

# TOK STEAMIES

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# THE STEAMIES SPIRIT

TEAMWORK – INNOVATION – INDEPENDENCE



STEAMSHIPS

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# THE STEAMIES SPIRIT

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# EDITOR'S NOTE

**Festivities are about uniting cultures, people, and togetherness. This issue highlights some key components of the Steamies Spirit: Teamwork – Innovation – Independence. Gutpla Hamamas lo upla Olgeta!**

We are coupling the celebrations with sustainable efforts in the way we do business sharing stories of individuals and business units that are innovating in challenging times. While progressing through our National 48th Independence Day celebrations, we have come across countless examples of business pivots and personal innovation which have sparked creative conversations amongst our staff, both personal and organisational, highlighting their capacity for innovation and resilience.

In this issue, we also recap the 49th Steamies Sevens and Touch Football Tournament. A huge congratulations to our 2023 MD Cup Champions! You'll meet some of our entrepreneurial, long-serving men and women who never cease to amaze us with the opportunities seized to nurture and grow their creative side. We also look at the work of Coral Sea Hotels' dedication to a sustainable, recyclable, and plastic-free experience, our innovative mariners, and the extracurricular talents of staff targeted at paving the way in the PNG fashion space, among other stories of individuals in our divisions.

Expect to find several new stories from our joint-venture partner, Colgate Palmolive. You will be impressed by the contributions and growth of this business.

If you're looking for motivation and you straddle the line between being innovative and being context-savvy, you might appreciate the stories in here offering the low-down on the fashion world, the marine industry, our long-service team members, and sustainable measures.

We celebrate innovation and creativity in all its forms, no matter how big or small. That's the beauty of creativity: it can occur anywhere; it's a limitless resource and it is ever-inclusive. It can present itself in the form of engineers, fire risk wardens, occupational health and safety, and designers solving problems in a stylish or unprecedented way, or veteran staff who have such a special way of conveying their ideas to an audience.

Happy reading!



# FEATURE STORY



## STEAMIES' SPECTACULAR SKILL AND SPORTSMANSHIP ON SHOW.

**Power, pace, shocks, hits, and excitement, the atmosphere at the 2023 Steamies Sevens can only be described as electric. To sports fans, it's battle of the best. To our families in the grandstands, it's a wonderful time to come and enjoy watching footy on a Saturday when all the Steamships divisions and joint venture partners come together for Steamships' most anticipated sporting event in the Tri-Series Tournament. Stands are packed, and the energy in the stadium takes on a life of its own. It's a reminder to all that there's no other company that brings footy and fun together like Steamships.**

The Steamies Sevens tournament started in 1994 the Steamies way: grand and historic with a side order of sports investment. It is a long and proud tradition in the Company's internal events calendar, promoting team spirit, sportsmanship, healthy lifestyles and is imperative to maintaining team morale, highlighting the Steamies company culture.

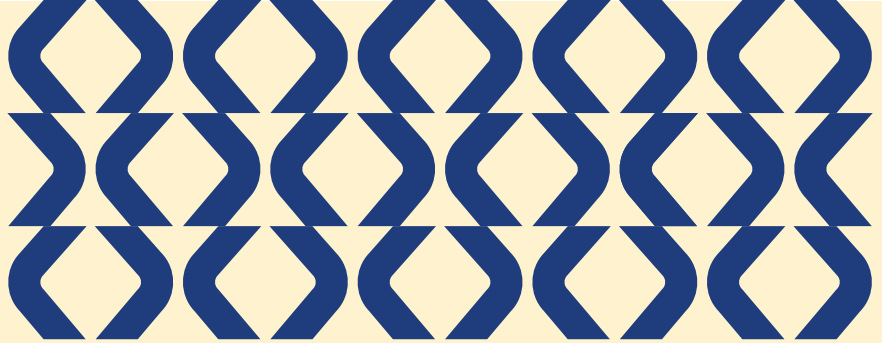
After 29 years, enthusiasm for the competition remains. The Steamies Sevens has built an enviable reputation, bringing together all our staff from across the country to compete for the highly regarded MD's Cup, and bragging rights as Rugby Champions for the year.

Teams flew in from as far as Lae, Morobe, and Kimbe in West New Britain Provinces and for many, it was all about participating in everything we missed throughout COVID.

At the Sevens, I look around the stands and see hundreds who have come in to support their teams – staff and their families – and I'm proud that we can host them. At the Sevens, I see the divisional support of this wonderful atmosphere come to life. And if we can view it in terms of our staff well-being at the same time? Well, it's the Steamies way – a chaotic mix of colours and uniforms, revelry, and noise that's at the very heart of the Sevens, an enthusiastic rabble that's made 'Eye of the Tiger' the stadium anthem.



# FEATURE STORY



There was plenty of pre-grand final hype, with many of the Steamships' top teams like Pacific Palms Landlords, Colgate Smileys, 2022 winners PACTOW Tuggers, Ela Beach Dolphins and STC Chiefs signing up to compete for the Managing Director's Cup.

While these teams all delivered, a new generation of key players took their opportunity to shine on the company's biggest sports stage. Try-scoring machines Beudon Kumi and Marika Kaiva thrilled with every touch of the ball and ensured that the sport was fun to watch.

Steamships Corporate Affairs General Manager, Vele Rupa, when speaking with TVWAN during an interview, spoke about the importance of building strong company culture and showing innovative staff appreciation.

Below we look back at the most memorable moments from the day of action, a recap of the medal winners and who to look out for next year in the 30th Steamies 7s celebration in a year's time:

## 1. Landlords Evict the Tuggers

Pacific Palms Property Landlords men took home the MD's Cup, the one prize in the sport that had so far eluded their all-conquering team.

Speedster Beudon Kumi was their Best and Fairest most outstanding player, scoring his 2nd try and the winning try of the games in the Grand Final against the defending 2022 champions, Pactow Tuggers.

After being crushed by the Tuggers in the 2022 match, the win also represented redemption for the Landlords.

The emotion was clear at the final whistle, with a spine-tingling rendition of their "war cry". Landlords defeated the tuggers with a 7 to 0 score line.



## 2. STC Chiefs win with three women left standing.

With only three players to cover a whole field, against the PPP Pacific Pearls who lost a player to a hamstring injury – usually fatal in a grand final match of touch football.

In the women's knock out games, STC Chiefs were left with no choice but to lose two of their players – one being hospitalised after breaking her leg. They even went down to a 2-less women's team for brief period after the knockouts.

If not for the 2022 top try scorer, Marika Kaiva, who scored the winning try running the length of the field, the Chiefs would have been denied their three-peat win for the Women's MD's cup.

## 3. Player Thrillers

It's perhaps no surprise that Marika Kaiva put on such a great show for the women's category herself. She was a valuable player winning the award for Best and Fairest. Her talented athletic strength proved to stand the test and building stamina for the series of the games. Marika also competes in the CRU Rugby Union tournament with the Juggernauts Club and loves to play during her free time.

After bravely putting up a fight and scoring the winning try in the Semi-Finals, Beudon Kumi made history to proceed further and score the winning try in the grand finals. With raw pace, speed, and determination to win, Beudon was awarded the Best Male Player of the tournament.

Steamships acknowledges the support and commitment of our event organisers The Right Connections, PNG Rugby, NFS and our corporate vendors and SME partners who assisted in ensuring the day was a success

The Sevens and Touch Football Tournament mark the second and third sport in the Tri-Series Tournament with the Steamies Family Fun Day to conclude our company-wide events for the year.





## ART, FASHION, AND FIRE – CYNTHIA CHAPMAN.

**Cynthia Chapman is one of our safety stars, as Fire and Risk Manager of our Hospitality and Property Divisions. But for those who don't know, when her day is done, her other passion lies in fashion and design. Those who love art, creative pieces, and fashion combined with fire would be great admirers of the works of Cynthia Chapman. She's the designer of the iconic and winning Traditionally Inspired dress (TID) worn by Former Miss Pacific Islands and Papua New Guinea, Miss Leoshina Mercedes Kariha, in 2018, at the Miss Pacific Island crowning event in Tonga.**



**Cynthia Chapman (far right).**

Ms Chapman is also famous for her custom-made fashion pieces. She believes that releasing the mysteries of her creative mind by designing can fuel her imagination – the need to release potential and creative imaginations via an artistic means is healthy and a need for those with artistic abilities.

She's the daughter of a reputable Graphic Artist, whose skills in architecture came naturally – no one taught her how to sew, paint or draw. One day in their humble home she stealthily took her mother's sewing machine to sew her dolls wardrobe outfits, "I'm not sure if she was impressed or worried that managed to use her sewing machine in her absence." Her passion started as a very young child at a tender age of eight, visiting tailoring shops with her mother. It was not until 2017 when she first entered into the PNG Fashion Industry, with Project Runway which is organised by the MPIP Committee (Miss Pacific Island Pageant).

For her education, Ms Chapman took Architecture at the University of Technology where she earned a Bachelor's degree in Architecture with her strengths leaning towards the Design aspect. Her current role as Fire Risk Manager pairs well with her passion and qualifications as they share the basic rules in design through naturally resolving matters of form, function, balance, colours, and others. Like Coco Chanel once said, "Fashion is architecture," and the quote compliments her role well. She frequently draws and paints, personally documenting these works of art for her own portfolio in her spare time.

Her early career began at PeddleThorp Architects as an intern. This was a challenging time for graduates, and she recalls there were intimidating periods where her passion and skills were ridiculed, but she took it in her stride. "It's all part of the making to where I am today," said Ms. Chapman. For a period of 15 years, she excelled, climbing the ranks to wearing two hats as both Office and Studio Manager. While working her way through the industry, making a name for herself in between the hierarchy of experienced and well-established architects, Ms Chapman has been successful in her endeavours, serving as registrar of the Board of Architects for a ten-year term earning an enviable reputation, giving service to the PNG Architect's governing body.

Her connection to Pacific Palms Property was established prior to her employment with the company whilst still employed by PeddleThorp Architects – being the lead designer for Blakie Apartments, and also seeing other Steamships projects come to life, for the likes of Kitty Hawk, Baruni Stages 1, 2, and 3, and Sletford Street Industrial warehouse to name a few. After leaving PeddleThorp, she took on freelancing work and launched her career full-time as a fashion designer, before joining Dulux the following year as a Colour Consultant.

## IT'S ABOUT RELEASING AND SHARING THAT NATURAL CREATIVE GIFT – A DEFINITE WORK-LIFE BALANCE SOLUTION.

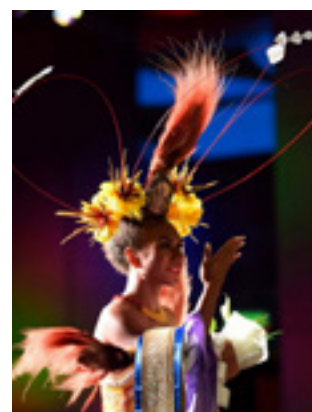
Fire is not unfamiliar for Ms Chapman, for in the pure practice of Architecture, the building design codes are predominantly aligned with fire safety matters, becoming second nature. “Having this background and years of experience, I was approached as the candidate to create and manage the first-ever Fire Risk department within Steamships group.” Fire Risk Management is simply to ensure fire risks within a building/built precinct are mitigated to the lowest level to avoid an escalation where lives, and property are lost.

Ms Chapman is positive of the outlook of the HSSE influence in the business for the next five years as she plans to focus more on training and awareness in fire safety, especially basic fire extinguisher use, and other specific subject matters for critical staff members. Apart from mentoring her 2-man team and enforcing compliance through safety monitoring and checks, her belief and goal is heavily dependent on planning to eliminate and lower the fire risks in all Steamships properties. “With risks, you must be proactive, not reactive.”

Inspired by her career, our writer was encouraged to learn about the milestone achievements she's achieved so far. Mostly, she's proud of graduating with a Bachelor of Architecture, but for the Fire Risk department, her accomplishment is seeing a major decrease in insurance premiums after the establishment and operating in its first 9 months, in 2019. In all, her award-winning, handmade, Traditionally Inspired Dress is a milestone she's very proud of. She encourages artistic readers to nurture their talents, work passionately at what comes naturally, and use innovative tools to develop and refine a skill you have.

For fashion, the gaps in the industry that she has identified for young talent to tap into are all about utilising the creative intelligence sphere. The beauty about our country is that it is still developing, and the fashion and textiles industry is known as the sleeping giant. There are numerous opportunities for our creative juggernauts to take advantage of – one can start as a dress maker, a textile designer, or even a supplier of sewing tools. With technology and the internet, there are many accessible online courses, and influencers for our home-grown talent to draw inspiration from. “It's not a monetary thing for me right now, it's about releasing and sharing that natural creative gift – a definite work-life balance solution.”

Since she launched her fashion career, she has worked with several organisations, NGOs, and famous PNG designers, making her presence known on the fashion stage, gaining experience, and maintaining her ever-growing reputation. Her inspiration for use of natural fibres and traditionally known natural dyes led to embarking on a series to document the indigenous work and creating pictorials to preserve for future generations. In a time and era where urbanisation is depleting these rare species, her goal is to preserve this local knowledge and pass it on.



## OUR PEOPLE

“ I ENJOY DOING MY JOB, THIS IS WHY IT DOES NOT FEEL LIKE I HAVE BEEN HERE THAT LONG. ”



# CELEBRATING 42 YEARS OF ACCOUNTING.

By Leeah Jackson

**Sarah Sandrah Kave, 60, of Baimuru in the Gulf Province of Papua New Guinea began her journey with Steamships back in 1981. Forty-two years later, Sarah is still with Steamships, however, now with the Coral Sea Hotels in our Hospitality Division, and it is all because of the love she has for her job and her loyalty to the company.**

Ms. Kave joined Steamships at the tender age of only 18 after leaving her job as a secretary at PNG Printing, in Port Moresby. This was her second job after graduating from Port Moresby Secretarial Office. With the qualifications of a Secretary, Sarah had no idea that she would be part of the accounting department to this day. “I told my boss I had no experience in Accounting, but she told me not to worry because she will train me, and just after two weeks, I was able to work independently,” Sarah said as she chuckled.

The first decade of her career was with the accounts team at the Gateway Hotel & Apartments. After that, Sarah joined the Associated Distributors, an extension of Steamships Merchandising. After three years, Sarah found herself back with the accounts team, working with Coral Sea Hotels Head Office and has remained since.

Sarah’s responsibilities as an Accounts Receivable Clerk include double-checking the reconciliations every month, collecting, and banking all takings for the company and making sure every toea is received and processed.

When asked what her motivation was to stay loyal to Steamships in the same Division and Department, Sarah simply replied saying, “Many can say that this job is boring, but if you do it correctly and have the passion for it, it will not be like a job to you.” She then added by stating, “I enjoy doing my job, this is why it does not feel like I have been here that long, it feels like I’ve being here for just three years or so.”

Apart from loving her job, Sarah had other reasons for staying with Steamships. When her late husband passed away in 2013, she had to continue working as she was now providing for herself, and two daughters.

“Life was so hard for me when my husband passed away, I took time off to mourn his death, however, after 6 months, I had to return to work and continue working,” she said. She also stated that during the times she had been down, the company was there to help her through providing benefits such as School Fee Sacrifices and Housing Advances which kept her and her family going throughout the years. Due to this, Sarah has been loyal to Steamships and continues to be today.

When asked what she is proud of accomplishing in her career, Sarah replied with a smile saying, “It makes me feel happy and satisfied that I get to complete all tasks that I aim to complete at the end of each day, and I go home knowing that I am doing enough”.

As a working mother, Ms. Sarah, wakes up every morning at 4:30AM and plans out her day, at home and at work and makes sure that these tasks are carried out and completed, and makes sure both her work and home life is balanced.

Sarah was asked how she always seems relaxed and stress free during her working hours as her job as an Accounts Receivable Clerk is demanding, especially for a company such as Coral Sea Hotels with 7 hotels and 125 outlets across the country. Her response was, “Because I organise myself and my family is in order, I am at peace at work.”

Ms. Sarah’s advice to the younger generation is, “Organisation and planning are very important in everything you do, especially at home and at work.” She then said, “To enjoy your job, you must have the passion for it, it is the only way you will be able to do it right and do it wholeheartedly.”

She added her thanks to the Steamships Management, and Coral Sea Hotels for supporting her career for the last 42 years. Lastly, she states, “I would like to thank the CSH Staff and my family for all the encouragement and support they have given me through my hardship.”





## A PEOPLE PERSON – NOEL MANJAWI.

**Meet Noel Manjawi, a member of Steamships' joint-venture partner, Colgate-Palmolive (PNG) Ltd, and the business' Human Resources (HR) Manager. He works in collaboration with the Customer Service & Logistics Manager, Operations Manager, Marketing Manager, National Sales Manager, Finance Manager, and the General Manager to nurture the culture and maintain the high workplace ethics of the organisation. Mr. Manjawi has over eight years' experience in his current role. He also oversees the general services and administrative functions of the company that involves HR duties like: Payroll, Purchasing, Front Office Management, Training and Development, Insurance, Disciplinary, and all functions that have afforded Noel the knowledge of what drives the 160-strong workforce of the company.**

More than his role as HR Manager, he is also effective at supporting and influencing HR-related decisions that affect the employees, guiding and helping solve HR-related problems. His opinions are highly valued, and the staff trust and respect his judgements..

Noel graduated with a Degree in Management and Business and through his experience and zeal for HR development, he developed the liking that led to securing his place as Payroll Officer in 2012 with Colgate-Palmolive. In October 2012, he was promoted to HR Coordinator and shortly after in March 2013, he was again promoted to hold the HR Advisor position for about two years. Effective March 2015, after working for three years with the company, Noel became the HR Manager and currently holds this position to date.

His efforts towards helping staff contend with organisational challenges include his notable skills of educating staff on decision-making in all aspects of their workplace life, including awareness on financial well-being. "Different people have different challenges, and I always must come up with unique solutions to the problems they bring. Although we cannot meet every demand, I can only go as far as pointing my staff in the direction of workable solutions and my door is always open to help." Noel is excellent at communicating his understanding back to his staff. A brief talk over coffee always helps and his open-door policy creates opportunities to better support the staff.



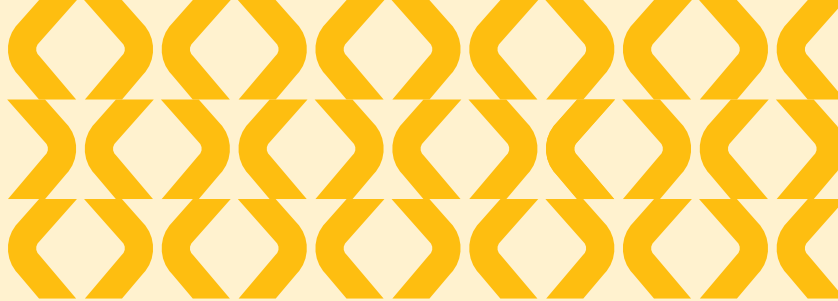
As an HR professional, and by the impressions of his speech, he can read between lines and interpret correctly when efforts are appreciated. He offers the opportunity to always engage in conversations a second time around, but at the end of the day, his help can extend to where it reaches the staff. He calls his office the "safe haven" where the development programs are pinned down to the working culture of Colgate-Palmolive. The values are liveable and have cultivated a respectful working environment. This has immensely contributed to the company's low turnover and excellent staff retention.

Noel delivers programs that are central to the development strategies and in-house training that are provided to all staff. He works continuously with department managers to give on-the-job training and coaching daily, which are identified on performance reviews and needs-basis requests. Regular check-ins and conversations are held quarterly where staff take lead in the conversations and corrective actions that are translated into working action plans that builds staff confidence in executing and progressing their roles. "As a people person and HR Manager, you have to understand their working processes and workflow to understand the training needs and provide platforms to facilitate."

Colgate-Palmolive uses MINDSPARK, an online platform for its office staff and a user-friendly space that explores practical topics. Time can be a constraint at times, especially with the nature of operations but staff participate in "Learning Fridays" where training times are blocked out for learning. His commitment to inclusivity and ownership of learning is a key pillar emphasised for managers to enforce.

Because of his experience and strong performance over the years, the company has maintained its promise to develop Noel's career through training and development programs, engagements with the PNG HR Institute and PNG Employers Federation, and Manufacturer's Council. He is continually building his connections and learning from his network pools. Our responsibilities precede us – when you have the balance, you can plan and be proactive in your planning.

"With strong Values and Leadership principles which are fundamental in our success over the many years, I take great confidence and courage to lead and continue to help create the best place to work in."



## DPA & HSSE: A DUAL ROLE.



**Being the Designated Person Ashore (DPA) and Health Safety Security and Environment (HSSEQ) Manager in today's marine industry is a tough but meaningful mission. Once upon a time, there was an HSSE manager whose role solely focused on HSSE on shore. At that same time, there was a DPA role separate from the HSSE, offshore. But as the industry advanced and got more integrated into the demands for speedy quality and service and liaison on common ground, the roles have merged into one position for Richard Hayka.**

Performing a dual role to manage the Safety Management Systems and HSSE operational functions of Pacific Towing Marine Services is one of the noblest ways to serve a business division. Those who haven't built up sea time would have no idea of the responsibilities these roles hold.

The HSSE component of Richard's role entails safety of employees, assets, environmental compliance, security, and quality of work processes – documentation, planning and policies that require accountability in the highest order. This is especially true for the DPA part of his duties and primarily requires compliance to the marine Safety Management Systems as the DPA is the go-to person managing safety on board the ship, crew, and environment. "Given the functions and fleet range of PACTOW, I am able to execute both roles, as the functions overlap in one way or another."

How he came to know Steamships was through a mutual family friend, who was employed by Steamships Coastal, learning about the company over a Saturday soccer match. His eagerness grew and excitement built up to become a seafarer one day. "Like every other kid growing up, we all wanted to be pilots, but I come from a family where most of my relatives including my father were engineers in civil, communication, military and from there grew my inspiration to be a technical person." Richard's marine career started with a 6-month scholarship opportunity to attend PNG Maritime College and was an influential move for his lineage to pursue seafaring and are now seafarers sailing on ships in PNG.

Although his ancestral heritage are "mountaineers" originating from the inlands of East Sepik, the support from his family spending thirteen years seafaring and out at sea was necessary to pivot into his current managerial role. He started out his career as a cadet with Western Tug & Barge – a major contractor of Ok Tedi Mining Ltd (OTML) – shipping copper concentrates from Kiunga to Port Moresby for export in a transshipment exercise in early 2000s. 12 years later, Richard had to prioritise between spending quality time with his family and the long voyages away from his children. Upon giving up seafaring, Richard joined the petroleum industry in 2012, shifting to InterOil Products Limited (IPL) as a Marine Compliance Coordinator with the then HSSE&Q Department, coordinating ships' compliances for the "milk run" between Alotau, Lae, Madang, Kimbe and Rabaul.

In 2015, Puma Energy took over and acquired InterOil. The Operations HSSE expat in the role was relocated to Singapore leaving this position vacant. Management's confidence in Richard saw him promoted to occupy the vacancy in charge of safety for Puma downstream, storage, and distributions including external sites. In 2017, Richard further pursued the HSSE industry in Waste Management space and was employed by Total Waste Management on a 15-month contract. Fast forward to October 2017 and Richard joins PacTow as DPA and HSSE Manager.

Holding a dual role has its fair share of challenges, and times have changed, and the training received back then were of a different scale. Today, with the help of technology and training opportunities, the quality still needs some form of refinement, however, the privileges that come with seafaring have improved. Although the discipline and will to succeed is present, the determination to pursue seafaring comes back to each cadet.

PacTow's General Manager, Neil Papenfus has been supportive and patriotic of the roles national staff have held in the organisation. "His passion for human development, as he is always keen on encouraging people's career growth for both individual and organisational progress, is unwavering. He supports people to pursue their ambitions and is willing to give backing through and through."



## NATALIE IS FIRST RECIPIENT OF ICAM LEAD INVESTIGATOR AWARD.

For many, “safety” undoubtedly seems like a basic concept: act with caution, be aware of your surroundings, think ahead. But for Natalie, safety takes on a deeper meaning. Natalie is the Health Safety Security and Environment (HSSE) Supervisor for Consort Express Lines (CEL) and her efforts in pushing safety standards at CEL and implementing critical analysis during the ICAM Lead Investigator course led to recognition. Natalie was awarded a Safety Champion award, presented by Managing Director Mr. Rupert Bray at Gateway at the 2023 Steamships Safety Day.

“I was surprised and delighted to be recognised by the Steamships Management for the award. I did not expect the award as this was an inaugural presentation of this kind in the Safety space to acknowledge Safety champions for their efforts. I thank Mr. Rupert Bray for directing and managing safety at his level and cascading that same level of leadership to the management team, hence creating initiatives like this to reward and recognise safety champions.”

Having joined CEL in September 2020, Natalie attained her bachelor’s degree of Environmental Health at Divine Word University and has working experience in Food Manufacturing and Mining industries across the country. Since joining, CEL has refined her career growth to the position she is in now.

Being the first recipient of the ICAM Lead Investigation award is a significant achievement for Natalie as the award recognises her understanding and execution of her daily duties. “From the ICAM Incident Investigation Lead Investigator course conducted by the Occupational Safety Health Australia, an accident scenario exercise was given to identify the two root causes of the accident. I managed to correctly identify the causes or as the trainer, Mr. Simon Philips would say, “the DaVinci code cracker”.”



Managing a team of two direct reports and 10 safety reps across all CEL’s operational sites, Natalie leads by planning and delegating responsibilities to her staff to execute at operational level. The delegated tasks align with CEL’s HSSE goals and objectives that she has set. “I do monitor and review tasks to ensure there is continuous improvement.”

In addition to the barriers, she is breaking for women in the HSSE space, Natalie led CEL to achieve International Organisation Standard (ISO) certification: ISO 14001 – Environmental Management Systems, ISO 9001 – Quality Management Systems and ISO 45001 – Occupational Health Safety Australia (OHS), last year (2022). She is gearing up to lead her team for the surveillance audit this year.

Accomplished and grateful would be an understatement of the successful contribution Natalie has made to the business. It is also motivation for Natalie to continue working for CEL for the next 5 years as the business transitions into a more improved Safety Culture. “An organisation with a positive safety culture should be everyone’s desired employer and Consort is leading by example. The Safety Culture is created by commitment from the management team plus more education and awareness for all employees to influence their behaviours to work safe.” Natalie personally believes in being an influence of change by changing our behaviour and approach towards work. She has seen various safety improvements in her team and continues to strive for change in her area of influence.

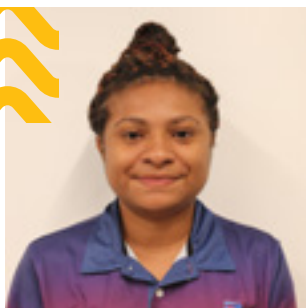


## GRADUATE DEVELOPMENT PROGRAM: YEAR 3.

**Third Year graduates on the Graduate Development Program, Hagara Wariupa and Genevi Kre share their experience with their current rotation assignment projects:**



### GENEVI KRE.



Genevi Kre's rotation with PACTOW is currently with Finance as a Graduate Accountant. Throughout this rotation she is learning the Financial Operations and executing Financial Reporting in line with understanding the marine services of the business.

"All employees of Steamships contribute in their own way to the growth and development of the business according to the assigned tasks. Every role contributes to achieving the divisional targets, complimenting the division target and business targets at higher level.

The best part about the rotations is that it differs each year – there are a lot of people I have crossed paths with that have helped me progress in my career rotations within Steamships. I have learnt a lot and am continually learning."

Genevi graduated with a Bachelor of Business from the University of Papua New Guinea.



### HAGARA WARIUPA.

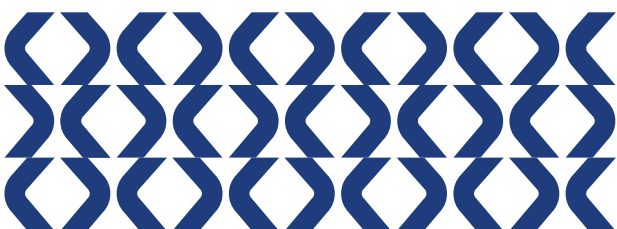


We credit Hagara's efforts during the launching and implementation roll-out of the CargoWise system in EastWest Transport (EWT) in 2022, Hagara is now attached with CEL – Lae and works closely with the Customer Service and Documentation team in small projects that are aimed at understanding customers better and helping to deliver premium customer service standards. In addition to this, Hagara remains involved in minor CargoWise projects across CEL and EWT.

Hagara's main learnings in this rotation is understanding the working commercial functions and processes of the business. "I've also had a bit of exposure dealing with customers in comparison to my previous rotations."

Hagara believes that her contributions, particularly with process improvements in Customer Service and Door Term Deliveries between CEL and EWT is valuable to the Steamships Logistics Division. "This I feel is in line with Steamships' goal to integrate the logistics divisions to gain a competitive advantage. Complimentary to the trucking processes I've learnt with EWT, is the shipping processes which I am now grasping. I enjoy seeing how both divisions can use CargoWise efficiently and look forward to seeing more improvements coming up."

CargoWise One is a new Logistics management system software that is objectively aimed at merging the logistics chain supply across EWT and CEL.



# OUR PROJECTS



## PORTSIDE LAUNCHES NEW WEBSITE.

**By: Emmanuel Sarufa**

**In July this year, PacificPalms Property officially launched the new online website for the Motukea Portside Business Park.**

The new website will transform the way we connect and engage with interested parties, serving as a centralized hub for all things related to the Portside Business Park project. It will enable access to a range of valuable resources and information, ensuring that you are well-informed and up-to-date on the project's progress.

PPP's priority is user-friendliness and convenience, and was a main consideration made while designing the website to make navigation easy for you. One of the website highlights is a downloadable brochure that offers comprehensive insights into Portside Business Park's features, benefits, and potential. It serves as an invaluable resource for those seeking more information and wanting to delve deeper into the vision of this project.

The website showcases PPP's commitment to fostering trust and building strong partnerships with potential investors, clients, and partners.





## CELEBRATING 48 YEARS OF INDEPENDENCE.

**Steamships was well established and already a well-loved household name when independence was declared for Papua New Guinea. Business divisions across the country celebrated independence – the cultural dances, staff swaying to the beat of the Kundu drum, colourful feathers adorned in headdresses worn, and sharing traditional food dishes savouring the moment in true PNG fashion.**

Steamships saw PNG receive independence on the Independence hill, the era of two great world wars. 105 years on, Steamships houses one of the leading logistics, property, and hospitality companies in the region. At each stage of the economic development of PNG, we have fostered businesses

and industries that have helped build PNG, Steamships is a home-grown brand, a household name, patriotic of the developments we have built in PNG. Our shipping and logistics arms have boosted local economies through businesses initially established in Port Moresby, and throughout the coastal Southern regions, reaching as far as Gulf Fly rivers, and later in the New Guinea Islands and most recently returning to the Highlands.

This year, as we celebrated our country's 48th year of Independence, our long tradition of investing in PNG's growth, development and progress keeps accelerating to triple the size it was ten years ago, making PNG become a modern frontier leader in the Pacific region.

Echoing the words of Managing Director, Rupert Bray, whilst joining the wider PNG celebrations, he spoke about how our contributions continue to build the nation, showcasing our distinct identity. We stand unified in the change and impact each employed staff brings to moving the business forward and promoting unity on a regional scale.

Each business division enjoyed a time of celebration of food, dance, and programs to mark the country's 48th Independence celebration.





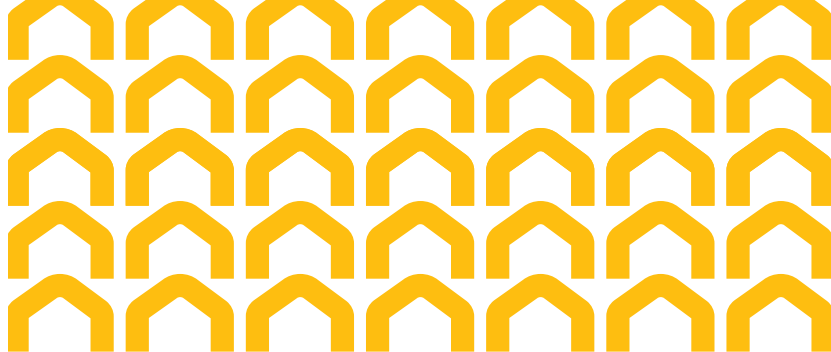
## 2023 CGP RECIPIENTS.

Established in 2016, the Steamships Community Grants Program (CGP) 2023 saw 7 recipients receive full support funding from the Steamships Corporate Affairs. The program supports registered charities and Non-Government Organisations (NGOs) that provide development and community advancement falling within the company's four (4) pillars: Health, Education, Social Welfare, and Our Environment.



### 2024 Recipients

Recipient	Project Overview & Objectives	Pillar
Anglicare	HIV/AIDs prevalence rates are increasing in the Highlands Region of PNG. Anglicare's project aims to improve health and sanitation through construction of a new health centre to diagnose and treat STIs. Its initiatives support the National Department of Health and Government of PNG on effective service delivery of health and social issues affecting citizens. This project will increase access to health care and reduce overcrowding at the current facility and offer sufficient space for field and peer workers.	Health
AT Projects Inc.	AT Projects implemented the Klinpela Kominiti Projek in 2019-2022 and successfully installed clean water from rainwater harvesting, hand-washing facilities, ventilated improved toilets inclusive of people with disabilities, and carried out female health and hygiene awareness in 50 Primary and Elementary Schools in Goroka District of Eastern Highlands Province. The proposed project will replicate the above project activities - targeting 3 high schools and 1 college in Goroka. Its main aim is to provide access to clean water and sanitation facilities for students at their targeted institutions.	Health & Education
Conflict Islands Conservation Initiative	Empowering existing CICI Ranger to run a remote branch extending TCIL's turtle monitoring program. Ranger Henry will train additional community members in turtle conservation techniques, tagging techniques, data collection, nest protection, and nest trans-location where necessary. Additionally, CICI is expanding the project to a new community – Kimutia Island and will be establishing a Marine Debris Programme, to clean ocean debris which threaten wildlife.	Environment
Gateway Children's Fund	The Gateway Children's Fund project is for Construction of a school classroom that provides free education, health, nutrition, health care help services to students. Due to expansion, the classroom will cater for programs that will be run for students up to Grade 6. The Gateway Children's Fund plans to expand their free education, health and nutrition program to Goroka. Steamships is supporting through the construction of a school classroom to deliver the program in a safe and secure environment.	Education
Eco-Custodian Advocates	The marine resources of Milne Bay within the coral triangle are the most biodiverse within the Pacific. The coastal communities especially small island communities rely on their natural resources including marine for their wellbeing.  The project is a involves visiting communities that have put in 'gwala' customary closures on their reefs. If a reef has a 'gwala' placed around it, it is protected by the landowners, whereby no one is to fish or disturb the natural environment to allow for reef restoration and encourage the generation of more fish.  The project is beneficial to these target communities in gaining food security day-to-day from the spill-over of fish/shellfish stock into fishing areas generated from the implementation and management of 'gwala' based on ecological recovery of the closed, 'tambu' on reefs.	Environment
The Lost Tribe Project, Lae	The Lost Tribe Project by Tok Stret Consulting is a pilot program to empower people living with disabilities to be self-sufficient, through enabling them with the skills needed to run an SME. The project consist of training as well as employment where the PWD will operate stalls at the Lae Main Market under the Lae SME Incubator Hub Umbrella.	Social Welfare
Sea Women of Melanesia (SWoM)	The Sea Women of Melanesia program empowers indigenous women with the education, skills and resources they need to take an active role in raising community awareness and creating and monitoring marine protected areas on their own coral reefs.	Environment



## LOST TRIBE COMMUNITY PROJECT LAUNCHED.

**Creating opportunities for healthy, active living by PLWDs should be a priority as cities and towns plan for inclusivity in our communities. There is minimum exposure to the national legislature that prohibits bias against People Living With Disabilities (PLWD) and requires that public services and amenities are accessible; their designs must accommodate the full participation of PLWDs.**

The Tok Stret Consulting through its Lost Tribe branch, Lae, Morobe, is a successful recipient of the 2023 Steamships CGP and is an example of a sustainable community program that has built a market facility in the Lae main market that is deemed to be inclusive. The market shed met Lae City Authority (LCA) accessibility standards for the building and allocation to incorporate their Disability Inclusivity Program (Lost Tribe) for mobility amongst PLWDs in Lae city.



The Lost Tribe program project team leader, Julliane Terry, is reaching PLWDs living in the Papuan compound by investing in a business training to firstly introduce the concept of simple business skills for the PLWDs. The training covers simple bookkeeping of cash-in/cash-out principles, taking inventory and stock and simple bookkeeping for the PLWDs to start their business. Once the training is completed, Julliane connects the PLWDs to the market stall allocation for real-life exposure in the marketplace.

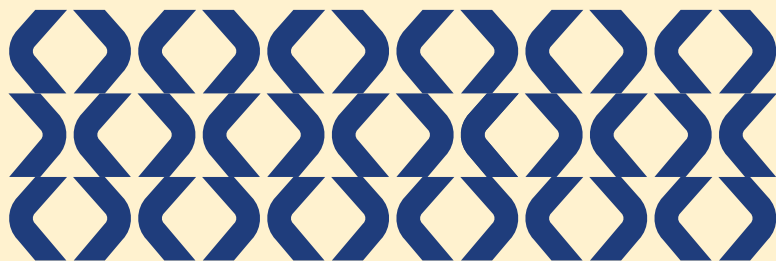
Lost Tribe's cause for PLWD inclusivity stems from their passion to create opportunities for PLWDs and give them a second chance in life. Their main objective is to provide a means of income for PLWDs and ensure there is inclusivity for PLWDs to utilise and exercise the skills equipped by Tok Stret Consulting. Although the model is new, since its introduction, Lost Tribe will be equipping the PLWD sellers with uniforms, a market bench, a chair, and an assistant to self-reliantly be able to carry on with business like an able-bodied seller. "We want to give them (PLWDs) the exposure and experience to earn a living." A bonus to their program will be enabling the PLWDs to be able to deposit their fortnightly earnings in the nearby MiBank agent outlet (in the Lae main market), building their savings through their operational bank accounts that have been set up.

Connecting with partnering stakeholders like Kenny Lawrence the shed was built in September this year, taking up approximately 50m<sup>2</sup> to allocate a safe and viable area for 15-25 PLWDs put on a 2-week rotation of marketplace sales. The business model takes on simple home sales like sales of small goods but scaled on a medium audience.

"We are starting with only 15 PLWDs but we have plans to roll out this program to the other suburbs of Lae city with the goal of touching one life and impacting a bigger community, so inclusivity is seen and decreases the stigma of PLWDs," says Julliane.

Lost Tribe's Implementation program has by far been a successful program in the Lae District of Morobe Province. This initiative is continually bridging the gap between PLWDs and sustaining a working livelihood program for its participants.

# OUR COMMUNITY



## 12<sup>TH</sup> NATIONAL TOOTHBRUSHING DAY.

**This year, Colgate-Palmolive (PNG) Ltd celebrated its 12<sup>th</sup> successful year of National Toothbrushing Day.**

The Colgate National Toothbrushing Day, a significant event on the Colgate Palmolive (PNG) Ltd annual calendar, is making its much-awaited return after a three-year hiatus due to COVID-19 pandemic restrictions that prevented implementation at schools.

In collaboration with the National Department of Health - Oral Health Standards, Colgate Palmolive (PNG) Ltd. warmly invites the people of PNG to join Colgate in dedicating two minutes to brushing together as a nation, recognising the vital role of toothbrushing in maintaining good oral health.

Colgate is delighted to resume its school visits, to continue spreading awareness about the importance of dedicating two minutes daily, twice a day, to brush teeth for a healthy and confident smile. This initiative is just one of many programs complementing Colgate's global school health education program, Bright Smiles, Bright Futures, which has positively impacted over 2.5 million PNG children since its inception in 2010.

The official launch of the National Toothbrushing Day was held on Friday 28th July, at Butuka Academy School in Port Moresby, with the participation of 3,000 students and staff from both elementary and primary grades.



National participation numbers exceeded 306,000 students and teachers; that is an involvement of 412 schools and 25 communities and organisations. Each registered participant received a free toothbrush and toothpaste.

The Colgate National Tooth Brushing Day is part of efforts to remind the people of PNG that toothbrushing and maintaining good oral hygiene can be enjoyable and engaging for the whole family. Colgate hopes to witness an increasing number of participants each year and encourage a healthier Papua New Guinea.

Through such initiatives, Colgate hopes to instil a lifelong habit of good oral hygiene in individuals of all ages, and to witness an increasing number of participants each year, fostering a collective effort to "Keep PNG Smiling" and encouraging healthier smiles for generations to come.

Celebrate the joy of oral health and make a positive impact on our nation's well-being. Colgate thanks you for your continued support in making the National Tooth Brushing Day a remarkable success.



# OUR COMMUNITY

## SAFETY IS EVERYONE'S BUSINESS.

**“At Steamships, Safety is Everyone's Responsibility.” This was the resounding encouragement by Managing Director, Rupert Bray, during the 2023 Steamships Safety Day forum that was held at Gateway Hotel on Friday, 1<sup>st</sup> September.**

The theme for the forum was *Leveraging International Standards to Improve Safety Performance*. Steamships participants included executive management, key operational and health & safety personnel who came together to commemorate and mark the significant event.

The event included guest speakers: Fabien Segura, HSSE Director at Total Energies; Caroline Henderson, HSE Manager at ExxonMobil; Ian Offland, Safety Coordinator at John Swire & Sons Group of companies; and David Hurst, Enterprise Account Manager at PAN Software who led the morning session discussions.

This was followed with a panel dialogue moderated by Steamships Board Director, Peter John Aitsi, who facilitated the discussions involving audience and panellists keeping within the theme of the day.



Several ideas were discussed, and learnings were shared about the different companies particularly with leadership and culture and how this was demonstrated clearly through implementation of international standards such as One-MAESTRO (Management and Expectation Standards Towards Robust Operations), OIMS (Operations Integrity Management System), ISM Code (International Safety Management), HACCP (Hazard Analysis and Critical Control Point), and ISO standards.

Towards the latter part of the day, an afternoon session consisted of workshops whereby representatives from Joint Venture Port Services (JVPS), CEL and PPP presented on risks specific to their operations and the tools used to minimise those risks.

The day ended with a wrap-up presentation from the Managing Director, Rupert Bray. Mr Bray emphasised to participants to be genuinely “curious”, yet confident to challenge authority and apply a STOP WORK approach when they deem an unsafe work environment. “It is through this approach that we cultivate a culture that enables everyone to participate in continuously improving safety performance throughout Steamships.”

*Sefti lo Steamships em blo yumi.* Safety at Steamships is Everyone's Responsibility.



# OUR ENVIRONMENT

## WORLD MANGROVE DAY.

**Receding coastlines, scarce marine ecosystems, and a lack of fish are some effects of no mangroves in our coastal villages in our urban and rural cities and town. Mangroves are some of the marine resilient trees that have protected marine ecosystems for many years and sustained livelihoods of coastal villages for generations, but the lack for awareness of their importance has seen its depletion becoming common.**



On June 6, we celebrated World Mangrove Day. In Pari and Baruni villages, Steamships joined hands with Coastline Care Project, the Nature Conservancy, and our little helping hands – Buk Bilong Pikinini students – to educate our future generation on the importance of mangroves and how to plant mangroves. Not only are mangroves tied to our cultural fishing practices, but the event saw the children take away one simple message: No mangroves = No fish.

30 volunteers from our Logistics and Corporate Head Office had an amazing time interacting with the children and teaching them how to plant mangroves – even more incredible for the children who could identify and spot the different species.

Steamships' long-standing relationship with Buk Bilong Pikinini has seen a donation of total up to five (5) library learning centres in the Central villages of the Motu-Koitabu people. The LLC serve as centres for reading and learning amongst the early childhood group in these villages.

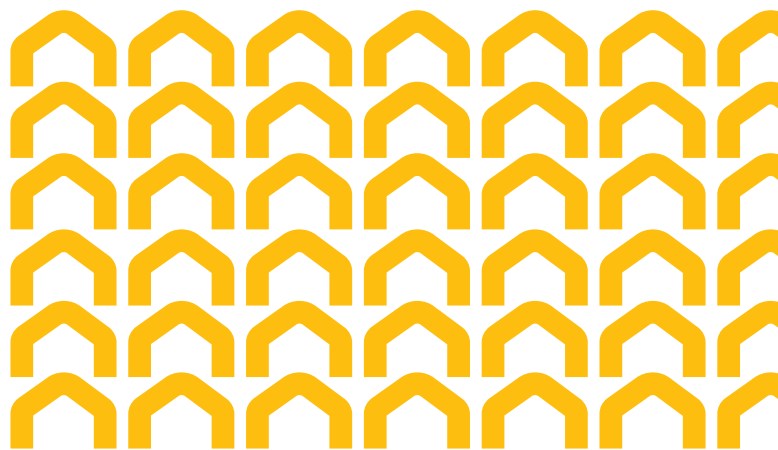




# OUR ENVIRONMENT

## CSH'S SUSTAINABLE OUTLOOK.

**Sustainability is a familiar term within Coral Sea Hotels (CSH) as the business starts implementing eco-friendly practices, and data collection to improve and reduce its carbon footprint and waste output. But how can hotels promote sustainable practices? It takes many small but significant steps towards being a sustainable hotel – by embracing safety and green certifications, implementing energy-efficient practises, promoting local community engagements, and providing eco-friendly services and amenities, and embracing the use of Bamboo Cards.**



Coral Sea Hotels has adopted this strategy and has 100% rolled out the use of sustainable bamboo cards replacing the widely used plastic access cards in all its hotels nationwide.

Plastic waste makes up approximately 1 million tonnes of waste that contribute to oceanic pollution and drastically affect the air around us, but plant-based solutions are one way we can address this problem.

Bamboo is being hailed as one of the most sustainable plant-based solutions we can opt for, being eco-friendly. It is an incredibly renewable and versatile crop that releases 35 percent more oxygen into the air compared to other trees of the same size. Its endless opportunities lean towards a cleaner, greener alternative to plastic and fibres.

Hailed as a fantastic initiative, CSH has also successfully implemented:

- Replacement of plastic water bottles with a glass bottle filtration system at the Gateway Hotel, 6-mile, Port Moresby.
- Removing single use plastic amenities by replacing with refillable fixed soap, shampoo and conditioner dispensers; and,
- Replacing teaspoons with bamboo stirring pins

We share these messages and initiatives in our stance to address consciously reducing our carbon footprint by implementing sustainable practices and undertaking these practices to adapt and change in our behaviours towards sustainability.





## OUR ENVIRONMENT

“AN INFORMED COMMUNITY CAN MAKE CHANGES THAT WILL TRANSFORM COMMUNITIES.”



## GPH SUPPORTS NO TOBACCO DAY.

**Imagine the world coming to a standstill to observe and take combat against tobacco, celebrated globally on 31<sup>st</sup> May. Tiny but impactful. Our actions, our deeds, our collective efforts put together can make a difference and change our lifestyles.**

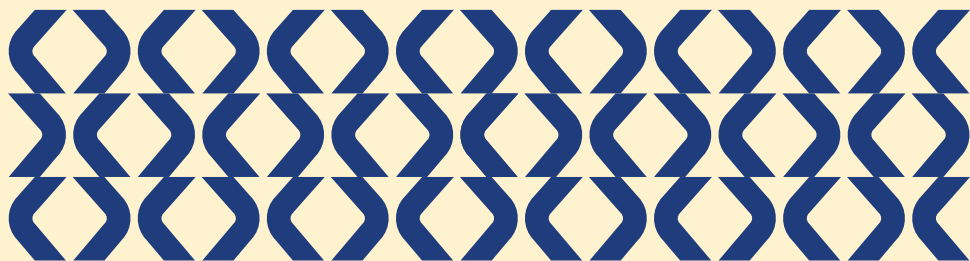
Grand Papua Hotel, on 31<sup>st</sup> May, learnt about the impacts of tobacco and alternate ways to substitute the abuse of this drug and grow food crops instead. The health awareness session in observance of annual World No Tobacco Day was attended by the Staff and Managers of Grand Papua Hotel on 1<sup>st</sup> June 2023. While strengthening their learnings and putting the studies they've engaged with to practical use, four students from the University of Papua New Guinea Cancer Association presented an information session to over fifty employees – the biggest awareness session so far for students, Simon Peter, Margaret Sipa, Darisha Datt, and Ancilla Rayappan.

“The yearly celebrations inform the public on the dangers of using tobacco, the business practices of tobacco, the World Health Organisation’s efforts to fight the tobacco epidemic, and what people around the world can do to claim their right to health and healthy living and to protect future generations.” The students objectively referenced the use of Tobacco to several life-threatening diseases that are killing many Papua New Guineans today: cancer, heart diseases, and respiratory illnesses, and encouraged staff to extend the awareness facts to their families. “An informed community can make changes that will transform communities,” was the takeaway for the event.

Although the event is annually held, the day was marked in 1987 to draw global attention to the tobacco epidemic and the preventable death and diseases it caused. Contrary to this finding, Resolution WHA42.19 was passed calling for the observance every year, shedding light to newer improvements each year.

Tobacco production has a significantly greater devastating effect on ecosystems because tobacco farmlands are more prone to desertification (loss of biological productivity) in comparison to other agricultural activities such as maize and livestock grazing. Moreover, growing tobacco requires heavy use of chemical fertilisers that result in the depletion of soil fertility reducing the production of other food crops.

In this spirit, Grand Papua staff can redirect and educate their communities to grow more sustainable, nutritious food crops and forfeit the farming and use of tobacco in our communities.



## PWC CORPORATE CHALLENGE.

**One foot forward – a thousand lives saved. Being challenged to walk a 5k distance that involves climbing a steep hill and treading hastily across Ela Beach can be a very daunting task to take on, but not when you're power walking and jogging for a good cause. Ask the participants of the PwC Corporate Challenge and they will affirm that anything is possible when you put your mind to it.**

The Annual PwC Corporate Challenge, Charity hosted by the Price Waterhouse Coopers, engaged with corporate companies to help raise money for various non-profit organisations within PNG: Life PNG Care, Sir Biru Kidu Heart Institute, Ginigoda Foundation, and the WeCare Foundation. Participants were told that the walk would last an hour with organisations paying forward some financial registration for staff to participate in the early morning, 5km challenge.

Participants woke to the break of dawn on Sunday 14th October, ready to be put their athleticism and fitness to the test tackling the dreaded Lawes Road hill. Expedient buses woke everyone to the sound of the bus hoots at each participant's gates – signalling a swift pick-up at various locations around Port Moresby. Our team en route couldn't help but be refreshed by the cool morning breeze and watching the scenic rise of the sun over Burns Peak.



We had never been so alive. A team of 30 'Steamies' congregated in the grassy Hubert Murray Stadium for our morning warm-up. Jiggled by East Street Fitness's lead fitness dancer, we vibed to the beat of some wake-up music and stretched for the race. By 6:30, everyone lined up for the official race start – and at the blow of the whistle, we began.

The team paced themselves past the first roundabout at Puma Service station, cruising past the Waterfront Supermarket. As we got into a rhythm, the pace picked up and we found ourselves jogging towards the Champion Parade, casually acknowledging the Fire Station tucked away in the corner of Stanley Esplanade Road. Checkpoint 1 – PwC staff were on standby, passing out water bottles just in case you'd forgotten to bring along some water but in reality, we were already exhausted by then.

Our team members had dressed up as "The Avengers", symbolic of our fight to save the children by completing this walk and raising some funds. Past the Bank of South Pacific building, we powered down through to Ela Beach Road, building momentum as we waved goodbye to our Ela Beach staff stationed at Checkpoint 2. We could see most participants start to rally towards the foot of Lawes Road, ready for the gruelling climb up. Exhausting it was, but before our legs could give up on us, we had made it over the peak and along with the rest of the participants, ran down the Lawes hill, with the Post-Courier office and end in sight.

More water was being handed out as we started approaching the finish line and just as we were passing the abandoned Trukai warehouse and were about to give up, the finish line banner and echoing music in the Hubert Murray Stadium kept us going to the end. We had made it!

Over 2000 participants took part in the challenge raising over K145,000. "In the end, you've just got to keep going – it was for a good cause," said one of our participants. Steamships' "Avengers" team took home the Most Creative team prize, a bonus for the walk.



## HULA CRICKET FIXTURE.

On Saturday 12<sup>th</sup> August, the Steamships and Swire Shipping Cricket Club (SSSCC) played their annual T20 fixture against Hula village. A team of 13 players travelled to take on the Hula villagers, accompanied by many supporting colleagues. Hula batted first and made an enormous 204, putting the SSSCC's captain's decision to bowl first into question. New SSSCC fast bowler Norman May demonstrated huge potential, whilst the returning Jamie Gordon was hit around the park. SSSCC made a nuggety 120/8 but never looked like chasing the score down.

The fixture was followed by a short presentation and speech by Finance Director, Michael Scantlebury. The Hula village community was presented with a donation for their community projects and to support the local cricket club. The program ended with refreshments for both teams and for the supporters.

This year was the fourth consecutive annual game between SSSCC and the villagers, and the third loss for SSSCC. This year was by far the biggest outing to date, so a massive thank you to all those who organised the event for a very enjoyable day in Hula.



## POM OPEN.

Over the weekend of 25-27 August, the annual POM Open for tennis and squash was hosted at the Port Moresby Racquets Club. The competition included aged competitions across singles and doubles for both Tennis and Squash. In the tennis, Lukas Bekker, PPP, performed well in the Men's Legends competition.

In the squash, two Steamships staff brought home silverware. Olding Suari, Pacific Palms Property, won the Women's Open Plate competition and Rob Cranston, Logistics, won the Open Doubles competition. Olding has committed to increasing her training regime in order to win the Women's Open outright next year. Port Moresby Racquets Club hosted the competition brilliantly, demonstrating a wonderful family atmosphere throughout the weekend.





## PINKTOBER.

**October is a very special month worldwide, observed by many women in a collective drive to raise awareness for breast cancer, known as Pinktober. You will notice pink ribbons worn on every uniform, organisations even include a special addition to their corporate uniform line dedicated throughout the month, all symbolising our solidarity in fight against this extremely devastating disease.**

Most recently and widely talked about in our country, PNG, breast cancer is affecting countless lives – our sisters, our mothers, our grandmothers – and Pinktober plays a crucial role in educating and empowering individuals to make informed decisions about their health, men and women alike.



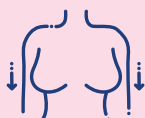
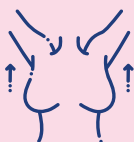
Pinktober is all about awareness and knowledge. It's all about early detection and identifying and understanding the signs and symptoms of breast cancer as necessary to plan better outcomes. Regular self-checks and consultations with healthcare professionals – PNG Cancer Foundation, Port Moresby General Hospital (Cancer) – are essential practices that can save lives. By educating ourselves and sharing this knowledge with loved ones, we can contribute to the larger mission of breast cancer awareness.

It is a critical reminder that our health should always be our top priority. Prioritising regular health check-ups, screenings, and exercising these practises among our womenfolk, girls, and families is a seed sown towards this campaign.

Get yourself checked and educate our girls and women about early-detection. It can save a life.

## BREAST SELF EXAMINATION.

**Look in the mirror to inspect breasts with arms in different positions.**



**Gently use fingertips**



**Wedge pattern**



**Vertically**



**Clockwise**





## GIVE BLOOD, SAVE LIVES – EWT.

### **Find the hero in you! Donate blood and save lives.**

16 life-saving bags of blood from EWT were donated on the 4th of September at the EWT Baruni office from enthusiastic staff volunteers. The Sir Brian Bell Foundation Centre for Transfusion visited Baruni carrying out health check-ups prior to donating blood. Although many were unable to donate, the 16 bags served as a heroic step taken by EWT to save a life.

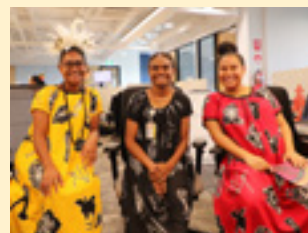
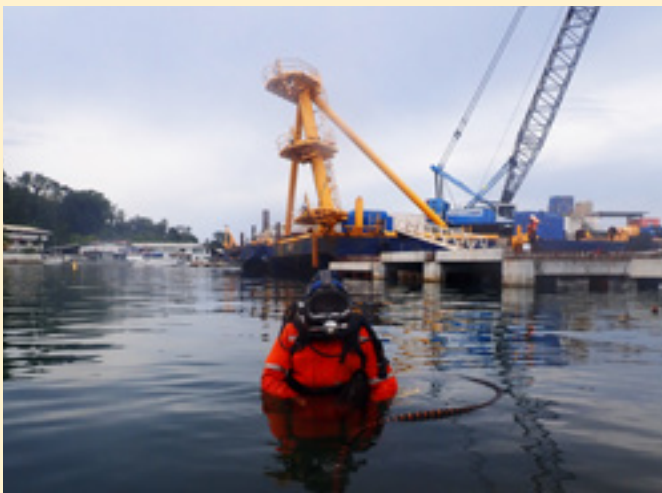
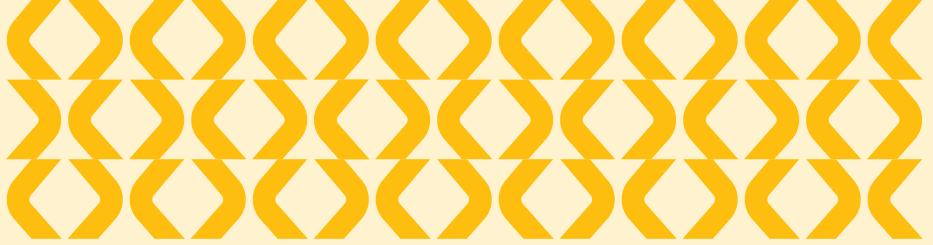
Many people benefit from blood donations, including victims of trauma, malnourished and sick children, pregnant women suffering during pregnancy and childbirth, and patients with blood and bone disorders.

Donating blood preserves your own cardiovascular health.

While our brave EWT staff didn't expect to be rewarded for their own act of kindness, rolling up their sleeves came with some great health benefits:

- Free Health Screen: test to see if you are fit enough for the procedure.
- A healthier heart and vascular System: lower blood pressure and lower risk of heart attacks. "If your haemoglobin is too high, blood donation helps to lower the viscosity of the blood and reduces your chances of getting heart attacks or stroke."
- A happier, longer life: one bag can save up to on average 3 lives.

# OUT AND ABOUT





## **BLOW THE WHISTLE ON BAD BEHAVIOUR.**

### **DON'T BE AFRAID TO REPORT IMPROPER CONDUCT.**

We encourage everyone 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.

### **WHAT IS IMPROPER CONDUCT?**

- Corrupt, fraudulent, or other illegal conduct or activity;
- Breach of Steamships Codes and Policies;
- Substantial mismanagement of the Group's resources;
- Conduct involving substantial risk to public health and safety; or
- Conduct involving substantial risk to the environment that would constitute as a criminal offence

### **WHISTLE BLOWING PROCEDURE.**

1. Your direct line manager should receive the initial report
2. If you are uncomfortable speaking with your manager, or no satisfactory action was taken, you can escalate to the Steamships Internal Audit (STCIA)
3. STCIA will conduct assessment and undertake appropriate investigation
4. Recommendations will be given to the appropriate senior management authority to address the matter

### **REPORT BAD BEHAVIOURS.**

**Email:** [stcia@steamships.com.pg](mailto:stcia@steamships.com.pg)

**Text:** +675 7100 4481

**Mail:** Steamships Trading Company Limited  
c/o Group Internal Auditor  
PO Box 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 [TokSteamies@steamships.com.pg](mailto:TokSteamies@steamships.com.pg)