEL
PUM	PARADA	JOVITO
PUM	ARANAS	GUALBERTO JR.
BSN	WONG	DOHNALD
BSN	PAVILLAR	ROLYN
BSN	MIRAL	ACQUINO
BSN	KOLIESNIK	VIKTOR
AB	KNIRKO	IGORS
AB	LUMAIN	EDWIN
AB	ESTEBAN	ARIS
AB	MORENO	MARIO
AB	DE GUZMAN	MARK ANTHONY JAY
AB	LOPEZ	JERRY
AB	BISNAR	JEVAN
AB	BRIONES	ANTONIO DARRYL
AB	MONTEMAYOR	JAY AR
AB	BREZO	JUNE
AB	YONGCO	JIMMY
AB	PASCUA	KIM
AB	VASYLYEV	VYACHESLAV
AB	BOYKO	MYKOLA
OS	DELOS SANTOS	CHRISTOPHER
OS	PARAYNO	JERWIN
OLR	MALBASIAS	DENNIS OLEVERIO
OLR	CASIO	JIMMY
OLR	GALANG	LORENZ
OLR	PEROCHO	GLENN
WPR	GREBENSHCHYKOV	VOLODYMYR
CK	BATCHAR	JOSE JR.
CK	TATAD	RODRIGO
CK	BUNQUIN	ANTHONY
CK	ANDRADE	RONALDO
CK	JAPSON	MARCO
CK	MENDOZA	NELSON
CK	GUAVES	JOSEPH
CK	MAKOVETS	MYKOLA
MSM	MAHMOUD	ASHRAF GOUDA
MSM	GENON	LEONARDO JR.
MSM	RAMIREZ	CHARLIE
MSM	FILIPPKIN	VOLODYMYR

FIFTEEN YEARS

Rank	Surname	Name
CPT	BEQUILLA	VIRGILIO JR.
CPT	KOPYSOV	EVGENY
CPT	KOLESOV	NIKOLAY
CPT	MOLOSTVOV	EVGENY
CPT	PANFILOV	IGOR
C/M	VOLZHYN	YURIY
C/M	SHCHERBINA	DMYTRO
2/M	PACLEB	CRIS JASPER
2/M	DANIEL	EDGARDO
2/M	TIOCO	APOLLO
2/M	DIONGZON	LORD OTELO
2/M	UDARBE	KNOWELL
2/M	TABLIAGO	MANNY
2/M	OBUT	KRELL
2/M	VALENTEVYCH	VITALII
3/M	BACSAL	LYNARDS
3/M	MERTO	ANGELO
3/M	JUNTADO	JAYSON
3/M	KHMELEVSKIY	ANDREY
C/E	NOVIKOV	ALEKSANDRS
C/E	SAVENKO	VICTOR
C/E	ASTAPENKOV	SERGEY
C/E	MAKEDONOV	IURII
C/E	SHYRSHOV	OLEKSANDR
C/E	SYCHOV	VOLODYMYR
C/E	KOSTIAIEV	OLEKSANDR
C/E	ZAMARAYEV	ILLYA
2/E	LUZINS	SERGEJS
2/E	PASKO	GEORGIJS
2/E	ALEKSEJEVS	ALEKSEJS
3/E	PARRAS	JAMES
E/E	MADELO	GAUDENCIO
E/E	GERASKA	ALIAKSANDR
E/E	SELEZNEV	BORIS
E/E	MAXIMOV	ALEXANDER
E/E	MEDNIKOV	VICTOR
E/E	TYUTELEV	DMITRY
E/E	GRACHEV	VLADIMIR

FIFTEEN YEARS

Rank	Surname	Name
E/E	BAKULIN	RUSLAN
E/F	TEJOSO	AURELIO JR.
E/F	FRANCO	ERBERT
PUM	CHALOV	ALEXEY
BSN	TURANOV	JURIJS
BSN	RAZONABLE	CHRISTOPHER
BSN	GIGATARAS	RICARDO
BSN	PARAL	NOEL
BSN	ARANDIA	ARISTOTEL
BSN	DIGAL	RICO
AB	OKS	SERGIY
AB	CARJOVS	NIKOLAJS
AB	MENDOZA	EMELITO
AB	MAGHUYOP	LEONITO
AB	BENIGA	BENEZER
AB	GONZAGA	RONALDO
AB	MAYPA	ROMEO JR.,
AB	BALLARTA	NIEL
AB	MAGAN	MELCHOR
AB	OLETE	FREDDIEMIL
AB	PANON	DIOSITO
AB	LABTANG	ERNESTO
AB	GESULGON	SUSANO
AB	DOLGOSHEY	ANDRIY
AB	KALININ	YURIY
AB	PISKARYOV	IGOR
AB	KHRYSTENKO	OLEKSANDR
OLR	BARAQUIO	ANDRES
OLR	MILLADO	SOLOMON JR.
WPR	POGREBNIY	JONATHAN
CK	DAYAWON	OLEG
CK	DELOS SANTOS	JOSEPH
CK	VIERNAS	LEO
CK	BLYZNYUK	VIVENCIO
MSM	DRIVINIECE	YURIY
MSM	BANA	JELENA
MSM	ARANETA	ANTONIO
MSM		LEIUX ZEUS



40 YEARS' SERVICE



My 40-year journey with Interorient Shipmanagement began in May 1981, when I joined a team of ten persons in the Cyprus office.

Over the years, Interorient became a part of my family and working for this esteemed company has allowed me to support my family and my children's education over the years - something that I am very grateful for.

The dedicated approach to shipping by our Chairman Mr Adonis Papadopoulos and all our Interorient team has been one of my biggest inspirations. Having joined the company after leaving high school, Interorient acted as my university and allowed me to grow both professionally and personally. I have learned a lot about other cultures thanks to the diversity of employees with whom I have crossed paths with over the years.

My first role in the accounts department was within the crew payroll section, a role that I held for twenty years. Technology was not as advanced as it is today. Captains would send their monthly payroll details by fax to the office and we in turn would calculate the payroll manually. At the time the average vessel payroll calculated per day was two to three due to the slow manual process. In those days we did not yet have computers and all accounting work was done by hand. Over the next ten years computers were introduced, our lives changed for the better and more efficient systems gradually developed. I recall the challenge of mastering the skills of using the mouse which seemed a huge milestone at the time.

As our fleet grew and our workload increased, I was appointed to a new role of managing the accounts of various vessels. I continue in this role until today and over time I have seen several different softwares installed and more dedicated and transparent accounting reporting systems made readily available to ship managers and owners. All these innovations encouraged me to develop and rise to the new challenges of modern-day ship management and with the support and guidance of my superiors our team continues to develop. I approach my final years with Interorient Shipmanagement with enthusiasm and wish that we may all be blessed with good health and that the company continues to prosper.

Some of my best memories are the office excursions on the island and the celebrations of the 10 year, 25 year and 40 year anniversaries of the company, all of which are very special to me. I was also fortunate and honored to be given the opportunity to attend the naming ceremony of three newbuilding tankers in Korea in 2005 – the MT Baltic Ambassador, the MT Baltic Argonaut and the MT Baltic Action.

My advice to the younger generation in the shipping industry is to be enthusiastic in their roles, show professionalism daily, be openminded to learning from the experience of the previous generations and to show dedication to the company. By doing so they will be rewarded.

Stalo Koukoulis
Senior Accounts Officer
Limassol Office

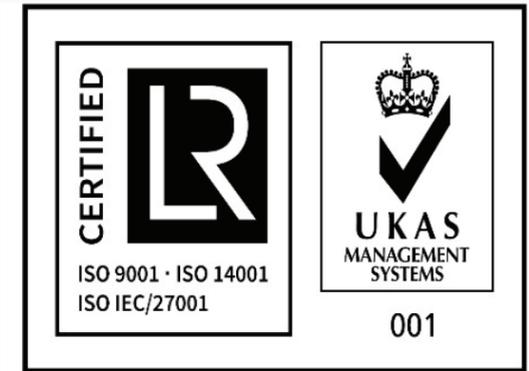
WHAT DOES ISO 27001 INFORMATION SECURITY CERTIFICATION MEAN TO INTERORIENT SHIPMANAGEMENT

For many years we have recognised the importance of cyber security but simply setting up a cyber security group within the organisation was not enough to ensure data integrity and security.

Adopting the ISO 27001 provides us with the framework necessary for defining the requirements of an Information Security Management System (ISMS). An ISMS is a set of policies and procedures that manage information risks, cyber-attacks, hacks and data theft. An Information Security Management System became an essential development to build on what we had already started. Such a project required a precise project plan with a strict deadline for completion. The plan was executed over an eleven-month period, followed by a rigorous audit and certification process in December 2020.

We are very proud to announce that we have accomplished our target and reached a new milestone and our Cyprus head office has been awarded the ISO 27001 certification, meeting the highest internationally recognised security standard. The ISO 27001 standard demonstrates our investment in the people, processes and technology required to protect our company data, in all its forms, to ensure business continuity and prevent information security incidents and minimise their impact.

It also demonstrates that we are proactive in the face of upcoming, new or updated national or international regulations.



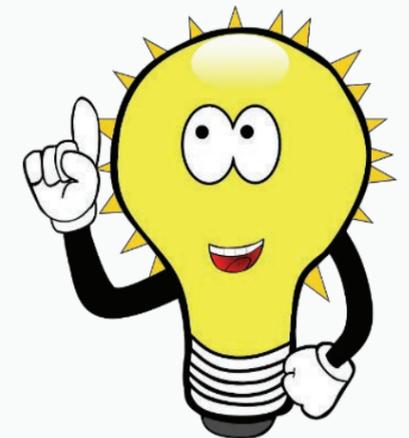
In a market that is more and more competitive, ISO 27001 provides evidence to our clients, business associates and personnel that we are managing information security according to best international practices.

Finally, it highlights the importance of information security as part of the company culture. This is not a one-off exercise but a continuous cycle of keeping up with new technologies and future security threats. We all have a role to play and we are all responsible towards ensuring the confidentiality, accuracy and availability of the information that we handle.

Susan Awad
IT Governance, Risk + Compliance Manager
Limassol Office

INFORMATION SECURITY AWARENESS TIPS

- **Do** strengthen your computer defenses. Keep all software current with automatic updating or follow the directions of IT.
- **Don't** be tricked into downloading malicious software. Stop and think before you click on links.
- **Do** observe the email sender and file attached before you click.
- **Do** create strong passwords and keep them private.
- **Don't** use the same password for multiple email accounts.
- **Don't** disclose passwords or pins with colleagues.



STAFF INTRODUCTIONS



- Name: **Navdeep Singh Gill**
- Position: Fleet Manager
- Office location: Singapore
- How long with the company: 6 months
- Best qualities: Dependable, flexible, goal oriented
- Status: Married with one child
- Hobbies: Reading, music, learning new skills



- Name: **Mikael Holm**
- Position: Fleet Manager
- Office location: Limassol, Cyprus
- How long with the company: 8 months
- Best qualities: Flexible, goal oriented
- Status: Father of four children
- Hobbies: Fishing



- Name: **Mary Roselie Crisostomo**
- Position: Assistant CFO
- Office location: Manila, Philippines
- How long with the company: 13 months
- Best qualities: Possesses a 'can do' attitude
- Status: Married with one daughter
- Hobbies: Watching movies



- Name: **Aya Zidan**
- Position: Crewing Officer
- Office location: Alexandria, Egypt
- How long with the company: 5 years
- Best qualities: Reliable, diligent, patient
- Status: Single
- Hobbies: Reading, colouring



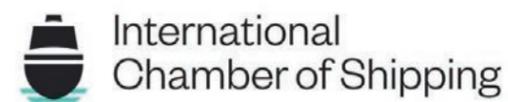
- Name: **Anton Voytkevich**
- Position: Group Training Officer
- Office location: Riga, Latvia
- How long with the company: 7 months
- Best qualities: Punctual, creative, leadership skills, flexible
- Status: Married with three daughters and one son
- Hobbies: Fishing, modeling, computer games

ICS VICE CHAIRMAN & CSC PRESIDENT

Earlier this year our CEO, Themis Papadopoulos, was elected as Vice Chairman of the International Chamber of Shipping (ICS) at their virtual AGM and was also elected as President of the Cyprus Shipping Chamber (CSC) for the next two year term.

The ICS is the global trade association for ship owners and operators representing the world's national ship owner associations and over 80% of the world merchant fleet. The CSC is the trade association of the shipping industry in Cyprus. Its main purpose is to promote the interests of Cyprus shipping and to further the reputation of the Cyprus flag.

Congratulations to our CEO for both of these very important achievements.



DAY OF THE SEAFARER

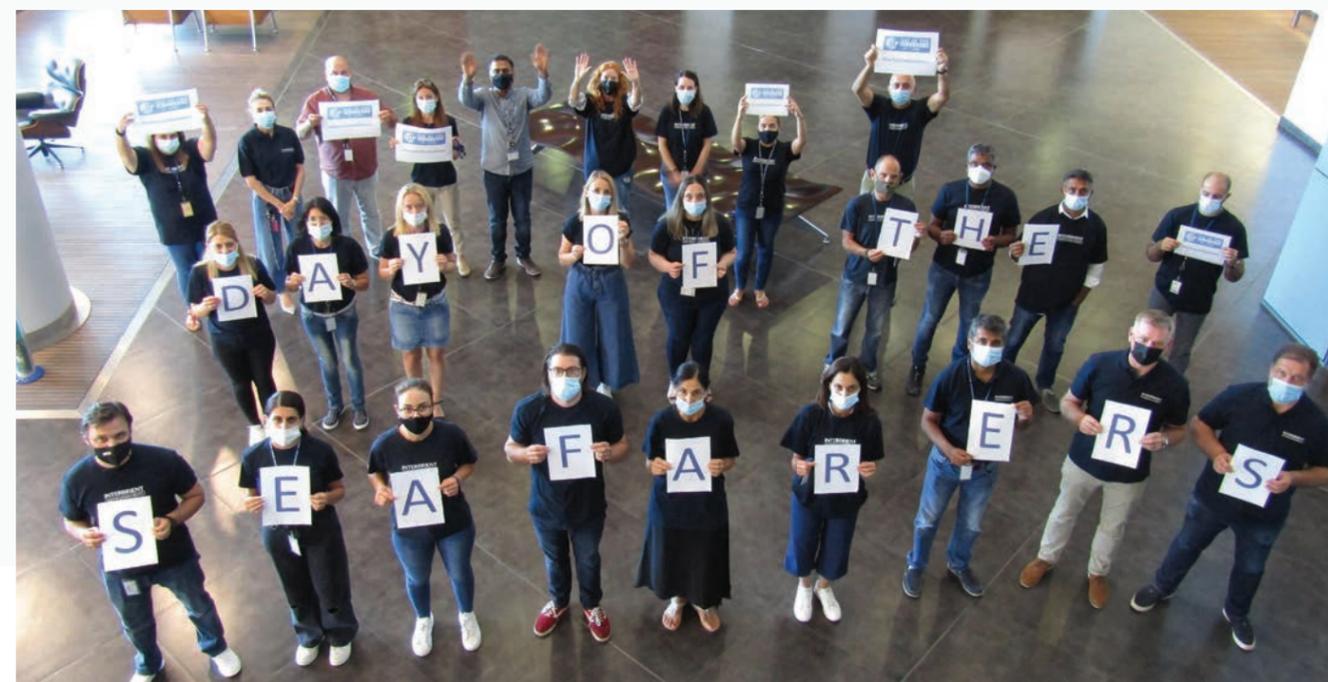
The IMO sets aside June 25th each year as the 'Day of the Seafarer' in recognition of the invaluable contribution seafarers make to international trade and the world economy, often at great personal cost to themselves and their families. Every year a campaign is initiated to highlight the importance of the seafarer.

Last year's campaign brought the crew change crisis to the world's attention. To date, the number of crew impacted by the government border restrictions has halved. However, the second and third waves of the pandemic in India and other countries saw a return to travel bans for seafarers.

Access to vaccines is also a pressing issue. Over half of the international seafarer workforce is from developing nations that have limited vaccine supplies.

This year's campaign was aimed at reminding the world of the urgent need to vaccinate all seafarers and the dangers of leaving this unique population unvaccinated.

We take this opportunity to thank our seafarers and their families for the sacrifices they have made and continue to make. Every seafarer has contributed to keeping the world economy running round the clock with precision, diligence and loyalty. Our true 'heroes at sea'.



GROUP ENVIRONMENTAL WEEK 2021

For the seventh year running the environmental committees of our group put together a programme to support a full week of events to raise environmental awareness amongst the staff and also to assist charities within their local communities.

Each day had a theme and events and presentations were planned accordingly. Informative videos were sent to our group offices each day, local charities were supported with donations of unwanted clothing and household items, dog food and blankets were collected for a local dog shelter and in Limassol, money was raised from an end of week sponsored beach cleaning event.

We also held bingo games via Teams where staff purchased tickets to play and this money was added to the sponsorship monies raised and put towards the purchase of food vouchers to be given to local families in need over Christmas. Other events included a book swap, a creative reuse of plastics competition and a photo competition where staff submitted photos they had taken of positive and negative examples of environmental efforts within their local area. The children of our staff were also encouraged to participate by taking part in an environmental-related drawing competition. Our vessels arranged various activities and presentations for the crew onboard so it really was a tremendous group initiative.

Not only was the week informative, educational and fun but we raised a fabulous amount of Euro 1,000 for charity in the process.

Thank you very much to everyone for taking part.

The Environmental Committee

Limassol Photo Competition Winners



Paphos: Project reBench - public benches created from recycled cans



2nd place Every Life Matters
Taken by Stavros Dimitros



3rd place Recycled Bike
Taken by Christina Papademetriou

1st place Re-bench
Taken by Nataliya Mazur

Hamburg Photo Competition Winner



1st place We are leaving our fingerprints everywhere
Taken by Tim Lissow

Green Friday



Beach Cleaning



Crew Photos



Drawing Competition Winners



Windshipping - Kiteshipping
Alexis Mavrommatis Aged 5



Wind Turbine Generator
Maximos Merkouris Aged 8



Tree of Seasons
Ayden Fernandes Aged 12



1st Place
Created by Jennifer Arana



2nd Place
Created by Paulnino Bolante

Manila Office - Recycled Material to Christmas Decorations



3rd Place
Created by Lucena Pabello



1st Place
Created by Jerlyn Pascua



2nd Place
Created by Lucena Pabello



3rd Place
Created by Jennifer Arana

CONTACT DETAILS

CYPRUS

Interorient Marine Services Ltd

142 Franklin Roosevelt, CY-3011 Limassol
P.O.Box 51309, CY-3504 Limassol
Tel: +357 25 840300 Fax: +357 25 575895
management@interorient.com

Mercurius Travel Ltd

142 Franklin Roosevelt, CY-3011 Limassol
P.O.Box 51991, CY-3509 Limassol
Tel: +357 25 840496-499 Fax: +357 25 568441
info@mercurius-travel.com

GERMANY

Interorient Marine Services (Germany) GmbH & Co. KG

Interorient Crew Services (Germany) GmbH
Baumwall 7, 20459 Hamburg
Tel: +49 40 3749470 Fax: +49 40 37494799
hamburg@interorient.com

SINGAPORE

Interorient Shipmanagement (Singapore) Pte. Ltd

51 Goldhill Plaza, #23-08/10
Singapore 308900
Tel: +65 6514 8270 Fax: +65 6514 8279
singapore@interorient.com

EGYPT

Interorient NCC (Egypt) Marine Services S.A.E

628 Alhoreya Road, Ganaklis, Alexandria
Tel: +20 3 5861830/40
Fax: +20 3 5861830
crew@nccmarine.com

LATVIA

Interorient Navigation (Latvia) Co. Ltd

Ieriku iela 15, Lit. 1, stavs 3, LV 1084 Riga
Tel: +371 67326021 Fax: +371 67325034
riga@interorient.com

PHILIPPINES

INC Navigation Company Philippines Inc.

Unit 1701, 17th Floor Raffles Corporate Center
F. Ortigas Jr. Road (formerly Emerald Ave)
Ortigas Center, Pasig City, 1605 Metro Manila
Tel: +63 2 706 2190-2195 Fax: +63 2 706 2037
inc-manila@interorient.com
www.incnaphil.com

RUSSIA

Interorient Navigation Company St Petersburg

199034 St. Petersburg, 14 Line, House 7, Lit.A
Office 27 H, Business Centre Preobrazhenskiy
Tel: +7 812 3268720-22 Fax: +7 812 3268723
spb@interorient.com

UKRAINE

Represented in the Ukraine by UNIVIS

18 B, Armijska Street
65009 Odessa, Ukraine
Tel: +380 482 372264 Fax: +380 482 371625
office@univis.uptel.net



Printed on wood free, recycled
and recyclable paper

