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CEO’s MESSAGE



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Shipping seems to forever be in a changing state of flux and this can be clearly seen in the constant introduction of new regulations particularly regarding fuel efficiency and vessel performance.

This year we have seen the introduction of the Carbon Intensity Indicator (CII) and already the industry is having to get to grips with the inclusion of shipping in the EU’s Emission Trading Scheme (ETS).

While there is still hope for an internationally agreed and globally applied system to be agreed at the IMO, in the absence of an agreement before the start of 2024, we expect that the ETS will be introduced sometime next year.

Clearly the industry prefers global and not regional regulations, but at the same time we must prepare ourselves for what seems likely. The mechanics of the ETS have not yet been finalised due to the fact that it is a complicated system and one which does not immediately suggest fits with how shipping operates. We note with great satisfaction the EUs introduction of the ‘polluter pays’ principle, however while philosophically correct, creates further complications to the scheme.

If indeed we do end up with the DOC holder being responsible for the delivery of allowances under the ETS rather than the ship owner, we will have a system where for voyages into, out of or within the EU, the owner will have to collect the amount due from the charterer, will then have to transfer these funds to the DOC holder and the DOC holder will eventually have to surrender corresponding allowances through the ETS. If one considers that the time lag between the occurrence of the voyage and the allowances being delivered could be up to a year or more, it is easy to see how complicated and difficult its introduction will be for shipping. If it was up to me, I would advocate for a global and levy-based system with a surcharge imposed per tonne and fuel purchased. This would remove all the uncertainty, creating a global level playing field and protecting the small to medium sized ship owners, who make up around 80% of our industry, from the complexities and financial exposure associated with the ETS.

Having seen with the CII how even good intentions can create systems that deliver unintended consequences, it is more important than ever to ensure that if the ETS does go ahead it is started correctly and does not cause unnecessary problems for the industry. All we can do is watch developments closely and ensure that whatever comes our way, we are fully prepared and able to provide all our clients with the necessary environment for them to be successful. Once final decisions are taken we will be able to advise all our clients accordingly.

Wishing everyone a lovely summer ahead.



Themis Papadopoulos
CEO

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.

MANAGING DIRECTOR'S MESSAGE



Dear colleagues ashore and at sea

The International Maritime Organisation (IMO) has introduced new regulatory standards for ship energy efficiency - the Energy Efficiency Existing Ship Index (EEXI) and Carbon Intensity Indicator (CII) - that have taken effect in January 2023.

Despite the imminence of the implementation of the measures, we had the opportunity to quickly prepare our managed vessels for compliance with the support of maritime experts who have a broad range of solutions developed to deliver on all operational, commercial, budgetary and time requirements.

The climate emergency increasingly, and faster than ever, requires vessels to cut their level of greenhouse gas (GHG) emissions and it has been necessary to implement solutions that

will help improve the energy efficiency of our managed fleet through efficient and viable means. The new rules that have come into effect are part of the IMO's short-term ambitions toward the initial carbon emissions reduction plan for 2050.

The EEXI is a technical measure setting new minimum requirements for the energy efficiency of existing ships. Just like the Energy Efficiency Design Index (EEDI), that applies to newbuilds, the EEXI is evaluated based on the vessels' design parameters such as equipment and technical data. Non-compliance with the measure may lead to fines and a possible interruption of the vessel's operations.

The CII is an annual indicator of the ship's transport efficiency rated from A (best performance) to E (worst performance) and expressed in grams of CO₂ emitted per transport capacity and distance. While the EEXI is a one-time certification covering design parameters, the CII is given based on the actual emissions of the vessel during operation and is to be revised annually.

The requirements of the CII rating scheme, as well as other climate-related regulatory measures, are meant to become increasingly stringent over time in order to meet the IMO's initial emission reduction goals for 2030-2050.

Implementing actions for EEXI compliance is a good opportunity for us to prepare our vessels to achieve favourable CII ratings, remain environmentally compliant over time, gain operational efficiency and increase commercial value in an optimal and prepared way. Correction or improvement plans must be undertaken as part of the Ship Energy Efficiency Management Plan (SEEMP), should a vessel's CII rating not reach the level of acceptance defined by the IMO, that is, a single E rating or a three-year consecutive D rating. To qualify for the highest ratings, necessary measures can include the installation of more energy-efficient products, systems and technologies onboard, the adoption of cleaner power sources, or the complete alteration of a propulsion system with hybrid or zero-emission solutions.

We all need to work together to ensure that Interiorient Shipmanagement operates a responsible fleet that is at the forefront of making the shipping world a cleaner, greener one. In addition to any technical systems installation or modification, the requirements stipulated in the SEEMP must be implemented and continued to be updated since these form an integral part of how we will operate our vessels in the future.

Captain Maurice Baker
Managing Director

NEW REGULATIONS GHG EMISSIONS - EEXI & CII

- To comply with increasing pressures to improve the environment and reduce greenhouse gas emissions, actions are being taken by various organisations
- The International Maritime Organisation (IMO) has set targets summarised as follows:
 - to reduce CO₂ emissions by at least 40% by 2030, and towards 70% by 2050
 - to reduce the total annual GHG emissions by at least 50% by 2050
- IMO adopted amendments to MARPOL Annex VI at MEPC 76 (June 2021), introducing regulations 23 and 25 - the Energy Efficiency Existing Ship Index (EEXI) and regulation 28 - the requirement to reduce Operational Carbon Intensity through the Carbon Intensity Indicator (CII). The regulations were finalised at MEPC 78 in June 2022.
- These regulations are part of the short, medium and long-term measures proposed by the IMO

EEXI – Energy Efficiency eXisting ship Index

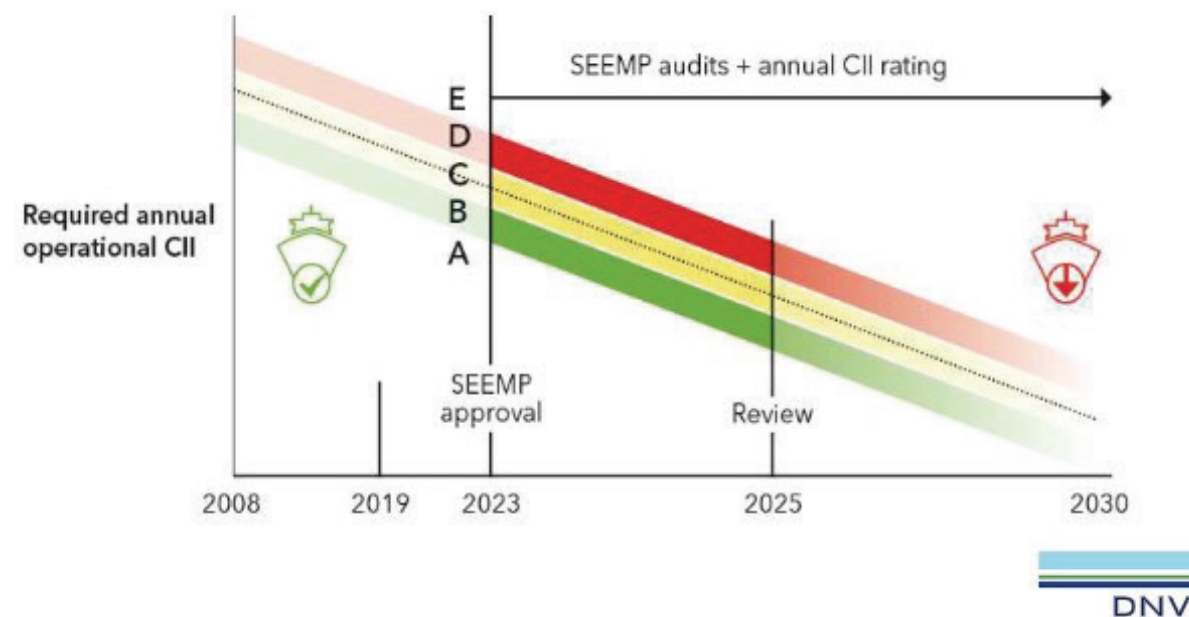
- EEXI is a one-off technical design measure
- Applies to all existing ships of 400 GT and above
- Compliance by first IAPP survey or initial IEE survey on or after 1 January 2023
- Newbuildings utilise EEDI while existing vessels must comply with EEXI
- Regulation requires that vessel complies with a required EEXI value that indicates carbon emissions at a

specific design condition. Attained EEXI ≤ Required EEXI) g CO₂/t nm

- Compliance can be by several methods including energy saving devices and limiting main engine power
- Engine Power Limitation below the minimum allowed MCR (MPP) requires the EPL to be overridable

CII – Carbon Intensity Index

- CII applies to all cargo, RoPax and cruise ships above 5,000 GT
- All vessels to have an approved SEEMP III onboard by 31 December 2022
- CII is a measure of how efficiently a ship transports goods or passengers and is given in grams of CO₂ emitted per cargo-carrying capacity and nautical mile - gCO₂/dwt nm
- AER (Annual Efficiency Ratio) is calculated from IMO DCS values
- A required AER for each vessel is specified in the regulation and reduces every year
- The AER calculated for the year is compared to the regulation and depending on value, vessel is rated A to E with A being the best
- D rated vessel has three years to improve. E rated vessel has one year to improve
- Measures to be provided in SEEMP III to improve vessel rating



Ashley Fernandes
Group Marine & HSEQ Manager

NEW VESSELS UNDER MANAGEMENT

Name of vessel: Kavkaz I
Type of vessel: Bulk Carrier
Built by: Hyundai Heavy Industries Korea
Date: 16/08/1996
Where taken over: Kavkaz Port, Russia
Date: 11/09/2022
Cargo type: Dry bulk cargoes
Length overall: 185.06 m
Breadth: 30.5 m
Gross tonnage: 25,695

Name of vessel: Kavkaz II
Type of vessel: Bulk Carrier
Built by: Hyundai Heavy Industries Korea
Date: 09/12/1996
Where taken over: Istanbul, Turkey
Date: 02/09/2022
Cargo type: Dry bulk cargoes
Length overall: 185.06 m
Breadth: 30.5 m
Gross tonnage: 25,695

Name of vessel: Maersk Nacka
Type of vessel: Container Ship (Fully Cellular)
Built by: Zhoushan Changhong
Date: 10/06/2021
Where taken over: Japan
Date: 23/09/2022
Cargo type: Containers
Length overall: 172 m
Breadth: 32.2 m
Gross tonnage: 25,514

Name of vessel: Maersk Norberg
Type of vessel: Container Ship (Fully Cellular)
Built by: Zhoushan Changhong
Date: 31/03/2021
Where taken over: Singapore
Date: 23/10/2022
Cargo type: Containers
Length overall: 172 m
Breadth: 32.2 m
Gross tonnage: 25,514

Name of vessel: Kavkaz III
Type of vessel: Bulk Carrier
Built by: Daedong Shipyard Korea
Date: 01/06/1997
Where taken over: Singapore
Date: 09/10/2022
Cargo type: Dry bulk cargoes
Length overall: 190 m
Breadth: 32 m
Gross tonnage: 27,992

Name of vessel: Kavkaz IV
Type of vessel: Bulk Carrier
Built by: Hyundai Heavy Industries Korea
Date: 23/09/1995
Where taken over: Kavkaz Port, Russia
Date: 11/09/2022
Cargo type: Dry bulk cargoes
Length overall: 185.06 m
Breadth: 30.50 m
Gross tonnage: 25,696

Name of vessel: Vanda
Type of vessel: Oil Tanker
Built by: Iwagi Zosen Co Ltd
Date: 11/06/2009
Where taken over: Freeport, Bahamas
Date: 27/07/2022
Cargo type: Clean petroleum products
Length overall: 180 m
Breadth: 32.2 m
Gross tonnage: 28,777

Name of vessel: Star Eagle
Type of vessel: Oil/Chemical Tanker
Built by: STX Shipbuilding
Date: 21/10/2007
Where taken over: Balboa, Panama
Date: 28/09/2022
Cargo type: Clean petroleum products
Length overall: 183 m
Breadth: 32.2 m
Gross tonnage: 30,068

Name of vessel: Kavkaz V
Type of vessel: Bulk carrier
Built by: Tsuneishi Shipbuilding Co Ltd
Date: 07/02/1995
Where taken over: Athens, Greece
Date: 18/10/2022
Cargo type: Dry bulk cargoes
Length overall: 185.74 m
Breadth: 30.40 m
Gross tonnage: 26,300

Name of vessel: Seapower I
Type of vessel: Bulk Carrier
Built by: Hudong Zhonghua Shipbuilding
Date: 15/11/2001
Where taken over: Kavkaz Port, Russia
Date: 07/09/2022
Cargo type: Dry bulk cargoes
Length overall: 225 m
Breadth: 32.26 m
Gross tonnage: 40,523

Name of vessel: AAI Evolution
Type of vessel: Bulk carrier
Built by: Chengxi Shipyard
Date: 06/02/1923
Where taken over: Jiangyin City, China
Date: 06/02/1923
Cargo type: Dry bulk cargoes
Length overall: 229.00 m
Breadth: 32.26 m
Gross tonnage: 44,577

Name of vessel: AAI Prelude
Type of vessel: Bulk Carrier
Built by: Chengxi Shipyard
Date: 08/11/2022
Where taken over: Jiangyin City, China
Date: 08/11/2022
Cargo type: Dry bulk cargoes
Length overall: 229.00 m
Breadth: 32.26 m
Gross tonnage: 44,577

Name of vessel: Seapower II
Type of vessel: Bulk carrier
Built by: Hudong Zhonghua Shipbuilding
Date: 01/10/2007
Where taken over: Nantong, China
Date: 20/09/2022
Cargo type: Dry bulk cargoes
Length overall: 225 m
Breadth: 32.26 m
Gross tonnage: 40,488

Name of vessel: Maersk Nassjo
Type of vessel: Container Ship (Fully Cellular)
Built by: Zhoushan Changhong
Date: 06/09/2021
Where taken over: Singapore
Date: 05/10/2022
Cargo type: Containers
Length overall: 172 m
Breadth: 32.2 m
Gross tonnage: 25,514

Name of vessel: HW Otto
Type of vessel: Oil/Chemical Tanker
Built by: Santierul Naval Constanta S.A.
Date: 18/12/2007
Where taken over: Rotterdam, NL
Date: 03/05/2023
Cargo type: Clean petroleum products
Length overall: 180.01 m
Breadth: 32.20 m
Gross tonnage: 25,864

INTRODUCTION TO THE MANAGING DIRECTOR AND PRESIDENT OF OUR MANILA OFFICE

Dear colleagues all over the world.

Please allow me to introduce myself. My name is Lloren Vida Buenaventura-Bunado and I joined INC Navigation Company Philippines, Inc. as Managing Director in March 2022; I consequently evolved as the new President of the company in January 2023.

I graduated from the University of the City of Manila (Pamantasan ng Lungsod ng Maynila) in the year 2004 with a Degree in Bachelor of Science in Psychology. I started my working career practicing my profession as a psychologist. How did I land in this colourful world we call shipping you might ask? Well, here is my short story.

In 2006, I was contacted by one of the prestigious manning agencies in the Philippines to join their organisation and be part of their vast group of recruiters; this is when I decided to take the leap. Always curious, critical and conscientious of the processes and legal requirements, I progressed my career in shipping, moving from one position to the next for both local manning operations and global crewing management for multinational companies. Although challenging and often stressful, I find it fascinating dealing with different issues relating to people, allowing myself to pick learnings from each distinct situation at work.

I have always been passionate about developing people, finding simpler ways of doing things and establishing effective strategies and processes that lead to successful performance. As a leader, I try to make sure that the people I work with feel that they are valued through a balance of empowerment and coaching. I believe that these are imperative for people to want to do more and grow with the company.

Since then and until today, I have been extremely proud and privileged to have worked with dedicated and hard-working individuals who share the same passion for this industry as I do. Together we have made, and we continue to make, an impact in the industry that we love dearly.

Although I have only been part of the organisation for just over one year, I can clearly see the solid foundation built by its company values and high regard for people. I am very happy to work for such a supportive organisation where teamwork always prevails, among many other things. I am truly excited for us to scratch the surface of our full potential.

On a personal note, I am a living testament to what they say, that you can be anything you want to be. We can both be happy



with our family and blooming careers. I have been happily married for fifteen years to Gade, who is an ex-seafarer, and we are blessed with two lovely wolves (as I call them), Athena who is thirteen and Alexander who is four. I enjoy long drives and silent moments by the beach reading a good book, whenever I can.

Lastly, my peers would most likely describe me as serious, strict, goal-driven and straightforward. While these adjectives may indeed apply to me, you are always welcome to approach me and share any feedback and recommendations that could help the team become better. Rest assured that feedback will be received positively and will be used for our future process improvements.

As Astra Per Aspera!

Lloren Vida Bunado
President & Managing Director
INC Navigation Company Philippines, Inc.

SIRE 2.0 INSPECTIONS

The SIRE programme has been based upon a standardised inspection questionnaire which provides a benchmark for inspection. The inspector, during his time onboard, evaluates the vessel based on this questionnaire and provides observations based on the same.

The SIRE programme has since then undergone many revisions; however, the concept has always remained the same.

So one could argue why change now?

Human error is one of the main causes of accidents in the industry, but the current inspection process did not focus on the human factor. It was necessary to evaluate how physical, psychological and social factors affect human interaction with equipment, processes and other people. This can be done only if the questions in the inspection programme include human factor evaluation. This is a major change in the thinking process of the industry and SIRE 2.0 was conceptualised with this in mind.

Key changes: The current SIRE programme uses a standardised questionnaire with guidance notes, whereas SIRE 2.0 is based upon a risk-based questionnaire created from a list of standard questions, rotational questions and campaign questions that will be tailored-made according to the risk profile of the individual vessel before the inspection. This question-set will be populated by a logarithm and sent to the inspector's tablet. The vessel, owners and operators cannot predict the questions asked during the inspection. The SIRE 2.0 inspection will be completed by the inspector on an intrinsically safe tablet which will have GPS (Global Positioning System) connectivity, internet connectivity and the capacity to click photographs during the inspection. This is an online inspection platform and will be updated on the go by the inspector.

It was noted that as part of the old system the inspector spent a lot of time onboard checking certificates and documentation of the vessel. In the new system, once the inspection request is raised, a pre-inspection questionnaire will be sent to the managers to complete. This questionnaire, called a Pre-Inspection Questionnaire (PIQ), comprises of a standard set of questions linked to the manager's TMSA declaration. A list of certificates and photographs of the vessel's condition is to be uploaded as part of the PIQ by the vessel's manager. All this information will be automatically sent to the inspector's tablet when nominated for a pre-inspection check. The inspector will be able to complete the document review before he boards the vessel thus giving him more time onboard to interact with and interview the crew.

The current checklist is a 'yes/no' questionnaire and if the vessel is not in compliance with the requirements, then a negative observation is recorded. Under the new system each question is subdivided into three or four categories depending on the type of question. This also means that the vessel could receive a maximum of four observations under one question. The managers will need to respond with a root cause analysis for each observation. There is also a provision for the inspector to raise positive observations for each question. The industry is hopeful that the positive observations will benefit the vessels when they are screened for business. A lot will depend on how the oil majors implement this in their screening process for the industry to benefit from this approach.

Unlike the old system, SIRE 2.0 has questions that will be linked to the owner's TMSA declaration, hence TMSA compliance levels will be verified during the inspection.

Once the inspection report is published, the operators will revert with their response to the negative observations. Previously the closure of the observations was not verified. Under the new system the inspector, prior to boarding, will have the list of observations raised during the last inspection and the response from the operator. During his visit onboard, he will verify if the close-out actions submitted have been taken.

The most important change in the new inspection system is that SIRE 2.0 aims to achieve human factor evaluation by assigning Performance Influencing Factors (PIF) to questions in the inspection. These are factors that make human errors more or less likely to occur. SIRE 2.0 will focus on the human factor and how a range of factors, for example, equipment, procedures and processes influence the crew's performance to maintain safe operations. This is a big shift in how the industry is moving, even a brand-new vessel will fair badly in a SIRE 2.0 inspection if the crew are not trained and aware of their tasks. This puts a big demand on training and development of the crew pool. While it is important that companies ensure that there are relevant procedures in place, it will be even more important to ensure that the crew onboard are aware of these procedures. There is a lot of focus on the factors that can influence the performance of the crew onboard.

While SIRE 2.0 is a particularly good initiative by OCIMF, and there has been positive engagement with operators through Intertanko, we hope that this combined effort benefits the industry and assists us to succeed in our goal to achieve zero harm.

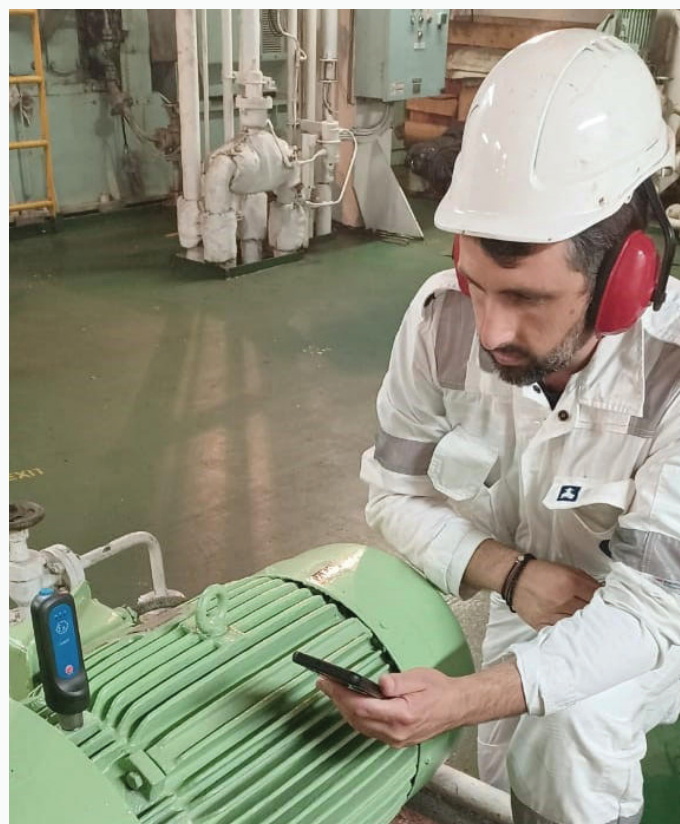
Ashley Fernandes
Group Marine & HSEQ Manager

INTRODUCING DIGITAL OCEAN TECHNOLOGIES

Digital Ocean Technologies (DOT), a subsidiary of the Interorient Group, is an innovative technical company focusing on providing navigation and communication services along with condition monitoring inspections. Our team is built on a group of maritime professionals who represent decades of experience.

Our worldwide service network provides the timely, efficient and high-quality services to ship owners, managers and agents. DOT is committed to ensuring customer satisfaction while maintaining compliance with local and international regulations and standards.

Our services include but are not limited to: Radio Class inspections (as required by SOLAS regulations), authorised VDR/S-VDR inspections, sales and services for Gyrocompass and navigation systems, and vibration analysis/thermal inspections. We go beyond the bridge so that our vessels receive the best service they deserve.



Christos Ioannidis
General Manager

FLEET OFFICERS' MEETING

Our second Fleet Officers' Meeting of 2022 was held in Cebu, Manila on 28th and 29th November. It was another great opportunity to engage with the enthusiastic attendees through workshops and discussions on matters concerning our fleet and recent developments within the shipping industry.

Various topics were discussed relating to the year gone by and the company initiatives and development plans were shared with the Officers. This was well received by the team and everyone was eager to engage and share their suggestions and feedback. The Officers also presented a small play demonstrating the company safety slogan.

A social event was arranged and went late into the night where everyone showcased their hidden talents from singing and dancing to beat boxing.

Officers and Cadets were in attendance along with staff from our Manila office and our head office in Limassol.

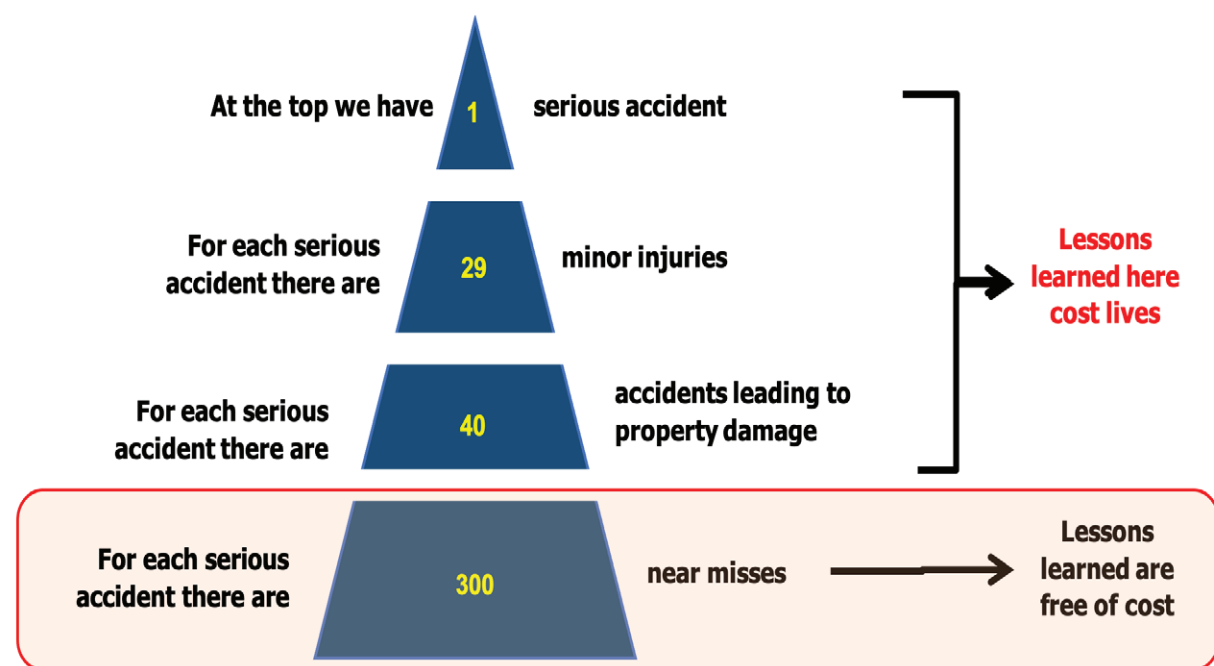
A big thank you to all involved for their invaluable participation.



NEAR MISS REPORTING

Near Miss Reporting is a proactive method to prevent accidents and incidents and to raise seafarers' awareness about the hazards and risks that can be present in a workplace.

The Integrated Management System - Section 8 addresses Near Miss Reporting required by Interiorient Shipmanagement.



The company encourages all vessels to report misses on a regular basis. Near Miss Reporting is not to be perceived as a paper exercise simply to meet the company's requirement.

Reasons why near misses are sometimes not reported:

- o Seafarers regard it as a finger pointing exercise.
- o Seafarers do not believe that Near Miss Reporting helps to improve safety.
- o Reporting near misses is associated with getting reprimanded or worse.
- o Reporting near misses involves a lot of emails and phone calls to and from the office.

Benefits of Near Miss Reporting:

- o Near miss reports, when correctly analysed, assist in reducing accidents and incidents.
- o Helps to establish and continue safe practices onboard.
- o Sharing of near misses raises awareness of seafarers and improves the safety culture within the company fleet.
- o Identifies gaps in the safety management system and promotes continuous improvement.

Near misses are reported in the company's software 'ShipNet' and guidance on the same is available in the Integrated Management System - Section 8

The reported near misses are reviewed by the company and depending on the severity, an investigation is conducted.

Corrective and preventive action can include:

- o Addressing gaps in the safety management system.
- o Coaching and/or performance development.
- o Sharing with the fleet where relevant.

Near misses are regularly reviewed and analysed with regards to the number of incidents and accidents in the fleet.

Herbert William Heinrich, an American engineer, suggests that for every three hundred near misses there will be twenty-nine minor injuries and one major injury. So, if we can successfully eliminate near misses in our fleet, we will be able to avoid any harm to our seafarers. It is therefore particularly important to recognise, report and eliminate near misses onboard.

Analysis of the last three years' safety statistics of the company indicated a positive trend in the reporting of near misses by vessel staff. This positive trend is attributed to a combined effort between ship and shore, where vessel staff have been encouraged and coached by the company to report not only a number but also the quality of near misses.

Near Misses	2020	2021	2022
Total	941	954	1077
Average per vessel	2.03	2.1	2.55

Interiorient Shipmanagement encourages reporting of near misses in line with its 'Just Culture Policy' by creating an environment that identifies risks, promotes openness, and accepts that human errors will occur.

Capt. Steve Lopes
Head of Marine
Limassol Office

MEET THE TRAINING TEAM

To provide a more focused training agenda, the Interiorient Shipmanagement training team has been evolving over recent months. We now have a dedicated team of Trainers led by Mr Anton Voytkevich, our Group Training Manager who is based in our Riga office. He is ably assisted by Mr Deniss Dobrovenskis, our Marine Training Superintendent also in Riga, and Ms Ntora Zenonos, our Fleet Training Administrator sitting in our Limassol office.

The training team have a wealth of experience from both sea and ashore, with rich training and academia and HR backgrounds, as well as operational experience onboard in critical ranks, all the vital ingredients for ensuring delivery of training in the most effective way.

We would like to introduce you to the team....



Anton Voytkevich – Group Training Manager

My name is Anton and I come from a seafaring family. In 2008 I completed my studies at Saint-Petersburg's State Maritime Academy (previously called Admiral Makarov and one of the oldest maritime academies in the world). That same year I started my career on oil/chemical tankers as 3rd Officer. When I reached my 25th year I obtained my Chief Officer's license and was promoted to the rank of Chief Officer at 26 years old. After one year as Chief Officer, I decided to challenge myself and take up a shore-based job and started as an STCW instructor/assessor conducting navigational training in the Maritime Training Center Novikontas in Riga. After one year I was promoted and redirected to Novikontas Maritime College. I started there

as the Deputy Head of the Navigational Programme. By 2015 I was promoted to Head of the Navigational Programme. Within this period, I additionally completed higher education improvement programmes in the Latvian University. However, in 2016 I decided to return to the sea to fulfill a dream to become a Captain. After another six years at sea, I decided to drop my anchor and continue to work ashore. Since May 2021 I have been working within the Interiorient Shipmanagement training department. I started as the Group Training Officer and was recently promoted to Group Training Manager. Our view and objectives are to deliver professional and efficient training to our personnel to make our fleet more cost effective and competitive by keeping the competency of the crew at the highest level. Our approach is to make training more attractive, less lectured and more interactive. We are also working on new approaches to enhance visualisation by using 3D models along with motion and sound technologies.



Deniss Dobrovenskis – Marine Training Superintendent

I started working within the maritime industry in 2007 when I became an assistant at a ship repair yard after my first-year studies in maritime school. I graduated from maritime school and later from the Latvian Maritime Academy. So, I spent a lot of time studying – 8.5 years. I sailed onboard different types of vessels from Cadet to Chief Officer. During my vacation time I found myself in training. I underwent the assessors' course, was certified by the Latvian Maritime Administration, and employed as a part-time instructor-assessor at the Training Centre. I continued to work at sea and worked as an instructor on vacation until I started working with Interiorient Shipmanagement. As a training team member, I am in charge of training and evaluation of all

seagoing staff. Training has been my passion from the time I was a student – always helping my friends with their studies, both onboard and ashore - and now my passion has become my full-time work.



Ntora Zenonos – Fleet Training Administrator

My name is Ntora Zenonos and I am the Fleet Personnel Training Administrator. I was born and raised in Limassol and completed a Bachelor's Degree in Aviation Science & Engineering in Melbourne, Australia. I have experience in both the aviation and shipping industries and started my career working in Larnaca Airport Operations Control for six years. After I gave birth to my daughter, it was hard to work night shifts, so I decided to start a different chapter and look for a different career prospect and began working for the Eurogate Container Terminal Port in Limassol. During my three years there, I was part of the Operations Team, mainly responsible for the planning of the workforce and rostering. During this time I gained a wide knowledge of

how a Port is managed. I must say that both fields are very interesting to work in and have many similarities, especially in operational and cargo matters. I then started working with Interiorient Shipmanagement and for the last three years I have been part of the Fleet Personnel Training Team, responsible for monitoring the seafarers training records, cadet recruitments and planning, cadets on-going progress as well as pre-joining test arrangements of seafarers. Overall, I am excited to be a part of this professional team as my long-term goal is to expand my knowledge and balance my life with a combination of professionalism, integrity and humility. My ethic is to never neglect an opportunity for improvement, set long-term goals and balance family and work with positiveness.

TRAINING HIGHLIGHTS – JANUARY TO JUNE 2023

- Environment compliance training for shore staff delivered for 66 employees
- New CBT platform provided by 'OLP' installed on 32 vessels fleet wide
- 70 training sessions were conducted with a variety of 16 training titles
- 377 attendees participated in 590 training man-days
- 3 new in-house training courses were developed and 1 new CST implemented
- New versions were developed for 8 existing training titles
- Virtual Fleet Officers Meeting conducted in May
- Asphalt skill enhancement initiative running onboard the asphalt carriers
- Anton Voytkevich and Deniss Dobrovenskis completed the Accident Investigation/RCA/Risk Assessment Training, the ISM/ISO/9001/14001 Internal Auditors course and the ISO 9001/14001:2015 course
- Promotional and pre-joining interviews continuously running by team members

The Training Team

CREW LONG SERVICE ANNIVERSARIES

THIRTY YEARS

Rank	Surname	Name
C/E	OSTAPCUKS	JEVGENIJS

TWENTY FIVE YEARS

Rank	Surname	Name
CPT	KULICEVS	OLEGS
CPT	CHERNOPYATOV	ALEXANDER
CPT	SHATKOVSKII	VLADIMIR
CPT	MANUSHA	VALERY
2/M	GORUMBA	GILBERT
2/M	DAEL	DAVE
C/E	SLAVINSKIS	ALEKSANDRS
C/E	KANUNNIKOV	NIKOLAJS
C/E	BUERE	SANTIAGO JR.

TWENTY FIVE YEARS

Rank	Surname	Name
CPT	BIRZHAKOV	VIACHESLAV

TWENTY FIVE YEARS

Rank	Surname	Name
2/E	FATTAHOVS	NURAKRAMS
3/E	BALDEVISO	CONDRAD
E/E	MOROZOV	SERGEJS
E/E	BELOV	IGOR
BSN	JEFIMOV	GEORGIJS
BSN	LEDESM	HERMAN
AB	CELEDONIO	ROGEL
OLR	ALARO	RAMIL
OLR	BUERE	JONATHAN

FIFTEEN YEARS

Rank	Surname	Name
PUM	STRIGUN	NIKOLAY
PUM	BELIAEV	YURIY
BSN	ALANANO	MARC JAYSON
BSN	PELAYO	SAL JOHN
BSN	ARONG	ALVIN
BSN	LOMBREZ	ROBERT STANLEY
BSN	VILLAR	EDWIN
BSN	ALMAZAN	CESARIO
BSN	MAKAROV	ANDREY
BSN	MILOVANOV	DMYTRO
BSN	PIDUST	VIKTOR
AB	SUMILOVS	DENISS
AB	CASTILLO	SAMUEL
AB	PATALITA	RYAN JAY
AB	OLFINDO	BERNARDO JR.
AB	UGAT	LIMUEL

FIFTEEN YEARS

Rank	Surname	Name
AB	LAGUNA	SHERWIN
AB	VALENCIA	KENNETH
AB	BATAYEN	CRECENCIO
AB	LUCENA	WYNGARD
AB	KOVSHOV	SERGEI
AB	SOLOVYOV	IGOR
AB	TOVSTYEL	RUSLAN
OS	ADAJO	REDENTOR MICHAEL
WPR	FRANCISCO	JUNEL
WPR	MACARAYAN	NINO
WPR	SAJONIA	ROBERT
CK	SHULYAK	OLEKSANDR
CK	ACSON	HENRY JR.
CK	MARTIN	ARVEN
CK	PETROV	OLEG
MSM	AGAPAY	JOHN ALDRIN

TWENTY YEARS

Rank	Surname	Name
CPT	ANTSIFEROV	EVGENY
CPT	KARDAKOV	MAXIM
CPT	NASONOV	ALEXANDER
C/M	POLINAR	RICO
2/M	PORTENTO	ALDEN
2/M	CHAVEZ	JOEL
C/E	CERKASOV	SERGEJS
C/E	POSTEVOJS	RUSLANS
C/E	MELESHKEVICH	OLEG
C/E	KITSENKO	OLEKSANDR
2/E	DIACHECHKO	IURII

TWENTY YEARS

Rank	Surname	Name
E/E	GAVRILOV	MIKHAIL
BSN	EDANO	HENRY
BAS	NAPLAZA	ALBERTO
BSN	KRESYUN	VOLODYMYR
AB	ESTUYE	REX
AB	BALBOA	JOSEPH
AB	PACARAT	REY
OLR	DU	NAUL
CK	LARGA	JOSE
CK	SUBALDO	RICKY
CK	ESTABILLO	CONRADO
MSM	ROSAL	RONALDO

TEN YEARS

Rank	Surname	Name
CPT	NIKOLAEV	TODOR KOLEV
C/M	DIMITROV	MOMCHIL VELICHKOV
C/M	ZUBRICKIS	STANISLAVS
C/M	PRONCENKO	SERGEJ
C/M	ALFILER	EPHRAIM ELIX
C/M	KHARCHEVIN	GENNADIY
C/M	KUDIMOV	MAXIM
C/M	CHERNOV	VITALY
C/M	KUSHNIR	VITALY
C/M	FATYANOV	VALERIY
2/M	DIMOV	DAMYAN ROSENOV
2/M	OZOLAJS	KRISTAPS
2/M	NOVIKOV	VIKTORS
2/M	GUNA	BORISS
2/M	ABANILLA	JOHN ALBERT
2/M	DONAN	KEVIN
2/M	MARANAN	REYMAN
2/M	ALBOTRA	RICHARD DAVE
2/M	BALBERO	JULIUS
2/M	GIL	RHAUL EDGARDO II
2/M	SUTKOV	MAXIM
2/M	STRIGIN	DENIS
2/M	TOLKACHENKO	ANDRIY
2/M	KHARCHENKO	SERGIY
2/M	MATUSAR	SERHII
3/M	VERGACER	HARLIE
3/M	ESPINA	MICHAEL JOSEPH
C/E	OLIYNYK	VYACHESLAV
2/E	DRAGANOV	DRAGOMIR
2/E	GUJABIDZE	VLADIMER
2/E	JACKIS	SERGEJS
2/E	LIGAN	JIM
2/E	PAVLOV	VIKTOR
2/E	IVANENKO	PETR
2/E	ISHIN	ANATOLY
2/E	LUKHANIN	VALERII
2/E	PROSTOKISHIN	SERGEY
2/E	PEREZHOGIN	ANDRIY
2/E	PARVAN	OLEKSANDR
3/E	ESCUADRO	JUNE GLYRO
3/E	SAYAM	JOSEPH
3/E	PRIANISHNIKOV	VLADIMIR
3/E	AGENIY	SERGEY

TEN YEARS

Rank	Surname	Name
3/E	DRIBNOKHOD	ARKADII
3/E	GUL	OLEKSANDR
3/E	KYRPYK	OLEKSANDR
3/E	SHYNKARENKO	KOSTIANTYN
4/E	MELNYKOV	ANDRII
E/E	TSANKOV	VLADIMIR MINKOV
E/E	NEDELICHEV	VLADIMIR IVANOV
E/E	SAYAT	ANDY
E/E	LUMPAS	REYMARVIN
E/E	CHEBUKHANOV	VITALY
E/F	MASIGLAT	ANTHONY
E/F	DELA TORRE	ADRIAN
E/F	PLOTNIKOV	YURIY
PUM	PASKO	GENNADIY
BSN	TROCIO	RUSSEL
BSN	PAVLOV	VIKTOR
AB	INGRESO	ROYDANTE
AB	LORETE	VINCENT
AB	DIZON	ARNOLD
AB	BACATAN	NINO BRYAN
AB	SENDOL	GLENN
AB	ALEJANDRO	ROMEL
AB	TAGUBAR	IVAN JR.
AB	BALANCE	RANCIS NEO
AB	POBLADOR	RAYMUNDO JR
AB	LABUS	MARC LOUE
AB	TSYBENKO	STANISLAV
OS	RACELIS	JAN LESTER
OS	AMBROCIO	JOHN
OS	HAMAK	FREDERICK JR.
OS	VILCHES	BENJIE
OS	RONDINA	RONILO
OS	BURIAK	OLEKSII
OLR	JALLA	JOEL
OLR	PUYOT	BEMAR
CK	LAYAOG	ALEXANDER
CK	GONGORA	JEFFERSON
CK	APAT	EDUARDO
CK	HERMOCILLA	JECCO
CK	ORYSHCHENKO	OLEKSANDR
CK	KURINAKI	YURIY
MSM	COBARIA	ARNEL

FIFTEEN YEARS

Rank	Surname	Name
CPT	MIHAYLOV	KRASIMIR
CPT	AVRAMENKO	IGOR
CPT	TEMIRBULATOV	ALEKSANDR
CPT	ZOLOTAREV	ALEXEY
CPT	VILKOV	ROMAN
CPT	SAVIN	ALEXEY
CPT	IGNATYUK	ALEXANDER
CPT	PETROV	IGOR
CPT	VYBORNYY	KONSTANTIN
CPT	KUZMIN	MAKSYM
C/M	KALCHEV	ANDREY YORDANOV
C/M	RESPITO	ORVEN JOHN
C/M	OCLIDA	JEFF VINCENT
C/M	ADONIS	MARLON
C/M	KOROLEV	DENIS
C/M	CHUMAKOV	ALEXANDER
C/M	VASIN	ANTON
2/M	AGANAN	FRANCIS ALLAN
2/M	PINILI	MICHAEL
2/M	ELETSKIY	DMITRIY
3/M	GENCIANEO	ARNEL
3/M	KURKIN	VOLODYMYR
C/E	TODOROV	TIHOMIR
C/E	SKULSKIY	EVGENIY

FIFTEEN YEARS

Rank	Surname	Name
C/E	IAKOVLEV	DMITRII
C/E	KOVALEV	ALEXANDR
C/E	MATSAEV	VALERIY
C/E	PROKHVATILOV	MIKHAIL
C/E	KOMAROV	VLADIMIR
C/E	BURMISTROV	YURIY
2/E	BONGGO	KEVIN BRUCE
2/E	SVIRIDENKO	ALEKSANDR
2/E	EVSEEV	VADIM
2/E	ROGATSEVICH	LEONID
2/E	MARININ	OLEKSANDR
2/E	KONON	VITALIY
2/E	SHAPOVALOV	OLEG
3/E	TALIDRO	JUNARD
3/E	NURALIYEV	SERGIY
3/E	LITSUKOV	VADYM
3/E	SINYELNIKOV	IVAN
E/E	RASHEV	ALEKSEY
E/F	FELIZARTA	JORGE
PUM	VESELINOV	KRASIMIR DIMITROV
PUM	ORBOC	ALEJANDRO
PUM	PUQUIZ	RODEL
PUM	TAMAYO	JEMWEL
PUM	CAJAYON	NORIEL

A DAY IN THE LIFE OF...

Greetings everyone, I wish you and your families a very good day.

I am Jim Hanil Ligan, working as a 2nd Engineer onboard our beautiful lady the MV Orient Tide.

I am part of the second batch of Interorient cadets, from my dear alma mater University of Cebu way back in 2008, and I am very thankful for the opportunity that INC Manila and Interorient Shipmanagement has given to me. They supported my academic years, my apprenticeship programme and trusted me to become a real-life ship Engineer Officer, which is a dream come true. I would also like to thank my colleagues who have helped me along the way.

I start my day early as I am the one planning the jobs that will be carried out, based on our PMS and under direct supervision of our Chief Engineer. As a 2nd Engineer I need to be mindful of everything, carrying out a job in the engine room is delicate with all the equipment working together for the safe operation of our ship. I need to plan accordingly with proper risk assessments to do the job, training to maintain the quality of work and most of all teamwork.

Your team is the heart of your success.

I usually go around the engine room checking everything, from our main engine checks and adjustment of parameters, to all our auxiliary equipment making sure that all are fully operational and operating safely, keeping in mind pollution prevention requirements and proper maintenance.

With all the new regulations arising, we need to be knowledgeable enough, that is why as part of my day I make it a habit to always read something. I do this via ShipNet, which is a very good programme, reading manuals, doing some CBTs and CSTs.

I communicate with the deck department on a daily basis, discuss with our officers and crew all the jobs that need to be carried out on deck and ensure that all deck machinery including any cargo handling equipment is working as it should be. Good open communication keeps me on track of the important jobs and any special tasks that need to be done.

Training and experience are very important that is why I always accompany my fellow engineers and engine crew when undertaking their jobs. Doing it together, learning and sharing of ideas is the best way to increase ones understanding technically, and it definitely builds trust and teamwork. Working in a mixed nationality



environment teaches you about other cultures. Experiencing each other's behaviour gives us a good outlook and helps us all to lead our teams to maximum potential.

Every day I compile a list of jobs that have been done and discuss with the Chief Engineer so that he can make an assessment and offer advice where needed. This also keeps him updated so that he can report to our Captain and Superintendents.

At the end of my working day I usually call my family back home as keeping in touch with our loved ones keeps us mentally fit. After all, it is they who gives us the will to strive harder to achieve our goals in life.

In the coming years I look forward to continuing to contribute to the goals of our company. Helping it grow and keeping the highest quality of service.

Despite all the challenges that we are facing right now, I do hope that we will all learn to appreciate and be able to show the goodness of each of our hearts...after all we are all family.

Thank you and wishing you all the best.

30 YEARS' SERVICE

My thirty years with Interorient Shipmanagement began in 1992 when I started my career in shipping in the role of Fleet Personnel Payroll Officer. It was a great learning experience working with such a variety of nationalities. I quickly became very familiar with the world's geography and various cultures and soon realised how shipping keeps the world moving.

The introduction of payroll software over the years has greatly assisted the efficiency of processing our seafarers' payroll and it is always of the utmost importance to pay our seafarers in a timely manner. In the last three decades the economic cycle and the shipping cycle has proven to be very challenging both for seafarers and their families as well as shore staff and I have always done my best to meet the ongoing challenges. In 2001 I had the opportunity to join our Hamburg office to assist in the Fleet Personnel Payroll Department and really enjoyed the experience of working overseas.

In 2007 I was promoted to the full management accounting section and took on the role of Vessel Accounts Officer. This role was exciting and demanding and gave me a further insight of the daily running costs of our vessels. Liaising with our Technical Superintendents for the preparation of the vessel accounts gave me the opportunity to gain technical

knowledge and a more in-depth understanding of how vessels operate. Progressing to the position of Senior Vessel Accountant, my main aim, along with my accounts department team, is to be committed and diligent in processing the vessel accounts in compliance with the owners' requirements and meeting all our deadlines.

One of my fondest memories over the years was my trip to Korea for the naming ceremonies of the MT Baltic Crusader and the MV Baltic Challenger in October 2003. It was a unique opportunity for which I am very grateful, having experienced some of the first christenings of Interorient's newbuildings which were built by Hyundai Mipo shipyard. I was lucky enough to experience their maiden voyages. I am looking forward to rising to the new challenges that shipping will bring over the years ahead.

Stella Pavlidou
Senior Accounts Officer
Limassol Office



MV GABRIELLA RESCUE OPERATION

The Mediterranean Sea is connected to the Atlantic Ocean via the Gibraltar Strait, surrounded by the Mediterranean Basin and almost completely enclosed by land. It has a rich history and a very busy shipping trade. But what would you do if this paradise sea turns into a nightmare? Every day more than a hundred ships pass through this region and yet you can still be stuck afloat for five days without food and water. As a survivor how would you feel seeing lots of vessels passing by but nobody even noticing you? And as a vessel, how do we maintain or enhance our policies to lessen these kinds of circumstances?

The MV Gabriella and its crew managed to rescue seventeen people on a busy sea trade by posting proper look-outs and following the Interiorient Shipmanagement vessel contingency plan.

On a fine afternoon with clear skies and good visibility and a swell of up to one meter, at around 1300lt on July 28th, AB Freddie Matias Bangga and OS Heroelle Afunay Mariano with their eagle eyes reported a sighting of a conspicuous high visible object floating in the sea near the Cape of Tenes. Undetected by radar the second officer used the binoculars and found a possible floating person wearing a lifejacket. Still uncertain he immediately called the Master who then confirmed what they had seen. The Master decided to manoeuvre the vessel a little bit closer to the object, engaged on-hand steering and informed the engine room to stand by for manoeuvring. The general alarm was sounded by making a public announcement "MOB - man overboard". All crew responded immediately for rescue, vessel's contingency plan implemented, additional lookouts were posted and Oscar flag hoisted. When passing abeam to the target the position was fixed on ECDIS (Electronic Chart Display and Information System), while the Master and Chief Officer were busy informing all parties including Tenes MRCC and the Company.

After instructions were received from MRCC the vessel started to make a rescue manoeuvre and nearby vessels were informed via VHF. Distance from the target was 0.5nm away and upon our approach we could see a small boat containing several people. You could see the joy and excitement in their faces as they waved their hands and life jackets in the air, seeing our vessel slowly moving towards them and hoping they were going to be saved. But joy turned to sorrow and dismay as initially we could only pass by them for their own safety. Many vessels may have already passed by them without rendering help so they were concerned we might do the same. However, once their safety was ensured, we were able to approach them.



During this first attempt we could clearly see seventeen people in a small boat. There was continuous ingress of seawater into the boat due to the weather and the boat crew were continuously emptying the seawater from the boat. Continuous communication with MRCC Tenes had been established and they were being updated on the situation. MRCC Tenes requested us to wait for the coast guard to arrive and to standby close to the boat, so we reapproached and sent a heaving line that was used to fasten the boat at the forward starboard side. Luckily all seventeen passengers were well and no immediate assistance was required. They were provided fresh water and food and advised us that they were adrift at sea for five days due to engine failure, with no food or anything to drink. All were of Algerian nationality – sixteen men and one woman. They were so thankful to our ship for rescuing them. Once the Algerian coast guard arrived, we were released from the rescue operation. All parties were then informed of the successful rescue operation, equipment was secured, VDR (Voyage Data Recorder) was saved and the MV Gabriella resumed her voyage.

As a seafarer I am already astonished by our job as we are very flexible, always doing various kinds of work onboard, and now I am immensely proud as in this profession we are not only serving millions of people around the world, and recently throughout a pandemic, but as seafarers, we also became instrumental in saving lives. Along with our work onboard we must maintain a proper look-out at all times and be ready for every kind of circumstance.

Eliseo Jr. Degollacion Bensi
2M, MV Gabriella

STAFF INTRODUCTIONS



- Name: **Olga Azarenko**
- Position: Fleet Personnel Superintendent
- Office location: Riga
- How long with the company: 18 years
- Best qualities: Responsive, punctual
- Hobbies: Plants and flowers



- Name: **Roginna Arnaez**
- Position: Accounts Officer
- Office location: Manila
- How long with the company: 17 months
- Best qualities: Collaborative, responsible, self-motivated
- Hobbies: Travelling, volunteering, watching anime and American series



- Name: **Alexander Kravtsev**
- Position: Senior Marine & HSEQ Superintendent
- Office location: Hamburg
- How long with the company: 14 years
- Best qualities: Team playing, proposals for improvement
- Hobbies: Reading, playing music, fishing



- Name: **Andreas Potamitis**
- Position: Fleet Manager
- Office location: Limassol
- How long with the company: 1 year
- Best qualities: Focused, goal oriented
- Hobbies: Fishing



- Name: **Kristina Sidorenkova**
- Position: Fleet Personnel Officer
- Office location: St Petersburg
- How long with the company: 9 months
- Best qualities: Affable, responsible, resourceful
- Hobbies: Going to the theatre and dog training

ENVIRONMENTAL HERO AWARDS

Every year the Group Environmental Committee arranges a programme to support a full week of events as an initiative to enhance environmental awareness in the group, including knowledge sharing and some team building events for the shore staff and for the crew onboard our vessels.

The activities onboard included an environmental quiz, a photo competition, various environmental related trainings, a treasure hunt and the environmental hero nomination.

During our last Environmental Week, we received a great number of nominations for the environmental hero award for crew who had gone above and beyond the normal call of duty and had taken extra steps to ensure protection of the environment.

The awards were presented to three outstanding seafarers during a small ceremony once they disembarked from their vessels and were able to visit our Manila office:

Star Merlin – Bosun Edwin Misajon Villar

- 1st Prize to the value of 500 USD
o Android mobile phone

Takeshio – 3rd Officer Rhenmar Diaz Montepio

- 2nd Prize to the value of 300 USD
o Android mobile phone

Liberty Bay – Cadet Holy Jade Porlas

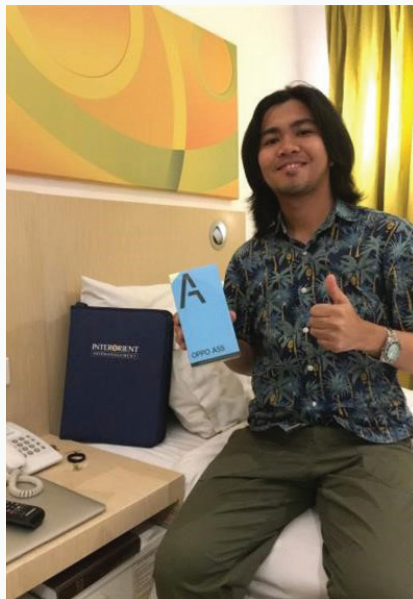
- 3rd Prize to the value of 100 USD
o Department store or grocery voucher

Congratulations to all three crew members for their outstanding achievement.

Linda Georgiou
HSEQ Officer & Member
of the Environmental Committee
Limassol Office



1st Prize
Left to right
Nesias Rondina Jr, Bosun Edwin Villar, Paul Christian Nabablit



2nd Prize
Rhenmar Diaz Montepio



3rd Prize
Left to right
Lloren Vida Bunado, Paul Christian Nabablit, Cadet Holy Jade Porlas, Nesias Rondina Jr

INTERNATIONAL WOMEN'S DAY 2023

International Women's Day is observed annually on March 8th to recognise the accomplishments and roles of women in the political, economic, social and cultural spheres of society.

This year's theme for International Women's Day was #EmbraceEquity. Equality means each individual or group of people is given the same resources or opportunities. Equity recognises that each person has different circumstances, and allocates the exact resources and opportunities needed to reach an equal outcome.

At Interorient Shipmanagement we strive for a working environment that is inclusive and where difference is valued and celebrated, and it is an honour to advise that more than half of our workforce in our offices around the world is held by women, some of whom you can see in the below photos.

Imagine a gender equal world. A world free of bias, stereotypes and discrimination. A world that is diverse, equitable and inclusive. A world where difference is valued and celebrated. Together we can forge women's equality. Collectively we can all #EmbraceEquity.

In celebration of International Women's Day, we applaud ALL the strong and powerful women within our organisation and across the globe.



Manila



Limassol



Riga

BIGGEST LOSER COMPETITION

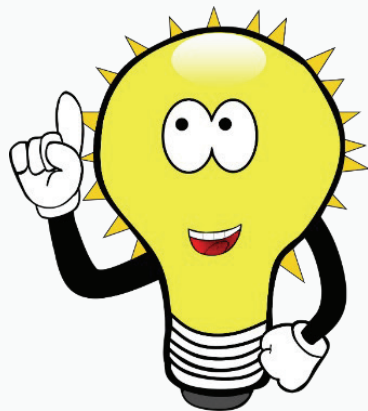
In 2022, the crew onboard the MV Watermark St George took the initiative to promote healthy eating and a healthier lifestyle by introducing a 'Biggest Loser' competition.

Each crew member was weighed at the start of the initiative and will be weighed weekly for the period of time to monitor their progress. Whoever loses the most amount of weight by participating in physical exercise and eating healthier, will take the big prize.

Well done to the crew and best of luck to all taking part.



INFORMATION SECURITY AWARENESS TIPS



- Clean up your Information Security habits
- Clear your work area from confidential documents
- Confidential documents should always be secure and locked
- Always keep your access card and keys with you
- Make sure you shred any wastepaper of a sensitive or confidential nature
- Retrieve your confidential print job immediately
- Make sure you run updates regularly
- Backup your files
- Delete old documents that are no longer in use
- Lock your screen when you leave your desk

ADOPT A SHIP PROGRAMME

We are very happy and appreciative of our vessels' willingness to participate in this programme, assisting in its success every year.

What is the Adopt a Ship Programme? This was initiated by the Cyprus Shipping Chamber (CSC) in 2006 and in cooperation with the Cyprus Marine Environment Protection Association (CYMEPA), brings together the elementary schools and seafarers onboard CSC members' ships in order to provide a real-world learning experience for the children.

The programme runs under the approval of the Cyprus Ministry of Transport, Communications and Works and the Cyprus Ministry of Education, Culture, Youth and Sports, the latter also authorised the Chamber to approach and invite elementary schools to participate in the Programme.

The Programme involves assigning to elementary school classrooms a particular vessel each for direct email communication between the children and the crew of the vessel. The aim is to educate the children about life onboard, cargoes carried by ships, trading patterns, geography, and any other information they may request. It is hoped that this early interaction of the children with the shipping company and the vessels will encourage the young generation to consider a seafaring career or a career in shipping ashore.

A ship is adopted by a class of a participating primary school with the aim of the two parties getting to know each other and maintain weekly contact via email, thus giving the children a better and broader understanding of the importance of the shipping industry for world trade.



CYPRUS SHIPPING CHAMBER

CSC "Adopt a Ship" Programme



The vessels within the Interiorient Shipmanagement fleet that participated in the last academic year of 2021-2022 were the Baltic Frost, Baltic Mariner I, Baltic Monarch, Baltic Sapphire, Baltic Swift, Neutron Sonic, Neutron Sound, Baltic Advance, Baltic Favour, Baltic Freedom and Orient Cavalier.

We would like to once again thank all crew participating and assisting these young children to understand shipping from a seafarer's point of view.

Looking forward to the next academic year.

Christoforos Antzouli
Performance Analyst, Fleet Personnel Dept/
Member of the Educational Committee,
Cyprus Shipping Chamber
Limassol Office

THE 'BEN CASEY' CSC BLOOD DONATION DRIVE

Several of our colleagues in Limassol recently took part in a blood donation drive to support the local blood bank supplies that are always in need of replenishing.

The blood donation is arranged by the Cyprus Shipping Chamber (CSC) twice a year and has been renamed in memory of a long-standing member of the CSC Secretariat and a dear friend of many who sadly passed away in 2022.

Thank you to all our employees who volunteer and support this cause.



CSC CHARITY BEACH VOLLEY TOURNAMENT



Our team, Interorient Ammochostos, participated in the Cyprus Shipping Chamber annual beach volley tournament, held in Limassol in September 2022. Well done to the team and thank you to our supporters who went along to cheer them on.

The money raised from this annual event is donated to the One Dream-One Wish Association.

ONE DREAM-ONE WISH ASSOCIATION DONATION

Our CEO and President of the Cyprus Shipping Chamber (CSC), Themis Papadopoulos, presenting a cheque for Euro 10,500 to the President of the 'One Dream-One Wish' Association, George Penintaex.

The amount was raised from the participation of the Chamber's member-companies at the annual CSC Beach Volley Tournament.

For twenty three years now the CSC has been supporting the Association, whose main aim is to offer the opportunity to children who are suffering from cancer, to make their dreams and wishes come true, as well as to provide financial support to their families.



CHARITY MINI FOOTBALL TOURNAMENT

Our Limassol head office football team recently participated in a charity mini football tournament, along with twenty other companies, to raise funds to support the ALMA Child Development Centre.

The Centre provides a support system for children with developmental delays and diagnosed disabilities or delays, and their families.

It was a very successful event that raised around Euro 12,000 for the Centre and our team played extremely well, reaching the quarter finals.



ANNUAL BEACH CLEANING EVENT

We firmly believe in the power of collective action and the impact it can have on our environment. On May 20th, a group of our dedicated staff and their families came together for our annual beach cleaning event. This event not only served as an opportunity to give back to our community but also reinforced our core values of sustainability and creating environmental awareness.

Under the radiant sun and full of enthusiasm, our employees gathered at Dasoudi Beach in Limassol armed with gloves, bin bags and great determination to make a difference as employees from various departments and levels of seniority joined forces, demonstrating that environmental responsibility is a collective effort.

The success of our staff beach cleaning event serves as a testament to the passion and dedication of our employees in making a positive impact on our environment. By coming together and taking action, we demonstrated that small acts can lead to significant change.

Together, we can create a lasting impact for our planet.



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