

INTERORIENT
SHIPMANAGEMENT

CREW MANAGEMENT & TRAINING

Interorient Shipmanagement Company Profile



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INTERORIENT
SHIPMANAGEMENT

GLOBAL LEADER IN MARITIME SERVICES

- Market leader in third party ship management since 1979
- Setting the market agenda
- High ethical standards and values
- Headquartered in Cyprus with further technical management offices in Hamburg and Singapore
- Crew Management offices in **CYPRUS, HAMBURG, MANILA, ODESSA, RIGA** and **ST PETERSBURG**
- Representation on various industry committees



2k

Seafarers



60

Vessels



7

Countries



200

Shore Employees



CREW MANAGEMENT OVERVIEW

Setting the course for modern crew solutions



Since our inception in 1979, Interorient Shipmanagement has been at the forefront of the maritime industry as a trusted leader in Ship Management. Today, in a rapidly evolving world of global trade and an ever-expanding merchant fleet, the demand for skilled seafarers has never been greater. We rise to this challenge by driving sustainable crewing practices, prioritising the education, training, and welfare of our seafarers.

Our crew management organisation provides services, including **CREW MANAGEMENT UNDER A FULL TECHNICAL MANAGEMENT ARRANGEMENT** in addition to **STANDALONE CREW MANAGEMENT** and **TRAINING SOLUTIONS**. Our approach that "one size does not fit all" ensures that our tailor-made solutions meet the unique requirements of each client.

Experienced in managing Chemical/Product/Crude/Asphalt and Bitumen tankers, Bulk Carriers and Container Ships we navigate the intricate industry landscapes, including the demanding matrices of oil companies as well as global dry bulk inspections.

Backed by an experienced team distributed across our network offices in the key maritime hubs, Interorient Shipmanagement is ideally positioned to address today's challenges of crew management. Join us as we set sail towards a future where quality, innovation, and professionalism define modern maritime crew solutions.

#CREW MANAGEMENT UNDER FULL TECHNICAL MANAGEMENT

#STANDALONE CREW MANAGEMENT

#TRAINING SOLUTIONS

CREW MANAGEMENT SERVICES



Crew Management

2,000 specialists – the right seafarers in the right places.
 High levels of retention ensures reliability and continuity.
 Highly experienced team providing industry best practice solutions to a diverse spread of vessel types.
 Representation on industry committees concerning crewing and training standards.
 Able to offer full crew management or hybrid crewing solutions.



Seafarer Welfare

Our aim to ensure the wellbeing of our seafarers is achieved through the following initiatives:

- An equal opportunities employer supportive of diversity, equity and inclusion
- Company KPIs linked to on-time reliefs
- Mental health training and resources available to all
- Anonymous whistleblowing tool gives seafarers a 'voice'
- Ability to contribute to Environmental and Safety initiatives



Learning and Development

Our in-house training team deliver the group training strategy utilising their own resources to develop bespoke training courses, whilst also partnering with industry leading training providers

- Career Development System (mentoring and training)
- Apprentice Officer / Cadet programmes
- Industry decarbonisation targets (in-house training courses)
- SIRE 2.0 (gap analysis and training needs addressed)



Mercurius Travel Ltd

Mercurius Travel sources the best travel solutions at the most competitive prices.
 We care for your travellers as if they were our own, to ensure a safe journey on time, every time, providing the travel expertise needed to solve your problems and provide peace of mind in an unpredictable world.



INVESTING IN THE FUTURE –

SEAFARER TRAINING

We understand the critical importance of investing in our seafarers to ensure they exceed industry requirements and clients' expectations. By continuously upgrading their skills and safety standards beyond the internationally regulated STCW Convention, we guarantee high-quality ship management services.

- 1** Seafarers are the backbone of the maritime industry. We prioritise their retention, training, and development to ensure a skilled and motivated workforce. By investing in our crew members, we not only enhance operational efficiency but also create a culture of loyalty and excellence.
- 2** We have developed a unique Career Development System (CDS) covering various vessel types. This system provides the fleet with the tools and resources needed to establish a training culture onboard. With such a system the seafarers have the ability to develop their skills and competence levels and prepare themselves for the next step in their career paths. The CDS is tailor made to company or clients' requirements and safety management systems.

- 3** Training continues ashore where Interorient Shipmanagement regularly conducts seminars and in-house trainings, workshops in the seafarers' home countries or online that involve industry experts and company instructors.
- 4** We believe in nurturing the next generation of seafarers through our Cadet and apprentice Officer programs. By partnering with esteemed maritime institutions worldwide, we attract young talent and provide them with structured training onboard. Our dedicated team ensures a carefully monitored and managed learning experience for Cadets, fostering their growth into competent officers.
- 5** We partner with industry leaders in training and have access to an extensive library of computer based as well as company developed training materials

VISIBLE, FLEXIBLE AVAILABLE

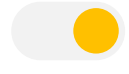


Managing careers



Career management framework designed around the seafarer - their role, their ambition and their preferences. Enabling seafarers to develop bespoke training and development plans to enrich their careers with us. Full access to Management Systems to ensure they are always updated.

Managing mobilisations



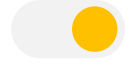
Remote document upload allowing seafarers greater ability to manage documentation at their own convenience. All uploads are secure and auto-verified for greater confidence and tracking

Managing finances



We give our Seafarers the ability to review wages, overtime and cash advances remotely at a time that suits the individual. Giving them greater choice and control over how they send money back home to their families. We have also partnered with an industry leading E-wallet provider which allow complete digital control of funds

Managing Contracts and time



Ability to manage contracts, calendars, availability and forthcoming deployments. Visibility of up-and-coming contracts and rotations via a single digital interface

DIGITAL SERVICES FOR SEAFARERS

CREW WELFARE / CORPORATE SOCIAL RESPONSIBILITY



Seafarer Training on Financial Management
Mental Health and Medical Concerns
Seafarer E-wallet
Family Days

Seafarer Seminars
IMO Day of the Seafarer
Whistleblowing Platform
Environmental Initiatives

IATA approved Seafarer and Corporate Travel Solutions

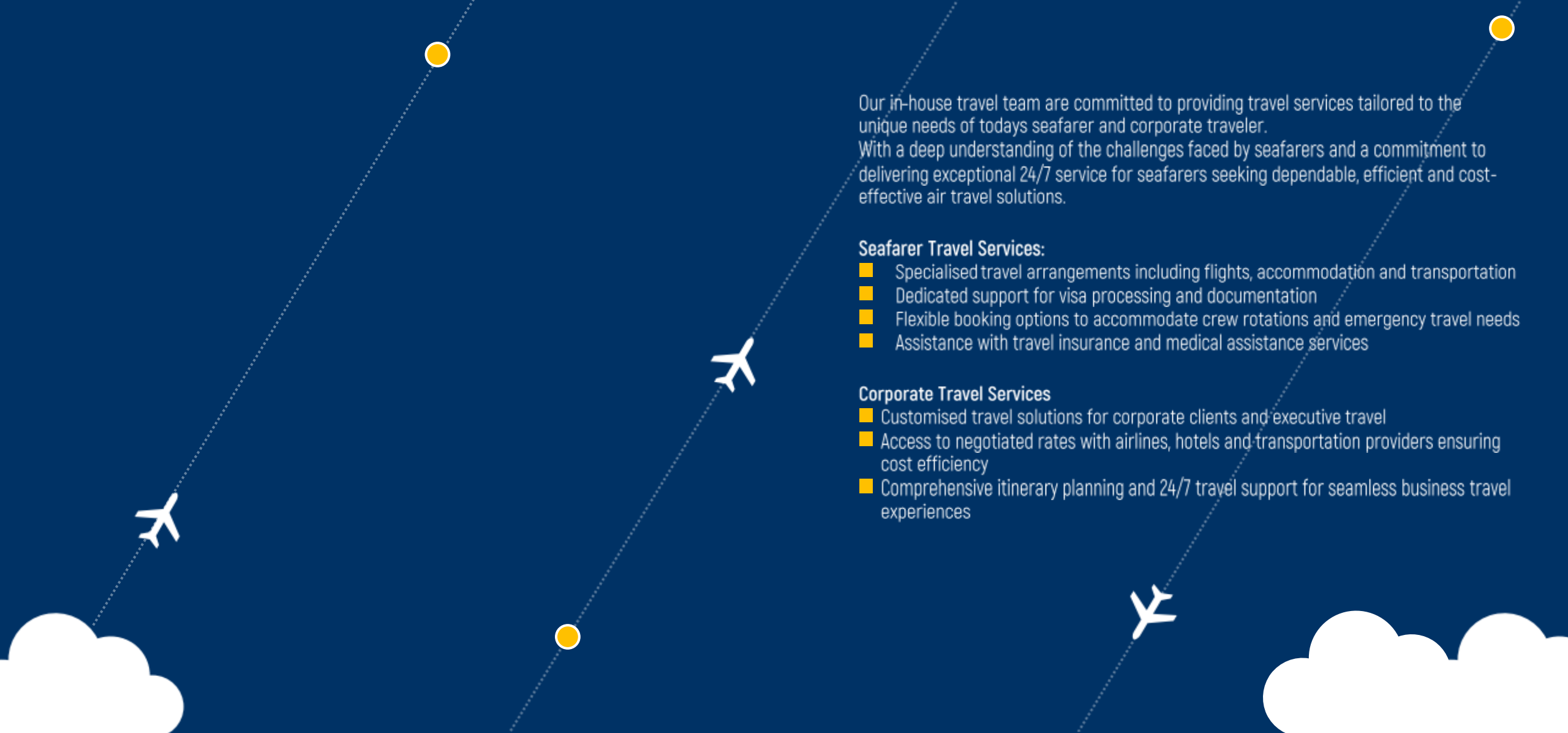
Our in-house travel team are committed to providing travel services tailored to the unique needs of todays seafarer and corporate traveler. With a deep understanding of the challenges faced by seafarers and a commitment to delivering exceptional 24/7 service for seafarers seeking dependable, efficient and cost-effective air travel solutions.

Seafarer Travel Services:

- Specialised travel arrangements including flights, accommodation and transportation
- Dedicated support for visa processing and documentation
- Flexible booking options to accommodate crew rotations and emergency travel needs
- Assistance with travel insurance and medical assistance services

Corporate Travel Services

- Customised travel solutions for corporate clients and executive travel
- Access to negotiated rates with airlines, hotels and transportation providers ensuring cost efficiency
- Comprehensive itinerary planning and 24/7 travel support for seamless business travel experiences



Enhanced Benefits available when partnering with us:



99%

Senior Officer Retention Rate

85%

Officer Retention Rate

0.50

Lost Time Injury Frequency (LTIF)

1.18

Total Recordable Case Frequency (TRCF)

70%

Port State Control Zero Deficiency Performance

1.5%

Port State Control Deficiency Ratio

0

Port State Control Detention

2.5

SIRE Vetting Deficiencies

0

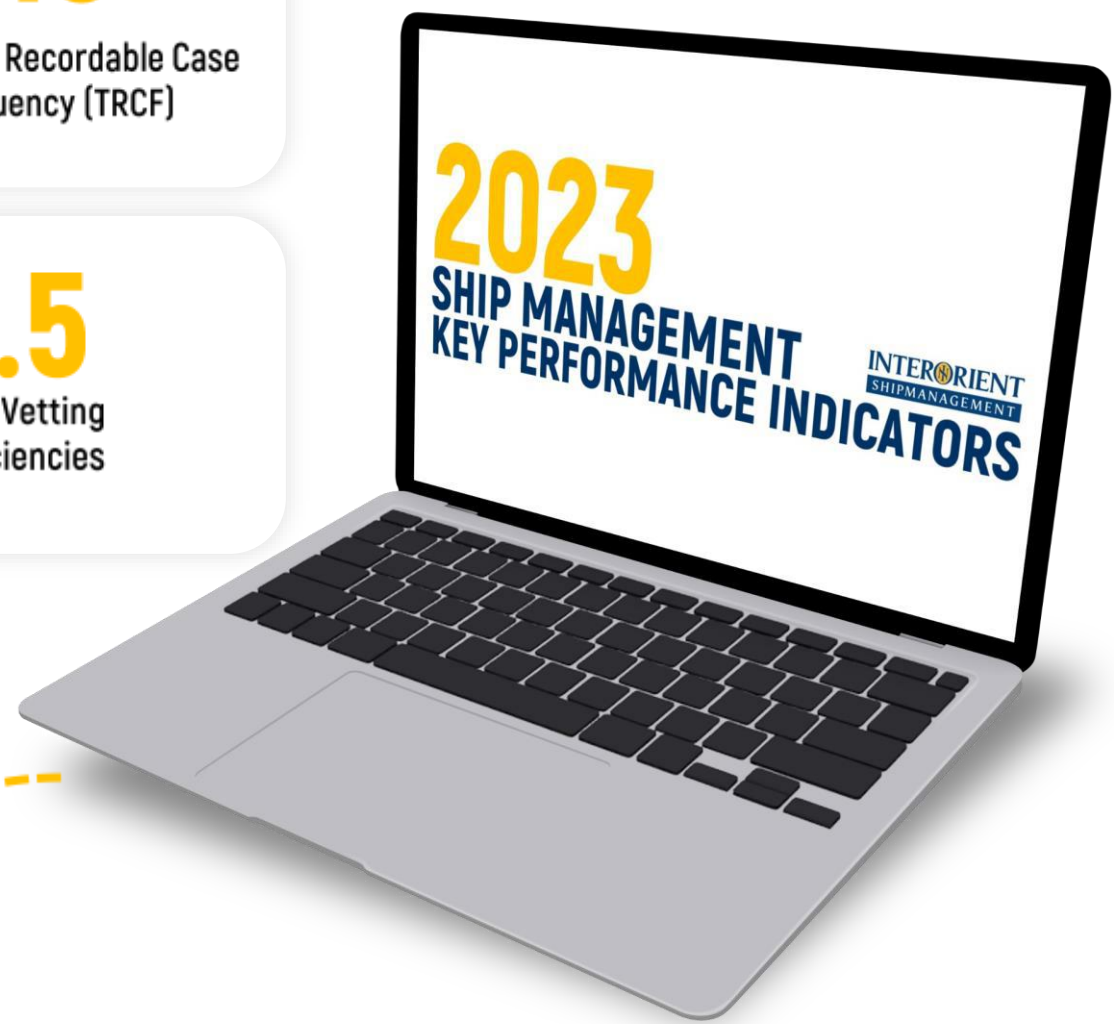
Navigational Incidents

99.9%

Ship Availability

1.0%

Budget Performance



SAFETY STARTS WITH ME
STEP UP
STEP IN
STAMP OUT

INTERORIENT
SHIPMANAGEMENT

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