

TOK STEAMIES

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A NEW WAVE

INTRODUCING NEWLY APPOINTED GROUP HSSEQ MANAGER – CAROL AIGILO



STEAMSHIPS

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BRINGING A FRESH PERSPECTIVE AND ENERGY TO STEAMSHIPS.

2023 opens with the theme of 'A New Wave' for Tok Steamies, our first publication for the year! We trust the festive activities were a restful time celebrated with your families and hope you've all kickstarted the new year, diving right in.

The company continues to support career growth and be the partner and employer of choice for our young, up-and-comers to build their careers, learn new skills and establish themselves as trailblazers, and the recent appointments within the Steamships group attest to this. In this issue we feature Group HSSE Manager, Carol Aigilo, to coincide with International Women's Day celebrated 8th March globally. Insights into newly appointed General Managers – Dan Khaisir (EastWest Transport) and Vele Rupa (STC Head office, Corporate Affairs) – are also timely for this issue. Get to know our vibrant team who will be bringing a fresh perspective and energy to Steamships. We also share a wonderful story about Pactow's Tug Master – Lisa Kasnari and her leadership in the marine platform.

International Women's Day was celebrated within all our divisions, Tok Steamies conducted interviews with our female employees on #embraceequity and how Steamships fosters equity in the workplace and community we live in. We are happy to say equal opportunities are extended to our women, regardless of gender disparities. We see talent, not gender.

Exciting developments are set to open in 2023 – Harbourside South have commercial levels nearing completion, alongside the immense progress at Mount Hagen's Dobel Centre. We are also proud to announce @345 as the first EDGE certified project in the South Pacific – a milestone achievement for the new Corporate Head Office. ENZO's Pizza also extends its branches in the capital city with inclusion of Jacksons domestic terminal and Downtown outlets.

Join us as we recap 2022 STC Touch 7s and Family Fun Days held in POM & Lae where all our families got together to have a fun time out of our busy schedules. The Sustainably Yours Photography Competition was another fun activity for all our staff to participate where our team were able to stretch the limits of their creativity which saw some beautiful submissions from around the country. Amazing prizes were won, look out for more to come.

On the back page, you will see our 2023 Corporate Calendar filled with exciting events throughout the year. Participate to win prizes and have some fun with your team and families.

Keep your stories and pictures coming in during the year to email: achan@steamships.com.pg and all the best for a prolific 2023!

GROUP HSSE MANAGER: CAROL AIGILO.

It takes a lot of patience, dedication, and hard work to reach the top of one's profession and to maintain a calibre of professionalism. Carol Aigilo is passionate about sustainability and has been in the business of Sustainability and Safety for almost a decade. Her success has earned her the title, Group HSSEQ Manager, and rightly so as we celebrate her appointment as the first female Health Security Safety Environment Quality (HSSEQ) manager in this role in the Corporate Head office. Part of her role includes ensuring the safety practises are effective, reporting near misses on the Group's performance on a monthly basis, monitoring that health measures are in compliance to standards and that we have a robust security system.



Carol has amassed a range of industrial experience in some of the country's big palm oil investors such as Hargy Oil Palms Ltd. Due to her impressive achievements and perseverance in pursuing a career in a male-dominated field, Carol is warmly welcomed into the Steamies family. She held managerial positions in other credible companies and organizations over the last five years and both her private and public work has drawn recognition in her community, amongst peers and colleagues. The wider Catholic archdiocese community, of which her family are devoted members, has also recognised Carol as an advocate for youth and women in the and both the Catholic Bishops Conference (CBC) for PNG & Solomon Islands and the PNG Catholic Professionals Society (CPS).

Carol attributes her success to her love of sustainability to the field of work she is passionate about and has spent most of her time in. Her sustainability background has been relevant to the industries she has worked in, the importance of upkeeping safety standards and, of course, the influence she's had in those spaces by ensuring that the companies she's worked with are qualified and on par with the new technologies introduced to regulate sustainable practises. She has worked with companies such as Poliamba Limited (part of the NBPOL group of companies, now known as Sime Darby) and Hargy Oil Palms Limited (HOPL), to maintain their certification to international standards such as International Organization of Standardization (ISO) and Roundtable on Sustainable Palm Oil (RSPO). At her recent role as Safety Manager with Anitua Constructions she was responsible for ensuring internal safety and environmental processes adhered to AS/NZ standards, aligning with the company's major client's expectation based in Lihir.

Sustainability means meeting our own needs without compromising the ability of future generations to meet their own needs and ultimately the ability to sustain a resource. For Steamships, Sustainability is founded on the pillars of people, climate, water, community and waste. It is embedded in social equity and economic development, which is a matter each individual takes ownership depending on how each person perceives.

Since she embarked on her career in Sustainability and HSSEQ, Carol embraces a knowledge and appreciation of the aspects in the women and youth empowerment sector. The institutional economic challenges are significant, especially for women and youth in our country – low domestic resource mobilization, subpar human development outcome and limited growth outside the extractive resource sector ranking PNG 161 out of 162 countries, indicating that women are marginalised and excluded from the formal economy because of various social issues. Cultural customs are reinforced by lack of gender-sensitive policy implementation and other factors such as vulnerability to limited resource capacity and climate change are a cause to the need for empowerment in our communities and is why Carol is vocal about women and youth empowerment.

Our author after speaking with Carol, realised that the work Carol has done to advocate and empower on the youth & women socio-economic issues deserve great respect because of her persistence, hands-on engagements, superior implementation skills, background knowledge, and national network, among others. As a sustainable person herself, Carol has a good familiarity with the many intangible advantages of sustainability and its relevance in our workplaces, including the weather, diversity and culture of our people.

Surprisingly, Carol's interest was also in Law at the University of PNG and the legal arena after she began her career – not at all in HSSEQ. She completed and graduated with a Bachelor of Arts majoring in Environmental Science and Public Policy Management from the University of Papua New Guinea in 2012, and this is where



I AM PASSIONATE ABOUT ADVOCATING OUR PEOPLE ON SUSTAINABILITY IN OUR COMMUNITIES.

she excelled prior to attaining her qualification. She embarked on her career path as a graduate trainee with Eco Services Limited (ESL), a social enterprise. There she was involved in developing social and environmental monitoring and management programs that are contextualised to the extractive industry and was also involved in short-term projects with real clients as part of her training. She found this role exciting yet fulfilling and after completing her internship with ESL in August 2012 she received a recommendation for Environment and Sustainability Officer with Poliamba Limited. Life of a field-based officer outside of the city was the start of her official career and she loved the first job experience in the beautiful New Ireland province for almost two years.

Learning did not stop for her, and although she was faced with setbacks in her life, Carol decided to pursue the Sustainability pathway once more and she re-joined ESL operations in 2014. Again, she thrived in her industry of passion – Sustainability, now as Project Coordinator engaging with clients to run ESL projects until September 2014 when a bigger opportunity presented itself. Carol was then engaged with HOPL in West New Britain province as Sustainability Officer where she held the position for five years.

COVID-19 has its share of employment challenges, but Carol was still very interested in venturing into advocacy on sustainability and joined the Catholic church, with the CBC Social Communications Commission (SOCCOM) doing voluntary work. At that time, the current Pope Francis issued the annual Encyclical and interestingly talked about the COP-27 and environmental conservation was a controversial issue he discussed. This was her opportunity to re-ignite her passion, given her work experience in the agriculture industry, she saw fit to conduct awareness and advocate on the impacts that development industries have on conservation and the environment. She worked well with the CBC SOCCOM team, running programs in the Catholic mission schools throughout Port Moresby, giving youths a holistic approach to self-growth and development during the school's media conferences hosted quarterly.

Her time with CBC SOCCOM further extended to running practical implementation of programs that aligned with her faith and broadened to schools right throughout NCDC to plant one million trees throughout PNG. "This was my leeway to do something practical." Carol was able to organise an NGO to provide seedlings to schools for the annual World Environment Day that year and coordinated between CBC SOCCOM and other CBC parties to ensure this was being implemented. She continued to advocate about the importance of sustainability through simple environmental practices such as waste management in schools through media sessions facilitated by the CBC SOCCOM. She was later appointed as the Executive Secretary for the PNG CPS and was responsible for developing a proposal for the association, spotlighting on Gender Based Violence issues experienced by youths and women throughout PNG. This was during the time when mainstream media was reporting on violence against PNG women and youths following the gruesome death of young Jenelyn Kennedy. Representing PNG CPS, Carol was involved in meeting with interested parties to address the cause including PNG Law Society, Digicel, Department of Justice and Attorney General (DJAG), CBC, PNG Council of Churches and many more.

Prior to joining Steamships, Carol was the Safety Manager at Anitua Constructions. Fast-forward to 2023, she is the Group HSSEQ Manager and is convinced by the good governance of Steamships in carrying out our business objectives, as well as the reputation Steamships has established in our country. She believes her current role places her in a strategic position where she has found herself constantly planning and thinking about how the division goals align with our overall group strategy.

Of course, life is not all about work with Carol. When she is not monitoring and reporting HSSEQ or compiling reports for the next monthly safety committee meeting or advocating about women and youth empowerment, she is just like every other islander who enjoys swimming and holidaying in the Duke of York islands or whale spotting somewhere in Mioko-Palpal islands where she is originally from. Carol considers herself a reserved introvert at start but can be loud once she breaks ice in familiar settings. She comes from a mixed heritage of Siassi in Morobe and East New Britain and is an advocate for sustainability at heart. The middle child to a family of two girls and three boys, she considers herself adapting to both city lights and starry night skies, where she has had a balanced lifestyle upbringing. Nonetheless, she grabs every chance to go back to her hometown to unwind and get away from work pressures.

In a time and era where youths have more access to information, the pressing issues that affect our population are changing. She hopes that the younger generation does not lose sight of our customary values and hold respect with high regard as well as be free individuals who are able to express themselves in demarcated boundaries. This is where her time is well spent – on the islands conducting awareness on climate change and its direct impact with growing population and demand on natural resources, but loves to appreciate her origins.

Carol is looking forward to sinking her teeth in her current role, aligning the divisional HSSEQ strategies with the overarching Steamships HSSEQ Plan and is working on ensuring all the relevant documentation are translated across our business divisions. She commits to achieving this by working closely with business unit GMs and their respective HSSEQ teams. She also hopes to see our Safety Observations reporting numbers increase, as these would give an indication that more staff are utilising our safety reporting systems and participating in improving our workplace safety.

As we celebrate International Women's Day this year, Carol is a testimony to how Steamships embraces equity in the workplace. She has so far loved the workplace culture and is grateful for the opportunities given to women to venture into senior roles. Moreso, the divisions embrace equity through employment of women leaders that provide a support role to the group, and says, "specialised women in their own fields of work enable women to grow in their careers." Women in HSSEQ are able to practise safe working practices and in doing so, #embraceequity in our daily businesses. Safety is everyone's priority.



TUG MASTER: LISA KASNARI.

Working with Pactow, PNG's leading towage & salvage provider in a leadership position entails a lot of responsibilities. Introducing Lisa-Thea Molkhai Kasnari, the Tug Master of the vessel MT Waiowa, as female lead on deck.

Lisa is responsible for managing and leading a team of more than ten individuals composed of engine, deck seafarers and lines personnel at times including cadets who are on internships or on-the-job training (OJT). She also supervises the execution of technical authority during job movements.



Originally from East and West Sepik at the far most border of Papua New Guinea, from a low-lying island on the eastern side – Walis Island. Our first impression of Lisa was that she is a tough, charismatic Tug Master. Lisa always ensures that the viability and wellbeing of her crew is long term. She's inspired by her late uncle who pursued a career in seafaring and a grandfather who is a skilled fisherman. Her own father, who is a seafarer by profession, has been her motivation to take up this tough role. Born into a family of five girls, she is the second eldest and is another 'pawa meri' pushing to make a difference in the male-dominated industry.

As a child, Lisa grew up in Kiunga and would often look forward to her uncles' and cousin brothers' return from voyages because it meant she'd be treated to the sailors' valuable possessions and various gifts from their travels. Her dad would bring home magazines from work. Ships, ships, ships and everything about ships. "I had an interest when I was a kid but never knew I would end up here," she says with a laugh.

Lisa is efficient in her role and when Tok Steamies caught up with her, the name "wave whisperer" stuck by our author. Lisa can challenge herself to learn what the men know, for she sees that in the male-dominated field, her competition is what other mariners know that she's yet to learn about. For her, she can take on several roles, wearing the master's cap in both personal and professional platforms. Because of this, Lisa was recently entrusted the role of safely navigating Waiowa's return from a double salvage trip for Pactow's clients, from Misima – Milne Bay Province, first stint for herself as Master.

The trip had completed salvage of (2) fishing boats on tug, Waiowa, off the waters of Misima. With the immense help of her crew, they managed to safely bring the MT Waiowa back to Port Moresby. She explains that this was her first trip as Master and the weather was "at its peak". Presented with a challenging circumstance amidst a cyclone warning, she says Waiowa is a small but sturdy tug that maneuvered well under her command. "I felt challenged to step up and come out of my comfort zone to lead a very good team of seafarers."

Lisa has attended and successfully completed tug movements for major companies and organizations through Pactow's engagement of tug movement requests. She works and learns well from senior, experienced masters and is qualified to execute tug movement within national borders. In future she hopes to sail international waters, but for now, she's focused on mastering "tug maneuvering".

More of her role as a Tug Master means she is also effective at delegating orders from the wheelhouse and her stance is sure to be influence to more women in the marine pathway. Her perseverance and opinions are highly valued amongst her male counterparts and she's working on gaining trust and respect amongst her fellow seafarers.

“YOU CAN DO ALMOST ANYTHING IF YOU PUT YOUR MIND TO IT.”



Lisa is the Tug Master now on Tug Waiowa and manages a crew of eight seafarers. She is an example of how Pacific Towing embraces equity in the workplace.

After completing year 12 in high school taking the social science/humanities field, Lisa was presented with the opportunity of being a seafarer and took on the challenge with a “Why not?” attitude. She joined PNG’s maritime college in January 2017 studying to become a Deck Cadet for 6-months – (Phase 1). After completion, she gained training employment (Phase 2) through Pacific Towing (PNG) Limited until early 2020 where she had the opportunity to travel overseas to Fiji to complete Phase 3 of the in-house PacTow scholarship.

Lisa graduated with Mate Class III - Deck Officer from the Fiji Maritime Academy affiliated with Fiji National University undertaking Class 3 Deck Watchkeeper course in 2020. While earning her Mate Class 3 qualification, COVID struck. She had to remain in Fiji until borders opened. The only female amongst her five Papua New Guinean course mates, she has set herself goals to one day land a role in the captain’s ranks. Although the opportunities for women in maritime see the fittest women defying all odds, she hopes to inspire others who wish to pursue the same pathway and be determined to accomplish what they put their minds to.

For most of her recent 3-year tenure as Deck Officer and now Tug Master, Lisa has successfully thrived in her passion as a seafarer. She’s persistently pushed herself to be a better version of herself each day for her four beautiful children.

Lisa’s fascination for marine and seafaring comes from her father’s lineage, where she looks up to them for guidance and reassurance. She plans to climb up the ranks and has set a goal for herself to reach Master Mariner one day. She wants to learn what the experienced masters know by engaging more with hands-on experience and is very much open to challenges, conversations, and an exchange of skillset from the top players in the marine industry. Further, she aspires to use her undying commitment and drive to train and empower women to the master’s rank, although, she says it will take her some time to do so.

Lisa’s biggest challenge to date was the recent successful double salvage trip taken in Misima as Chief Officer and then Tug Master upon return. This created an opportunity for a young and vibrant crew to learn and push themselves to be better. For Lisa, ultimately, it is to evaluate and improve the experience for her crew. She also monitors and assesses the performance of her staff conducting routine checks on tug movements. Apart from this, Lisa’s role requires a lot of communicating – realizing this most recently on her trip to Misima under challenging weather circumstances.

She seizes each opportunity she is presented with as a good time to lead her team. We asked her how she can juggle between work and family roles; she says she is still coping and is able to manage with undying support from her family. Her encouragement to women is to set aside differences and overlook the gender imbalance by putting your mind to achieving what you want to. “You can do almost anything if you put your mind to it.”





DAN KHAISIR NAMED GM AT EASTWEST TRANSPORT.

On the eve of Christmas 2022, Dan Khaisir is brought great news – he is appointed the General Manager of East West Transport, part of Steamships Logistics.

Dan began his career with Steamships in March 2018 with Pacific Palms Property as Commercial Associate assigned to drive strategic initiatives for the business and working in partnership with Steamships Groups Projects & Business Development Manager. EastWest Transport saw his role fit in the logistics division and Dan transitioned to the division the following year, 2019.

CargoWise is a Logistics Management software that tracks real time data and has plans to be implemented across the Logistics Divisions.

It was his leadership and successful execution of getting CargoWise rolled out that called for promotion as General Manager. Two years later in 2021, Dan was tasked with another big project, “Implementation of CargoWise”.

Dan will be assisting a team of managers that oversee transport, fuel transport and customs clearance across the eight EWT branches. Prior to joining Steamships, Dan worked with Palladium, KMPG, Heli Niugini, and Moni Plus, holding roles in managerial positions. He attained a Bachelor of Commerce Degree from the University of Southern Queensland and has worked in the commercial sector for over 18 years, both in PNG and abroad. Dan is humble, easy-going, and gives off a very sincere personality.



GM CORPORATE AFFAIRS: VELE RUPA.

We introduce to you the General Manager – Corporate Affairs, Vele Rupa. Vele is familiar with the extractive industry with over 10 years' experience in the public and private sector. In May 2022, Vele transitioned into the corporate space taking over from our previous GM, David Toua, who held this post for the last decade.

Hailing from Karawa in the Central Province, Mr. Rupa holds a double degree in Political Science & Public Policy Management the University of Papua New Guinea. Prior to Steamships, he worked with the Mineral Resource Development Company, Department of Treasury and ExxonMobil PNG. Vele also has worked on resource projects as Papua LNG, P'nyang, Porgera, Pasca A, and more recently Wafi-Golpu during his time with Mineral Resources Development Company (MRDC) as a part of the State Negotiation Team.

In his new role, Vele hopes to nurture collective business growth as an organisation through our involvement in the Logistics, Hotels & Property divisions of Steamships. He also hopes to see more staff

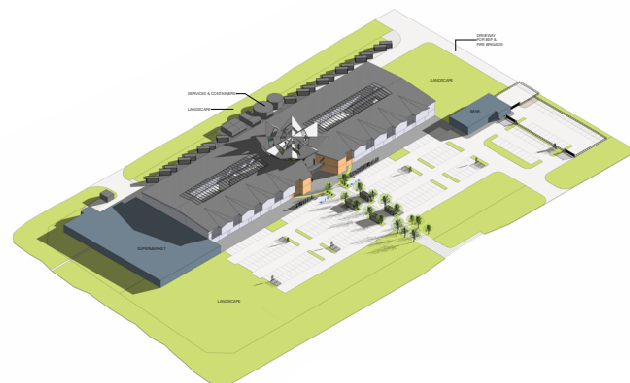
participation in challenging themselves to extend the barriers of self-development and growth. Moreso, he adds that Steamships is a brand that has a long history of giving back to the communities, and our Community Engagement Plan is valuable in strengthening the trust and relationships we have built over time.

In his new role, Vele would like to see more national staff participation in challenging themselves in their career development and in the long run, align their growth with the organization as the business gears for growth in the next decade. Moreso, he adds that Steamships is a brand that has a long proud history of giving back to the communities, and that with our new outlook, our community engagement and community grants program aims on further strengthening the trust and relationships we have built over time with all our key stakeholders. We encourage our staff to be an active part of this new journey. Vele holds membership on various advisory Boards and loves playing golf during his leisure time.

OUR DEVELOPMENT

DOBEL CENTRE PROGRESSES.

Dobel is a Pacific Palms Property, retail-led development at Tininga's Dobel site in Mt Hagen executed under the Wonye joint venture with Tininga, as per the Hagen Central development and will become a landmark in the Hagen city. Dobel is considered an attractive location, 5km from Hagen city centre and 3km from the airport. There are reasonably large communities living nearby and recent years has seen more investment and infrastructure in the area. It is a natural decentralised town Centre outside of Hagen city and the site has the benefit of having direct access onto the Highlands Highway with this development set to become the town's new epicentre.



For Dobel, the vision was to create a civic centre purposed to bring to the area a string of shopping outlets and retail. This is all becoming a reality.

The project is a two phased development. On the 3rd of August 2022, Steamships in partnership with Bank South Pacific (BSP) joined hands to officially break ground to Phase 1 – a stand-alone banking facility to complement the existing Tininga supermarket, which would also be upgraded in sub-phases so it can remain open. The BSP banking facility will be a double-story building offering 700 sqm of commercial lettable space with 22 secured carpark for the Bank and the ceremony was held in the presence of Steamships and BSP Management.

Seladi 85 had delivered the complete design documentation for tendering Phase 1 of the project with positive feedback from BSP. With recommendation from Tininga, i2C was engaged to be the leading architect for the Phase 2 design works. i2C is an experienced architectural firm in large scale retail developments but provided a comprehensive layout plan for Phase 1, securing their design engagement for Phase 2.

The second phase will develop a two-storey shopping mall of approximately 18,000m² lettable retail and commercial area with plans to enable better circulation, maximise street-facing shop fronts, and optimise the overall image of the whole development. This phase will follow on the completion of Phase 1 and is expected to take two and a half years to complete.

Progress is underway for Dobel Centre and works commenced soon after groundbreaking we anticipate they will be completed and handed over in Q3 this year.

PPP Project Manager Morné Claassens said, "Our team is extremely proud of achieving some of the early milestone target dates and exceeding expectations on the others for this phase. It certainly is a great confidence booster for the development of the next phases in the Dobel project."

The Dobel Centre will explore services of solar lighting, water reuse, desalination plants, and circular economy.

OUR DEVELOPMENT

HARBOURSIDE SOUTH OPENING SOON.

Live, Work, Thrive.

In 2019, Tok Steamies introduced the new addition to the Harbourside Precinct – Harbourside South – a development ideal to bring a corporate experience into the downtown area of Port Moresby. Plans to develop the derelict port “on the other side” of Downtown Port Moresby are finally coming together bringing the urban lifestyle option to life and will enhance the overall precinct experience. The new Harbourside South Commercial & Retail floors is anticipating official opening in Q4 2023.

Harbourside South’s project ground launch took place in 2019, around the time when Harbourside East & West was gaining popularity as a meet-up spot for the working class.



Pictured: HSSE Officer, Jason Tamlik, conducting compliance checks on fire hose reel at HSS.

As the project nears completion, visitors will no longer need to cross moving traffic thanks to Papua New Guinea’s first airbridge, a 30m pedestrian bridge, suspended 5.7m above ground that will now act as a link between Champion Parade to Stanley Esplanade Harbourside East & West, giving a thorough-way through the Downtown building blocks and provide a safer access way.

The floors set for opening include Basement ground to Level 2. On Levels 3 to 5, we have the retail and commercial spaces that have caught a growing tenancy interest for lease. Retail spaces are limited and (podium) are slowly coming together with structural components in place. The retail spaces will encourage users for eatery and bar activities. The Level 6 podium will offer 360-degree views of the city, as well as the Harbour and iconic landmarks such as the Fisherman Islands. Visitors will also be able to take in the sights from the 88 Marriott serviced apartments and rooftop. As well as appealing to the visual senses, the project is energy efficient and gives tenants the best spectacular experience yet.

Although the opening initially was projected for 2022, we anticipate officially opening and look forward to welcoming our first tenants.

Both multinational and government agencies have shown interest in occupancy. Overall, the Project is at 80% completion, and we are optimistic about the opportunities Harbourside South will bring for business growth.



OUR DEVELOPMENT

@345: EDGE CERTIFIED.

Pioneering sustainable design in the South Pacific, Steamships in partnership with the International Financial Corporation (IFC) has set the benchmark by certifying @345, kickstarting its list of sustainable developments under its property division – Pacific Palms Property.



In paving the way for sustainable liveable cities, Steamships is becoming more aware of the importance of energy efficiency and resource conservation. Green buildings are a key part of this drive.

@345, an office space project by various local contractors, located along the Stanley Esplanade is the first EDGE Certified office space in PNG and the South Pacific Islands region. IFC announced @345's EDGE Certification on the 15th of December 2022.

The development houses two floors of office space and provides urban sustainable features to users of this building. Its design choices are in alignment with EDGE key objectives in savings of 20% in energy, water, and embodied material use to create green and sustainable development. @345 passed EDGE standards with flying colours, exceeding the benchmark requirements with 35% energy savings, 39% water savings, and 79% embodied energy in materials.

Several credible installations in the building account to the overall savings attained during certification. 39% of energy savings came from low e-coat glass, roof and partition insulations, efficient cooling system, greater window-to-wall ratio, and excellent lighting system. Average water flow rates to faucets, closets, and urinals increased savings to as much as 35%. Combined with embodied energy savings of 69% due to the materials used in the renovation, the greening of the building is equivalent to preventing 60.4 tons of CO₂ per annum from being released into the atmosphere.

Steamships is evolving its property division with another mixed-use project certification underway to upscale the green landscape contributing towards a greater positive environmental impact.

EDGE is an initiative by IFC and is recognised internationally as a green building certification system that provides a quantitative approach to sustainability.

WORLD MANGROVE DAY.

World Mangrove Day is celebrated globally on 26th July and 2022. To mark the day in 2022, volunteers joined the fight to save Dogura Beach.

Dogura is a village located situated six miles outside of Port Moresby city and like so many coastal villages, is exposed to rising tides and strong winds.

Mangroves have sustained the local ecosystem in Dogura for the past 30 years, but due to recent developments in the area and change of climatic conditions, there is a need to save the beach and support local communities by restoring these natural coastal defence barriers, habitats for fish and crustaceans, and carbon sinks.

A significant day for the local people, it brought the community together to create awareness, and learn about the importance of mangroves, effects of climate change, and global warming. The event allowed different people from different organizations and backgrounds to come together and share one prime goal – to plant 5,000 mangroves and save the Dogura Beach from coastal erosion.

Having basic knowledge of our current state in the world that we live in allows us to strive for better sustainable alternatives for the betterment of our country and the world. The Nature Conservancy Agency in partnership with Climate Change and Development Authority made the event possible. The program started at 9am and ended at 4pm to allow the waters to recede for the planting to commence. Awareness and education talks continued until 3pm when planting took place.

For Steamships, supporting sustainability only opens gates to greater opportunities and growth. A team of volunteers was able to attend the planting day. Suzanne Cholai, HSSE Officer (PPP), when asked about the significance of the event, said, "It meant a lot to me to attend, support, and partake in this event because I have seen firsthand just how destructive sea waves can be on our coastlines and shorelines." She was happy to have contributed to sustaining the lives of the people at Dogura.



**THE DOGURA
COMMUNITY
LOOK TO THEIR
LAND AND SEA
FOR THEIR LIVING,
PLANTING OF
MANGROVES
WAS THE WAY
FORWARD.**

MAMAMIA, TWO NEW PIZZÉRIAS!

If you enter the downtown precinct, you're likely to be admiring the new ENZO's tucked away in the corner of Port Road and Champion Parade – old Steamships Haus.

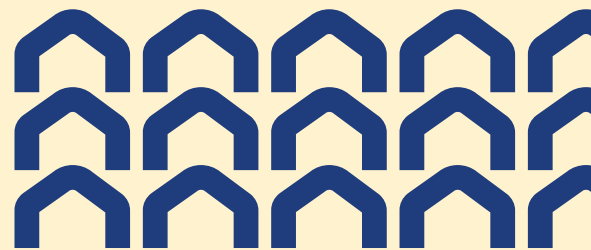
Customers are familiar with the ENZO's pizza brand that has been a crowd favorite at all Coral Sea Hotels, and now the extension of ENZO's sees new outlets in Port Moresby located at Downtown and Jacksons airport.

The new pizzeria locations give our customers more accessibility to the ENZO's express service. The opening comes at a time where ENZO's is growing at an exponential rate as the fastest growing take-away brand in Papua New Guinea.

“At ENZO's, our vision is to be Papua New Guinea's most loved takeaway pizza brand and our recent expansion is a testimony of how our customers have accepted ENZO's pizza and we remain grateful to our valued customers for embracing us.”

These newly opened outlets will be operating seven days a week from 09:30am and adds to the current nine locations across Port Moresby, Lae, Goroka, and Kiunga. There are plans to share the ENZO's love and #YumiCelebrate across the country.

“We at ENZO's Pizza are driven by a passion to bring our customers faster, fresher quality pizzas, which is enabled by our highly-engaged and motivated staff who are always ready to WOW our customers,” added Sudeep Geethanandan.





INTERNATIONAL WOMEN'S DAY. #EMBRACEEQUITY

Tok Steamies asked our women what the 2023 IWD theme #embraceequity meant to them. This is what they had to say.



MEGAN GANGLOFF, PORTFOLIO MANAGER (HARBORSIDE)

"Embrace equity, for me, means being open and supporting on the influence and value of a woman. Women are largely influenced by their emotions, beliefs, values, and nature. Having this influence in any setting allows a good balance of providing the correct amount of support, perspective, and resource to different capabilities.

Equity in the workplace is seen in the highly respected and influential positions, that are held by women."



FINGKEWE ZURENUOC, LAWYER (STC LEGAL)

"To #embraceequity is acknowledging the inherent differences between men and women which gives rise to specific challenges faced by men and women. In doing so, we acknowledge that in any environment, whether school, family or workplace, women's challenges are totally different than that of men. With this understanding, we cater to these different challenges accordingly to create a fair and impartial society.

I see #embraceequity evident in my workplace in the females holding supervisory and managerial roles. It gives me comfort to know that a fellow woman can advocate for the challenges working women face. It shows that the female perspective has a seat at the table."



HOI REVA, IT DATA COMMUNICATIONS & HARDWARE SUPPORT (CSD)

"Embrace Equity means to acknowledge and support fairness and justice despite size, race, background, experience, qualification, etc. Basically, there isn't always one way of doing things. There are different ways of doing things and teamwork makes the dreamwork! In my workplace and line of work with today's ever-growing technology, women do the job too! Steamships: CSD gives the opportunity to push women like me to learn, collaborate and make sure that all Steamships staff are doing work just fine with minimum issues in day."

PHOTO COMP – A SUCCESS!

Congratulations Danah, Vashni, and Stella!

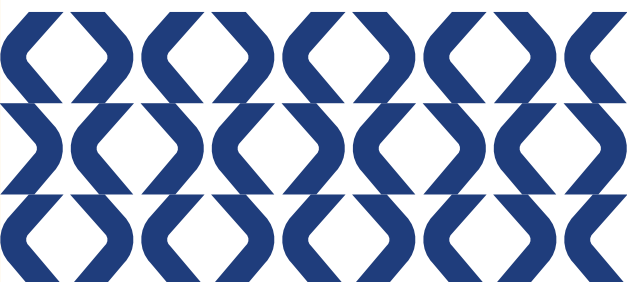
The three collected k500, k300, and k200 worth of City Pharmacy Limited vouchers for their winning entries to the Sustainably Yours photo competition held in December and January. The competition was open to Steamies staff around the country and asked staff to submit photographs and captions that related to our sustainability pillars: Climate, Waste, Water, Community, and People.

A challenge and question for our team to answer, what does sustainability mean to you? The judges were overwhelmed with choice and were impressed at the creativity of our staff members across the company.

The newly incorporated Sustainable Development department, based in Corporate Head Office, works to improve the impact that our operations have on our environment, our people, and our community. The Sustainability team collaborates with other teams, including HSSEQ, Corporate Affairs, projects and operations across head office and the divisions to establish and achieve these aims.

The winning photos were selected based on technique, originality, visual impact, and storytelling. Each of the submissions made to the panel were scored against the criteria.

Danah Akari's winning photo portrayed the importance of waste management in Goroka and PNG, and perfectly met the aims of the competition.



CORPORATE NEWS

STEAMIES 7S IS BACK!

Corporate Affairs revived the famous Rugby Sevens and Rugby Touch tournament for the inter-divisional sports carnival, after COVID had abruptly shut down group activities. The competition brought in teams from our outer centres in Lae and Kimbe to Port Moresby to enjoy a competitive time out of the office for most of our staff. It was an exciting event with more than 10 teams from our participating divisions taking part to compete for the title of 7s and Touch Rugby Champions for 2022.

Although the sun's heat on the day was not so kind, many braved the stands of the National Football Stadium cheering on their teams and enjoying the games.

Final round for Womens Touch 7s saw the STC Chiefs wrestle a tie 2 – 2 with the PPP residents until Chiefs player, Celine Pora, dashed for the try line in an exhausting break.

For the Men's Rugby, Pactow Tuggers salvaged a victorious win from the PPP Landlords, making history for the division. The Tuggers took home the MD's shield.

All teams portrayed excellent sportsmanship and skill. We look forward to hosting the competition again for 2023 and seeing the STC Chiefs and Pactow Tuggers defend the prestigious title.



SHARE THE FAMILY FUN.

Families indeed had lots of Fun on 26th November and 6th December in Lae & POM. Our families and their wellbeing are what we turn up to work every day for. To say thank you to our families and include them as part of our Steamships family, Corporate Management is committed to hosting a safe, fun-filled day out to spend quality time as one big family.

Lae hosted their family day on Saturday 26th November at the Lae Scrum Oval. CEL, EWT, JVPS divisions came together in preparation and set up on the day with lots of entertainment for the children. It was good to see managers and staff spend some time outside their regular schedules to relax and bond with their families.

In POM, the event was hosted at TAFE College IEA, Ela Beach on Saturday 6th December. The highlight of the day was the tug of war games between EWT and PACTOW. Turns out, Truckies are stronger drivers than the PACTOW linesmen.



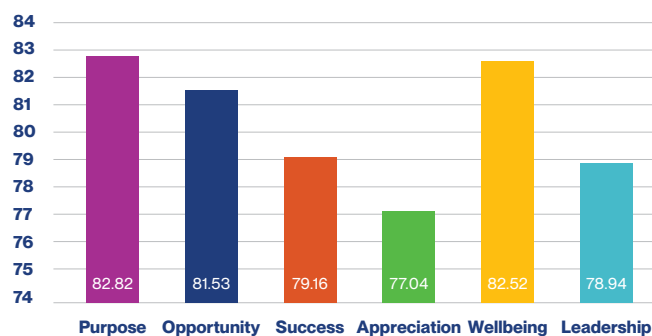
MID-YEAR WORKING CULTURE SURVEY 2022.

In March 2021, the online Culture Survey was distributed to members of all seven Steamships divisions. A mid-year survey was conducted in July 2022.

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

The results were analysed and evaluated in our six different "Great Working Culture" areas as shown by the graph below. Here is what you have told us.

Our Steamships Culture



WHAT DO WE DO WELL IN?

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

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

Wellbeing. Since the 2021 Working Culture Survey, all divisions have expressed that they feel safe, cared and provided for when it comes to their wellbeing at work. This is what we do great:

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

Leadership. All Steamships divisions have expressed there has been an improvement in Leadership since 2021's Working Culture Survey. This is what we do great:

- Uphold a positive standard of leadership throughout the company.
- Provide leaders in the businesses with appropriate training and guidance to manage teams.

WHERE CAN WE IMPROVE?

Success. Since the 2021 Working Culture Survey, you have told us that you do not have access to everything you need to feel successful in your roles.

Following on from our Tools of Trade concept, we will improve by:

- Resources – Personal Goal Setting & Performance Reviews
- Knowledge – Basic Skills Training & Analysis in divisions.
- Communication – Promoting our mission/vision personally to the group.

Appreciation. In this year's survey, you have told us that you struggle to find a balance between work and life in your time with Steamships.

This is what we will implement to encourage a better work/life balance:

- Social committees that will assist in employee engagement in your divisions.
- Awareness Sessions that assist in life skills and knowledge building outside of work.

Opportunity. In this year's survey, the group has told us that we lack in communicating career pathways clearly.

This is what we will action to improve this:

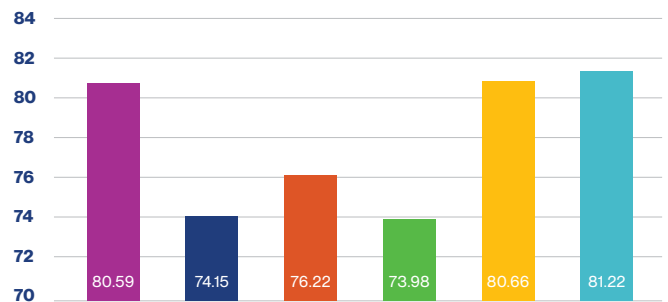
- Provide job scope and clarity for your roles.
- Strengthen conversation and skills in performance management reviews with your line managers.

KEY THEMES.

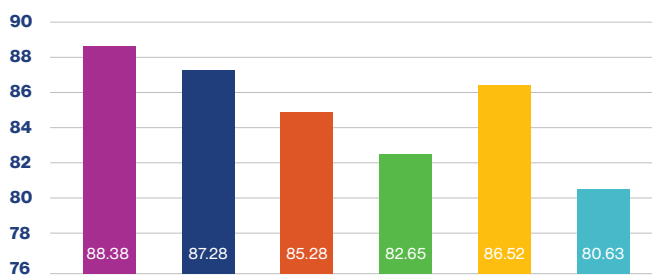


CULTURE CHARTS: MID-YEAR CHECK-IN 2022.

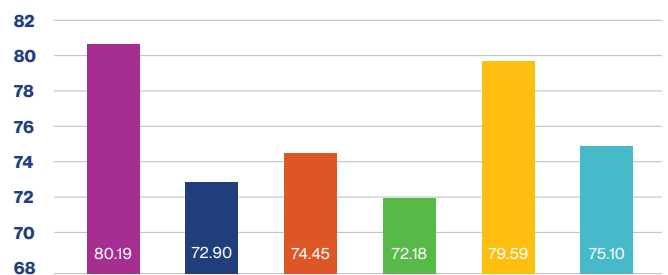
Corporate Head Office



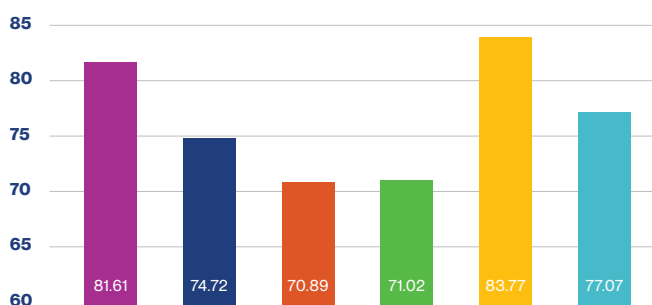
Joint Venture Port Services



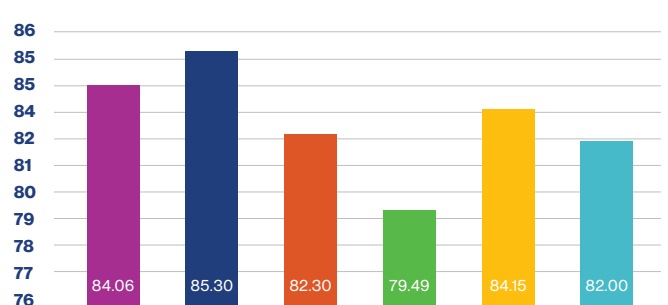
East West Transport



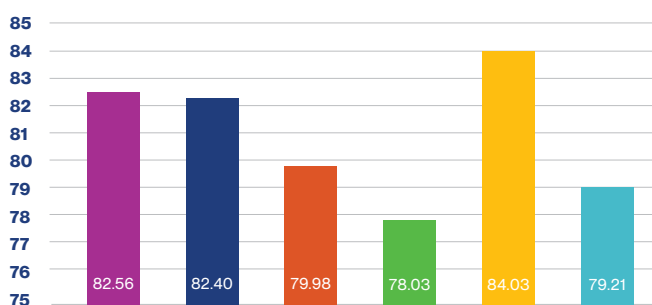
Pacific Palms Properties



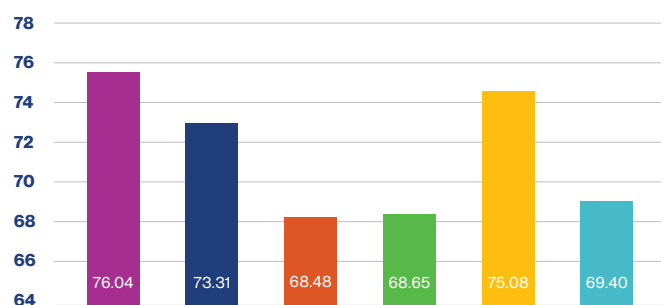
Coral Sea Hotels



Pacific Towing



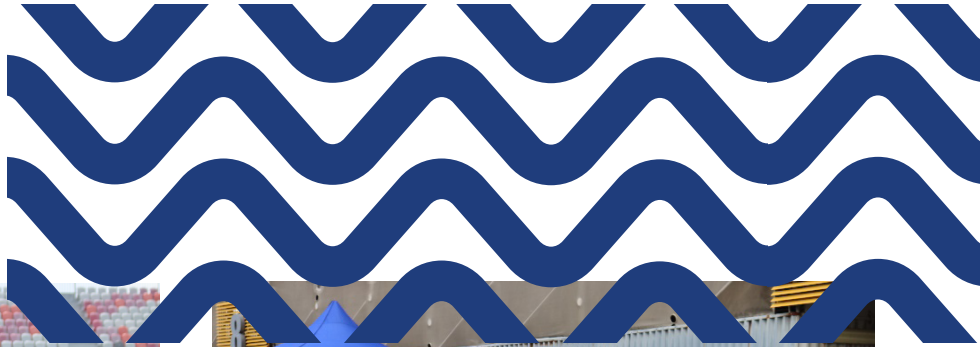
Consort Shipping



CORPORATE NEWS

OUT AND ABOUT.





2023 CALENDAR.

January

02 New Year's Public Holiday

February

14 Valentine's Day

26 Sir Michael Somare's Remembrance Day

March

3-5 Hiri Moale Festival

08 International Women's Day

18 Global Recycling Day

22 World Water Day

April

06 World Health Day

07 Good Friday

09 Easter Monday

May

6 Inter-sports Netball Tournament

18 International Women in Maritime Day

June

TBC MD's Townhall

05 World Environment Day

08 World Oceans Day

09 Coral Triangle Day

12 King's Birthday

24 STC Inclusion Day

July

23 National Remembrance Day

26 World Mangrove Day

August

TBC Hula Cricket Classic

04 Book Week

12 International Youth Day

26 National Repentance Day

September

TBC Steamies 7s and Touch Rugby Tournament

06 Dobel Centre Proposed Opening

08 International Literacy Day

15 Independence Day Public Holiday

October

08 World Mental Health Day

27 Pinktober Awareness Day

November

17 International Men's Day

18 Lae Family Day

20 MD's Townhall

25 White Ribbon Day

December

09 POM Family Day

25 Christmas Day

26 Boxing Day

BLOW THE WHISTLE ON BAD BEHAVIOUR!

1.0 Policy Statement

The Steamship Group adheres to the highest standards of business ethics, conducting all its businesses with integrity, promotes fairness and respect among all employees.

2.0 Objective of this Policy

The purpose of the Steamships Whistleblowing Policy is to provide guidelines for any individual (whistle-blower) who wants to raise concern on unethical conduct, fraud, perceived wrongdoings or violation to any provisions of the Steamships Code of Conduct ("Improper Conduct"). This policy is a supplement to Clause 19 of the Code of Conduct.

3.0 Application of the Policy

The policy applies to all employees of the Steamships Group (the Group) and related parties where Steamships has business dealings. All individuals are encouraged to be vigilant and raise a bona fide concern in good faith to the appropriate personnel without fear of losing their jobs, business dealings, or becoming a victim of intimidation and harassment. The Group will maintain strict confidentiality of the reported matters.

4.0 Statement of Support to Whistleblowers

The Group is committed to the aims and objectives of this Policy where Whistleblowers are protected to come forward in good faith and on a proper basis to disclose unethical business conduct and other wrong doings ("improper conduct").

5.0 Improper Conduct

For the purpose of this Policy, Improper Conduct is defined as:

- i. corrupt, fraudulent, or other illegal conduct or activity;
- ii. conduct that is contrary to, or a breach of Steamships Codes and Policies;
- iii. a substantial mismanagement of the Group's resources;
- iv. conduct involving substantial risk to public health or safety; or
- v. conduct involving substantial risk to the environment that would, if proven, constitute by the Group or its employee/s a criminal offence;
- vi. reasonable grounds for dismissing or dispensing with, or otherwise terminating the services of a steamships employee/s who was, or is, engaged in that conduct; or
- vii. reasonable grounds for disciplinary action.

6.0 Whistleblowing Procedures

- 6.1 To report a genuine concern, the matters should be initially reported to the direct manager.
- 6.2 If the whistleblower is uncomfortable to report the matters through the normal reporting procedures or no satisfactory actions are taken, the matter must be escalated to the Steamships Internal Audit (STCIA).
- 6.3 STCIA will conduct initial assessment on the case.
- 6.4 If the disclosures are made in good faith, STCIA will gather information and undertake an appropriate investigation.
- 6.5 Recommendations on the outcome will be given to the appropriate senior management authority to address the matter.
- 6.6 This Policy is not designed to deal with general employment grievances and complaints.

Any report treated in accordance with this Policy must be for one of the Improper Conduct as outlined above. All general employment complaints or grievances will be forwarded to the respective divisional manager or GM Human Resources to address.

7.0 Whistleblowing Channels

- 7.1 Individuals may report their concern through various channels:
- i. Via email at stcia@steamships.com.pg
 - ii. A text message can be sent to the dedicated Mobile Number 71004481.
 - iii. Postal Address at Steamships Trading Company Limited, c/o Group Internal Auditor, P.O. 1, Port Moresby.

BAD BUSINESS PRACTICE IS UNACCEPTABLE!

Are you aware of any unethical conduct, fraud, perceived wrongdoings, or violation of the Steamships Code of Conduct?

If so, then our Whistleblower policy allows you to report any such incident, in the knowledge that it will be done so confidentially and that your identity will be protected at all times!

It's simple. Send a text to 71004481 or an e-mail to stcia@steamships.com.pg and the matter will be appropriately addressed.

You can mail it to: Steamships Trading Company Limited, c/o Group Internal Auditor, P.O. 1, Port Moresby.



STEAMSHIPS

Send us your stories and high resolution images for publication in Tok Steamies Newsletter. Your stories should be no more than 500 words.

E-mail your stories to achan@steamships.com.pg