

TOK STEAMIES

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STRENGTH OF A WOMAN



STEAMSHIPS

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EDITOR'S NOTE

Dear Readers,

Welcome to the latest edition of Tok Steamies Issue 73. We are thrilled to present to you another insightful and engaging newsletter packed with inspiring stories, industry insights, and highlights from our vibrant community.

"The Strength of a Woman" seemed like a fitting theme for this quarter, as we celebrate International Women's Day and catch up with some inspirational pioneering women within the company. Beyond the boundaries of traditional definitions, a woman's strength starts from her ability to navigate life's challenges with grace and determination, to stand tall amidst trials, and to uplift others with her empathy and kindness. We honour their remarkable journey and their courage to challenge and dismantle stereotypes that once surrounded their field. We feature stories from recently appointed Director Christine Kasou, young gun Lawyer Fingkewe Zurenuoc, newly graduated Officer of the Watch, Carol Wallan, and the tough, but gracious Alma Urakowi of Logistics Division.

International Women's Day was celebrated throughout all our divisions this year with the theme "Inspiring Inclusion". This means to actively foster an environment where every woman feels valued, respected, and empowered. We recognize the importance of diversity and inclusion in driving innovation and progress, reaffirming our commitment to equality and social justice. At Steamships, we stand together to inspire inclusion and create a world where every woman's voice is celebrated.

From celebrating the achievements of outstanding individuals to exploring the latest projects shaping our landscape, each page reflects the spirit of collaboration and progress that defines Tok Steamies.

We encourage you to share your thoughts with us, and join the conversation. Your feedback is invaluable as we strive to create an issue that informs, entertains, and inspires.

Keep your stories and pictures coming in throughout the year to email: cpeter@steamships.com.pg or TokSteamies@steamships.com.pg

FEATURE STORY

“Strength of a Woman” celebrates the resilience, determination, and accomplishments of women across various fields. In this feature section, we delve into the lives of some of our in-house role models. Through their unique journeys, we explore the challenges, the triumphs, and the inspiring lessons they've learned. From navigating male-dominated

industries to breaking barriers and redefining success, these women embody the essence of strength and empowerment. Be inspired by their stories of courage, passion, and unwavering determination.

STRENGTH OF A WOMAN

FINGKEWE'S LAW OF SUCCESS.



The legal profession is a notoriously challenging and, in Papua New Guinea, traditionally a male-dominated field, where success is often reserved for those with resilience and grit. Fingkewe Zurenuoc is one such individual, whose passion for the law and admirable work ethic has caught our eye. A young legal professional, Fingkewe's journey has been defined by her] dedication to her craft, as she navigates the intricate web of construction law under the guidance of Group Legal Counsel, Deborah Onga. Her role is unique to Steamships, core of legal ins and outs surrounding construction projects, where she serves as legal support for all minor and major construction projects at Pacific Palms Property.

Despite the male-dominated landscape of her field, Fingkewe's journey into law was not inspired by a singular moment of epiphany. “Over the course of my formative years, I kept getting told by my parents and teachers that I could be a good lawyer one day due to my consistently good grades” said Fingkewe, “The thought of taking up a career in law was reinforced by my late father, a lawyer, who continuously stressed that a law degree would allow me to work in many different industries. Suffice to say, he was a big inspiration in choosing my career path.”

However, her journey was not without its challenges. A distinct gender imbalance loomed over her early career, casting a shadow over the prospects of female leadership within her previous workplace. While her male mentors provided invaluable guidance, the absence of female representation left a void yearning to be filled. It was amidst this landscape that Fingkewe forged her path, determined to carve out a space where her voice could resonate, advocating for gender parity in the legal realm.

FEATURE STORY



FOR WOMEN IN ANY PROFESSION, THE ONLY WAY TO OVERCOME OBSTACLES OR BIASES IS TO PUT YOUR HEAD DOWN AND DO THE WORK,” FINGKEWE EMPHASISED. “AT THE END OF THE DAY, WHETHER YOU ARE MALE OR FEMALE, THE QUALITY OF YOUR WORK AND ITS CONSISTENCY SPEAKS FOR ITSELF.”

For Fingkewe, overcoming gender-related biases was a steadfast commitment to excellence. Her point was simple yet profound – let the quality of one's work transcend the confines of gender stereotypes. Through diligence and perseverance, she emerged as a force, using her work ethic as a testament to her capabilities irrespective of gender.

Amidst the trials and triumphs of her legal journey, Fingkewe found comfort in moments of professional triumph. A defining moment came during a mediation in Brisbane, where her tireless efforts culminated in the resolution of a multimillion-kina claim, underscoring her prowess as a legal luminary on an international stage.

In her pursuit to empower aspiring female lawyers, Fingkewe's advocacy transcends professional realms. She envisions a future where the legal fraternity embraces diversity, paving the way for a new generation of female leaders. To those embarking on similar journeys, her parting words of wisdom would be to let hard work be the cornerstone of your endeavours, and let passion fuel your pursuits.

As the legal landscape of Papua New Guinea evolves, Fingkewe remains an unstoppable force, a beacon of strength and resilience in an environment where barriers are encouraged to be broken. With each victory, she etches her name in the marks of legal history, a testament to the unwavering strength of a woman determined to defy the odds.

FEATURE STORY

HSSEQ LOGISTICS' LEAD LADY.

Alma Urakowi, HSSEQ of the Steamships Logistics Division, narrates a journey marked by challenges and triumphs. Starting as an officer in 2017, Alma steadily climbed the ranks through dedication and hard work. Her promotion to HSSEQ Manager speaks volumes about her unwavering commitment to improving health and safety systems.

As HSSEQ Manager, Alma ensures that occupational health and safety procedures align with legislative requirements while promoting efficiency and productivity. Through meticulous planning and internal audits, she monitors compliance, provides guidance to site teams, and identifies opportunities for improvement. Alma's exceptional achievement in the Certificate IV in Workplace Health & Safety Assessments has profoundly influenced her role and company operations. This certification broadened her understanding of health and safety fundamentals, enabling her to implement robust systems for managing workplace safety effectively.



As a woman in a leadership position, Alma faced confrontational encounters and gender biases. However, she navigated these challenges with emotional intelligence and rational feedback, ensuring that her decisions align with HSSEQ management systems and organizational guidelines.



FEATURE STORY



In a male-dominated industry like port services, Alma prioritizes promoting health, safety, and environmental awareness through annual training programs and fostering strong relationships with male colleagues. Her collaborative approach ensures that initiatives are implemented effectively, contributing to a safer workplace for all.

One of Alma's initiatives, the Target 2 strategy, emphasised focus on educating staff, providing resources, simplifying procedures, and reinforcing HSSEQ messages. These efforts have led to increased awareness and the promotion of stronger safety culture within the organisation.

Drawing from her own experience, Alma advises aspiring women leaders to embrace learning opportunities, continuously upskill themselves, and maintain consistency in pursuing their goals.

Alma believes that key factors contributing to an inclusive work environment for women include the organisation's vision, commitment from management, and a workplace culture guided by inclusivity objectives.

Looking ahead, she sees abundant opportunities for women in leadership roles within HSSEQ and encourages women to stay informed about standards and practices while acquiring new skills to remain proficient in their field.

Alma's journey exemplifies the strength, resilience, and determination of women in leadership. Her story inspires not only women aspiring to leadership roles but also underscores the importance of diversity and inclusivity in fostering safer and more productive workplaces.



TURNING THE TIDE WITH CAROL WALLAN.

Article via [Australia Awards PNG](#)

A maritime career is possible if you put your heart into laying the groundwork. This rings true for Carol Wallan, an Australia Awards In-PNG Scholarship alumna who graduated from the Maritime Cadetships for Women in 2023. Carol, who comes from East New Britain and Manus provinces, previously worked as an administration officer at NASFUND before deciding that a life on the high seas was her calling. Today, the proud mum of two is a Chief Officer and second in command aboard KEERA, a blue water tug vessel within the Pacific Towing (PacTow) fleet which pulls and guides larger vessels through the Port Moresby Harbour.

As a qualified Officer of the Watch, Carol brings diverse skills and experience to her workplace. This is the result of an extensive cadetship providing both study and professional seafaring experience in coastal PNG and on international waters through Steamships Consortium.

“I would not be in this career if it wasn’t for my faith and the support of my family, Australia Awards PNG, PacTow and Consort Shipping – it really takes a village to get here. While my parents stepped in to take care of my children, different groups of people also ensured that I got the best education and sea time training, and I’m still getting that support in my new role.”

During her training, Carol spent a lot of time aboard container vessels such as MV Bougainville Coast and MV Niugini Coast, transporting goods to and from ports around the country. These days Carol



ensures KEERA is operating up to speed including vessel navigation watch duties, communications, and maintenance. A typical day for her includes supervising and enforcing safety procedures and overseeing maintenance of deck and lifesaving equipment. She describes the tug life as a different work environment compared to other vessels.

“We are always on call to assist ships coming into and leaving port. There was one time when I was about to go to bed around 9pm and we received a call to bring in a tanker alongside Napa Napa Wharf. Usually, berthing tankers take two or more hours and requires two tugs. But my crew and I got it done by 1am – I was exhausted, but this is the life I chose. I have no regrets,” says Carol.

While her workplace is male dominated, Carol says the work is not exclusive to one gender. She recalls her four-year cadetship as a journey of finding her ‘strong, resilient self.’

FEATURE STORY



"There's no difference as a female on board. Whatever the work calls for, whether removing rust off vessels or safely steering ships, we all do it. My male crewmates are helpful and teach me things I need to know."

Work on a tugboat means that Carol lives away from her family. When asked how she copes, Carol says she has an awesome crew. "We work and live on board together 24-7 so naturally we have this close family-like bond, and this is important. While navigating a tugboat like KEERA requires precision, confidence, you also need a good team. I am proud to contribute to our collective success."

Carol says there's no place she'd rather be than aboard KEERA, but the sea beckons her to push boundaries.

My Scholarship taught me that sacrifice pays off. I already have my Certificate of Competency, but my career plan doesn't stop here.

Right now, I'm enjoying my training to become a tug master – basically, I get to drive a tug and assist ship movements. I look forward to seeing where the tide takes me, Carol adds.

Carol's transition from a career in administration to Chief Officer is a reminder that women have a place in the maritime sector. The Maritime Cadetship for Women, supported by Australia Awards PNG in partnership with the Steamships Consortium (Steamships, Pacific Towing, Consort Shipping and Swire Shipping), gives many young women, the freedom and courage to explore career opportunities for a life on the high seas.

Since 2018, the scholarship has seen 40 women receive scholarships, and 18, including Carol, have graduated as Officers of the Watch. This is part of a collective effort to increase women's representation in Papua New Guinea's maritime workforce.

OUR PEOPLE

CHRISTINE KASOU – NEWLY APPOINTED DIRECTOR.



The Steamships Board of Directors welcomes newly appointed Director, Christine Kasou. Ms Kasou's directorship formally commenced on 1 March 2024 making her the third Papua New Guinean to be appointed to the Steamships Board. "I'm very honoured to have joined the Steamships Board of Directors", says Ms. Kasou. "It's a reputable business with a deep-seeded history in PNG. I believe in the power of diversity and collaboration to drive innovation and sustainability, and I'm excited to be part of a team that values these principles."

Ms Kasou holds a Bachelor of Laws from the University of Papua New Guinea and has over 17-years of experience in Papua New Guinea's oil and gas industry. She began her career as a commercial lawyer in private practice in 2001 with Gadens Lawyers (now Dentons) in Port Moresby. In 2006, Christine joined Oil Search (PNG) Limited, now a subsidiary of Santos Limited. She has worked extensively in contracting and procurement functions, legal and compliance, gas projects development and people and culture.

Her appointment reinforces Steamships' commitment to supporting local talent and empowering the next generation of leaders, in the region.

"We pride ourselves in being progressive and inclusive," says Managing Director Rupert Bray, "We are thrilled to be welcoming Christine into the fold. With her wealth of experience, and impressive strategic background, we are confident in her ability to join us in our journey of growth."

Steamships looks forward to Ms. Kasou's valuable contributions as the company continues to innovate and adapt to the evolving landscape of Papua New Guinea.

OUR PEOPLE

FROM GRADUATE TO SCHOLAR: ELIJAH NUMOI'S JOURNEY TO EXCELLENCE.

When it comes to professional achievements and academic aspirations, few stories captivate the spirit of ambition and dedication like that of Elijah Numoi.

A recent recipient of the prestigious Monbukagakusho Mext Scholarship, Elijah's journey from a Graduate in the Steamships Graduate Development Program to a scholar bound for Japan embodies the essence of perseverance, growth, and the relentless pursuit of excellence.

We caught up with Elijah to share his insights, motivations, and aspirations with us as he closes his GDP chapter with Steamships and opens the next exciting chapter of his journey in Japan.

Expressing a mix of anticipation and enthusiasm, Elijah acknowledges the weight of the opportunity presented to him. He remarks, "I feel anxious but excited for this opportunity. Anxious in the sense that the experience will be new in studying abroad, but I'm excited at the opportunity that it holds to live and study in a country as developed as Japan." Elijah's desire for post-graduate study began during his undergraduate days, and the clarity to pursue it solidified whilst gaining valuable experience throughout the GDP.

Reflecting on his experience within the GDP, Elijah is grateful for the skills, knowledge, and confidence he has gained. From learning and understanding the importance of safety standards such as ISO to corporate identity to acquiring the skills of providing a quality customer-focused service, he completed his graduate program exploring business development, identifying business opportunities,



and property management. He notes, "just being adaptable by taking each year as a challenge and opportunity to grow professionally was the mindset Steamships ingrained in me during my GDP tenure, and I believe, that is essentially the preparation I need for this academic endeavour and just generally in life."

Elijah's journey extended beyond the graduate program into the realm of property management with Raitpla Property Management (RPM). He highlights the enriching experience of witnessing firsthand the set-up and operations of a new business. "To see how a business is set up and then be involved as part of its operations is quite a unique opportunity that I had," he reflects.

OUR PEOPLE



Acknowledging the competitiveness of the Monbukagakusho Mext Scholarship, Elijah humbly attributes his selection to merit-based evaluation. As he prepares for his new pathway, he remains committed to leveraging this opportunity to make a meaningful impact in his future career, whatever form it may take.

Elijah acknowledges the challenges of transitioning from a professional environment to academic study but asserts his commitment to prioritise his studies. He plans to explore professional opportunities during leisure time while staying focused on his academic pursuits.

With a mindset honed by years of adapting to new work environments, Elijah approaches the Japanese education system and culture with openness and adaptability. He sees this as an opportunity for growth and learning.

Elijah's research interests align with his long-term career goals, focusing on workforce development in Papua New Guinea. He recognises the critical role of education and upskilling in fostering a sustainable and competitive economy.

Understanding the significance of collaboration and networking, Elijah plans to engage with peers, faculty, and industry professionals both in Japan and online. He sees this as an avenue for enhancing his learning and career opportunities.

Elijah's advice to fellow graduates aspiring to pursue advanced studies or career opportunities abroad provides an inspiring and positive insight: "Be grateful for the opportunity you have right now and always be hopeful for what the future holds."

Upon completing his studies and returning to Papua New Guinea, Elijah envisions contributing to the growth and development of his country by working for a company committed to PNG's advancement.

In Elijah's journey, we witness the convergence of ambition, opportunity, and unwavering dedication. As he embarks on this new chapter, his story serves as an inspiration to all aspiring graduates, reminding us that with perseverance and a thirst for knowledge, the possibilities for growth and success are limitless.



OUR PEOPLE



Pictured (Left to Right): Samson Dilu, Sidnie Tapas, Mark Seomai, Shane Gibson, Edward Peter, Gabriel Junnie.

MEET THE CONSORT – LAE TEAM.

Have you ever wondered about the specialists behind the Consort Quotation Department? Meet the amazing seven from the Consort head office in Lae. A department occupied with fun, determination, and the love of doing what they are best at.

The department consists of seven staff members. Led by Edward Peter as the National Sales and Marketing Manager, Mark Seomai as the Senior Supervisor, officer, officers, Sidni Tapas, Samson Dilu, Shane Gibson, Charlie Kanawi (Quotations Office) and Gabriel Junnie (Steamships Graduate Trainee).

The role of the team is to supply quotes to customers, set market prices, strategic planning, marketing, attract potential customers, and most importantly maintain high standards of customer service. They play a pivotal role in the business to ensure customer's expectations are met and quality services are rendered.

One of the main challenges highlighted this year was the fuel price and supply dilemma. "It's always tough to meet customer expectations and the company target especially in an industry heavily reliant on fuel. Finding the right balance is the key to sustain better results and the team is proud to have the management team to do so," said Edward.

"Always forward" is the motto often used by the team in the workplace to forge ahead and get things done. The team believe that determination and teamwork should be the operation phrase going forward. They are open towards challenges and opportunities in 2024. The team would also thanks Gabriel Junnie for spending his 2nd year rotation with Consort Commercial Division and wish him all the best in his next assignment.

OUR PROJECTS



HARBOURSIDE SOUTH'S GRAND UNVEILING.

Steamships and Pacific Palms Property were proud to celebrate a significant milestone, officially opening the flagship development, Harbourside South, Harbourside Precinct's newest property located in Port Moresby's CBD.

The momentous occasion was attended by Prime Minister Hon. James Marape, Governor Hon. Powes Parkop, Barnaby Swire, Chairman of the Swire Group, Marriott Group Executives Tristan Cooper and Scott Lowe, and the Steamships Board of Directors.

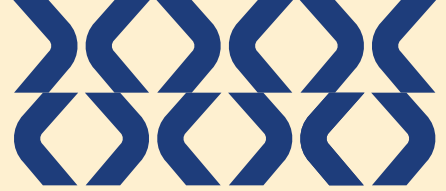
Designed to meet the evolving needs of the Nation's Capital, Harbourside South stands as a beacon of progress, innovation, and opportunity. The mixed-use nature of this building offers unparalleled versatility and promises to reshape urban living, workspaces, and recreational experiences.

"Steamships and its businesses are deeply committed to the development and growth of Papua New Guinea," said Managing Director Rupert Bray. "Our investment into the precinct has brought in new international brands such as the Marriott, highlighting Steamships' reliability and confidence as a joint-venture partner and business leader in PNG."

Harbourside South features include a retail floor with thirteen outlets and three A-grade commercial floors (2,400m²) all of which are fully tenanted. The building is also home to the country's first Marriott Executive Apartments, with an impressive 88 suites. The



OUR PROJECTS



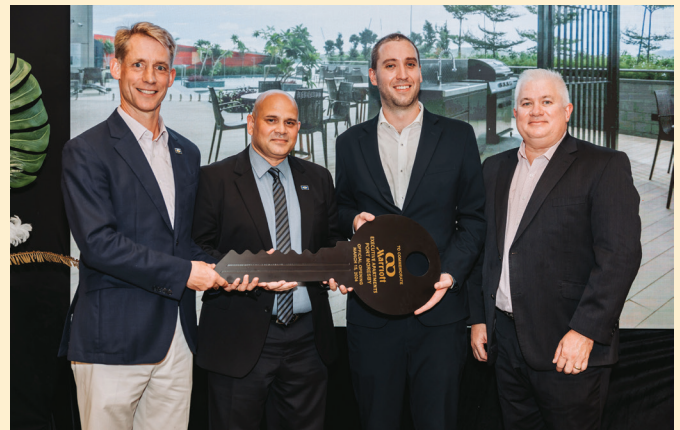
spacious one- and two-bedroom apartments are fully equipped with a kitchen, laundry, 24-hour security, and a luxury, "At Your Service" concierge team to assist with your every need. The Marriott Executive Apartments also offer three penthouse suites, all with wrap around balconies and magnificent views of Fairfax Harbour. Guests have the option of earning loyalty points through Marriott Bonvoy, which also offers guests free Wi-Fi member rates and mobile check-in. The Marriott Executive Apartments are available for short and long-term rentals with a minimum one-week stay.

A pedestrian link bridge connecting Harbourside South to the existing culinary hub of the Harbourside East and West development offers tenants and customers safe and secure access to both sites.

A private member's lounge is situated on the 11th floor, offering Marriott Executive Apartment tenants, and its members exclusive access to a luxury spa, conference spaces, private lounge and dining experiences, a roof top pool, a children's recreational area and state of the art gymnasium, equipped with a lap pool and fitness studio.

Harbourside South is also in the process of obtaining an EDGE certification, a recognition which all Steamships properties are aiming to achieve, as part of the company's commitment to sustainable operations.

With its mixed-use concept, sustainable design, and commitment to innovation, the building is poised to become an iconic hub of progress, fostering growth, and propelling the nation onto the global stage.



OUR COMMUNITY



VOLUNTEERING FOR VULA'A.

A total of 30 enthusiastic and energised staff from Corporate Head Office registered and participated in the first Steamies Volunteer Day for 2024 on 20 January. The day began early at 6am with volunteer pick-ups around Port Moresby city before the hitting the Magi Highway for Hula Village. Volunteers absorbed the scenic countryside, passing through Hiri West LLG Villages of the Central Province on the approximately 2-hour 15 minute drive before arriving at Vula'a Rivilina Elementary School in Hula. The weather was perfect, the sun shone bright and a cool slight breeze blew through the coconut trees that bordered the perimeter of the school.

Half of the volunteers consisting of the Executive Management Team had arrived ahead of the rest of our volunteers and swiftly assisted the organisers to unpack all required equipment for the day's activities. After a quick event and safety briefing, all volunteers got into their designated groups to carry out their activities.

The objective of the Volunteer Day was to beautify and clean the Vula'a Rivilina Elementary school grounds in preparation for the opening ceremony of their newly built classroom. The volunteers did an excellent job installing used tires as decorative wall features and planters, doing simple landscaping by planting flowers and trees, removing weeds, making a new garden bed, and finally, performing a general clean up involving rubbish removal and classroom washdown.

Our awesome volunteers shared their experiences and the importance of volunteering:

OUR COMMUNITY



“Volunteering at the January Volunteer Day was a truly enriching experience. Our mission was to clean and prepare a double classroom at Hula Village, a task that resonated deeply with our commitment to supporting local communities. Engaging with the locals not only gave us a profound sense of accomplishment but also highlighted the impact of our efforts. This experience was a poignant reminder of the importance of community involvement and the transformative power of collective action. Meeting new people who shared a common goal of making a positive impact was both inspiring and eye-opening. These interactions not only broadened our perspectives but also deepened our appreciation for the rich tapestry of human experience. Volunteering, therefore, not only benefits those in need but also enriches our own lives in ways we may not have imagined.”

Wari Tola – Sales Manager, Coral Sea Hotels

“Volunteering to me is basically committing your time and resources towards an event or programme for free or without any form of compensation for them. I volunteered for the Hula School because education and environmental conversation are pivotal elements that can create a robust economy in the future, thus, volunteering on that day gave me a sense patriotism as Papua New Guinean. Also, it's a time where I got to meet new people and learned about team work outside of the office. Last but not the least it was my first time to Hula, so I used the opportunity do some site seeing and learn about the place, people, and their way of life.”

**Beudon Kami – Building Management Systems Supervisor,
Pacific Palms Property**

OUR COMMUNITY

"I've always believed in being the change I want to see in my community. Volunteering is one way I can make that happen. I take pride in contributing to nation-building both in the office and actively in the community. Projects like the Hula School Project have allowed me to be part of the positive changes I believe are needed in our communities and our nation as a whole."

Allan Donigi – Lawyer, Steamships

Steamies Volunteer Day was held a week in advance of Global Community Engagement (GCE) Day which is commemorated on 28 January every year. GCE Day seeks to encourage organisations, individuals, and businesses to better engage with their communities.



OUR COMMUNITY

CELEBRATING 50 YEARS OF HIRI MOALE.

Steamships reaffirmed its commitment as the major sponsor of the Hiri Moale Festival, solidifying its partnership with the Motu Koita Assembly (MKA) by presenting a K100,000 cheque in support of the event. This sponsorship not only covered the accommodation expenses for the Hiri Hanenamo participants during the one-week preparations at Grand Papua Hotel but also pledged six months of employment opportunities across various divisions under Steamships.

Recognising the significance of honouring the traditional custodians of the land where their businesses thrive, Steamships' involvement in the festival marked a celebration of culture and heritage. The festival commenced with an enchanting sponsors' evening at APEC Haus on the night of the 22nd March 2024, featuring a captivating play depicting the origins of the first Lagatoi and the Hiri Trade. Notable figures including Steamships Managing Director, Rupert Bray, and former Hiri Hanenamo and current Accounts Payable Officer, Bonnie Vaihere, contributed as judges during the event.

The festival's highlights included the Vanagi (Canoe) race on Saturday 23rd and the grand arrival of the Lagatoi (Oala Bada) at Era Kone (Ela Beach). Concluding at Hubert Murray Stadium on Sunday the 24th, the festivities showcased diverse Motu Koitabuan cultural dances and culminated in the crowning of the 2024 Hiri Queen, Henao Heni from Elevala Village.



Henao Heni at Era Kone

Henao's victory, accompanied by a K10,000 education scholarship from sponsor Digicel, marked a significant milestone in her journey. Despite facing personal challenges, including the loss of her father and financial constraints, Henao remained resilient, engaging in sports and community volunteer work.

Steamships' sponsorship not only supports Henao's educational aspirations but also offers job opportunities to other contestants, including runner-up Margaret Ali from Pari Village. With six former Hiri Queen contestants already employed full-time in areas such as hotel hospitality and accounting, Steamships continues to foster talent and contribute to the community's development.

As Henao embarks on her 12-month reign as a cultural ambassador for the Motu Koita people, Steamships extends its congratulations and best wishes for her future endeavours.



DRIVING SUSTAINABILITY THROUGH EMPLOYEE ENGAGEMENT.

Creating more awareness among individuals about global problems like climate change and its harmful implications on humanity is vital to Steamships sustainability agenda. Studies have also shown that explaining the human causes of climate change increases public support for urgent action. Therefore, Steamships businesses need their employees and partners to be on board with making changes to ensure real progress is made to fulfill Steamships commitments to Sustainable Development.



Alumita Chan, Fleet Efficiency Coordinator, emphasising the importance of accurate data collection.

It is vital for companies like ours to make sure our employees understand why being sustainable is important and how it can make a difference in their operations.

Our Sustainability Development team recently met with the Consort personnel in Lae, who are responsible for collecting environmental data and inputting it into a software called Resource Advisor. This software helps us track and manage our energy use and sustainability efforts across the entire business.

During the awareness session participants learnt about the importance of the data they collect, ensuring its accuracy, identifying challenges in data collection, and finding ways to improve by sharing best practice and bringing new ideas to the table.



Natalie Nakon, HSSE Supervisor – Consort, reiterating the key messages from the SD presentation to participants.

The training covered topics such as stakeholder-driven sustainability mandates, our key sustainability focus areas (Thrive 2.0), how our sustainability performance is evaluated, our collaborations with other organisations, and our FY23 vs FY22 performance on energy use, water consumption, and emissions across different divisions.

The team responded positively to the information shared and appreciated understanding how their collected data is utilised. This awareness initiative is part of a broader series of engagements planned with environmental data coordinators across all divisions in Q2.



Rhonda Kopman, Sustainable Development Manager, with participants of the session.

OUR ENVIRONMENT

STEAMSHIPS' SUPPORT FOR CONSERVATION EFFORTS.



Did you know that Steamships is actively involved in supporting the PNG Biodiversity and Climate Fund (BCF), a crucial initiative designed to tackle the escalating challenges of biodiversity loss and climate change in Papua New Guinea?

Recently, the Fund convened its 7th board meeting at the UNDP Country Office in Port Moresby. The board, chaired by the UNDP Resident Representative, comprises representatives from civil society, governmental bodies, the private sector, and other key development partners.

During the meeting, the board collectively assessed the progress made by organizations that have received grants from the Fund to advance conservation efforts across the country since the prior year and deliberated on and some challenges they encountered. Additionally, discussions included the forthcoming distribution of new grants, a process that the PNG Biodiversity and Climate Fund plans to carry out in collaboration with the Rainforest Trust later in the year.

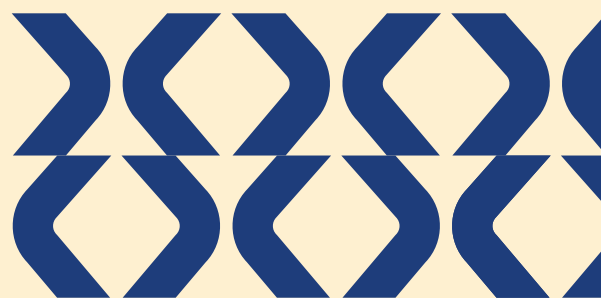
The Board also formally introduced latest appointments of two new female members during the meeting.



MD, Rupert Bray sharing his views during BCF discussions.

Notably, Steamships' Managing Director serves as one of the private sector representatives on the BCF's Board, while the company's SD Manager is an observer on the Board. By willingly engaging in this initiative, Steamships aims to leverage its corporate expertise to support climate change and conservation efforts in Papua New Guinea, contributing to the establishment, governance, and initial rounds of grant allocation by the BCF.





BLAZING TRAILS: IGNITING FIRE SAFETY TRAINING ACROSS EVERY STEAMSHIPS DIVISION.



An extensive Fire Safety Training Program, led by the STC Safety Team was conducted from October 2023 through January 2024, to emphasize commitment to safety and preparedness. This initiative reflects the organisation's dedication to not only protecting its assets but, more importantly, safeguarding the lives of its employees and those of its partners.

The comprehensive training program was designed to equip staff across various sectors with the knowledge and skills necessary to respond effectively to fire emergencies.

A total of 345 employees from a wide range of entities participated in the training. This diverse group included staff from Coral Sea Hotels, Pacific Palms Property, Steamships Corporate Head Office, Harbourside, Pacific Palms Property Facilities & Services, Enzos, EastWest Transport, Grand Papua Hotel, Computer Services Division, Marriott Executive Apartments, as well as our tenants Kumul Consolidating Holdings and Hot Rooster. Furthermore, the initiative was also extended to the Highlander Hotel staff along with PPP Hagen staff and tenants, under the adept guidance of trainer Solomon Maua.

The training program was structured into two key components: theoretical instruction and practical application. The theoretical segment delved into essential fire safety principles, covering material meticulously compiled into an informative pamphlet distributed to participants at the onset. This included the different classes of a fire, what extinguisher to use, the fire triangle and methods of extinguishment. This foundation laid the groundwork for understanding the critical nature of fire safety and prepared participants for the hands-on component that followed.

CORPORATE NEWS

In the practical sessions, participants were given the opportunity to apply their newly acquired knowledge in a controlled environment. This phase emphasized the P.A.S.S. method — Pull, Aim, Squeeze, and Sweep — a tried and tested approach to using fire extinguishers effectively. By simulating real-life scenarios, the participants were able to gain firsthand experience in tackling fires, an invaluable skill that enhances both personal and workplace safety.

The inclusion of a wide range of staff from various companies and departments in this training reflects Steamies' holistic approach to safety. By extending this vital education beyond its immediate staff, Steamships demonstrates a profound commitment to fostering a culture of safety and preparedness within the broader community. This initiative not only enhances the individual capabilities of each participant but also strengthens the collective resilience of the workforce against fire emergencies.

As the Company continues to advance its safety protocols, the success of the Fire Safety Training program stands as a testament to its proactive stance on emergency preparedness. This initiative is a clear indication of Steamship's unwavering dedication to creating a safe and secure environment for all its employees and partners. The invaluable skills and knowledge imparted through this training ensure that Steamships and its associated partners are well-equipped to handle fire emergencies, thereby safeguarding lives and property.

In conclusion, the Fire Safety Training program marks a significant milestone in the company's ongoing commitment to safety. It highlights the importance of not just reactive measures but proactive training and preparedness to effectively manage emergencies. As we move forward, the lessons learned, and the skills acquired through this program will undoubtedly contribute to creating safer workplaces and communities.



OUR COMMUNITY



PACTOW Lae Branch

HONOURING THE BACKBONE OF PACIFIC TOWING.



In the spirit of gratitude and recognition, Pacific Towing (PacTow) recently embarked on a heartfelt journey to honour the dedication and hard work of its long-serving employees. Across multiple branches, from administration to operations, a series of ceremonies were held to celebrate a remarkable milestone in the lives of 105 employees who have been part of the PacTow family for 5 to 31 years.



PACTOW Madang Branch

The nation-wide presentation kicked off on 2nd January 2024, in Lae, followed closely by Rabaul, Kimbe, Madang Port Moresby and the Solomon Islands.



OUR COMMUNITY



PACTOW Kimbe Branch



PACTOW Kimbe Branch



These ceremonies were more than just a formality; they were a profound acknowledgment of the employees' commitment and contributions to the success and resilience of PacTow. John Kombil, Employee Services Coordinator, in presenting the Certificates of Appreciation, underscored the importance of everyone's role in shaping the company's legacy.

This significant event not only highlighted the loyalty and perseverance of these employees but also reflected PacTow's commitment to recognising and valuing the people behind its success. PacTow has set a commendable example of valuing service and dedication, reinforcing its reputation as an employer who truly cares for its workforce.

Each employee, with their unique contribution, has played an integral role in ensuring safe and reliable marine services across the Pacific region. Here is to many more years of success and mutual growth, buoyed by the dedication of our esteemed team.

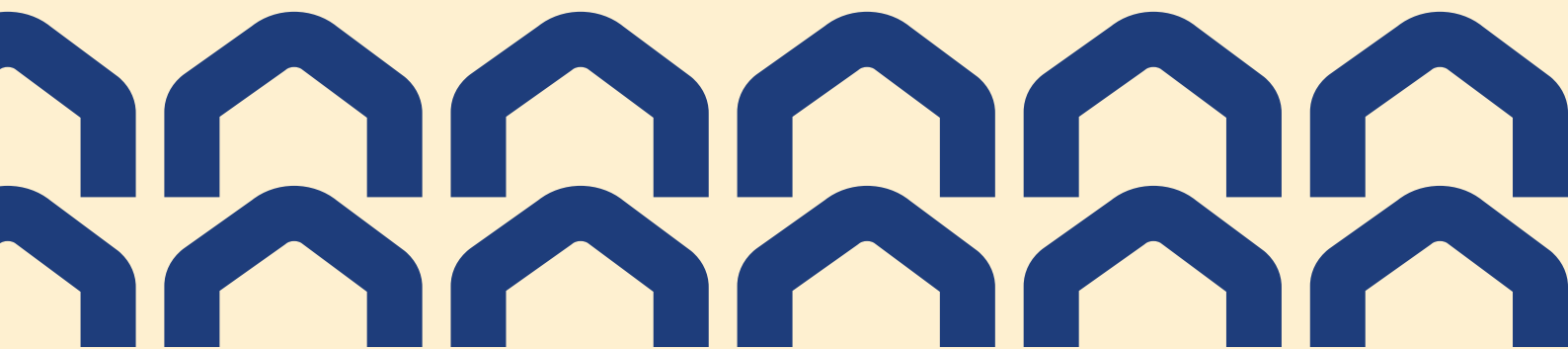


PACTOW POM Branch



PACTOW Rabaul Branch

2024 EVENTS CALENDAR



JANUARY

1st New Year's Day

FEBRUARY

14th Valentine's Day
26th National Remembrance Day of the
Late Grand Chief Hon. Sir Michael
Somare

MARCH

8th International Women's Day
15th HSS Opening
17th Welcome of Papuan Coast MV TBC
18th Global Recycling Day
22nd–24th Hiri Moale Festival (50th Anniversary)
22nd World Water Day
29th Good Friday

APRIL

1st Easter Monday
6th World Health Day

MAY

8th Consort/ Swire Shipping Golf Trade
Day (LAE)
12th Mother's Day
18th International Women in Maritime Day
25th Steamies Mixed Netball Tournament

JUNE

5th World Environment Day
8th World Oceans Day
9th Coral Triangle Day
14th Safety Day
17th King's Birthday (Public Holiday)
21st MD's Townhall
25th Day of the Seafarer

JULY

23rd National Remembrance Day
(Public Holiday)



2024 EVENTS CALENDAR

AUGUST

12 th –18 th	PNG Open
21 st	Buk Bilong Pikinini When I Grow Up I Want to be a Hotelier Book Launch
22 nd	Buk Bilong Pikinini When I Grow Up I Want to be a Tug Captain Book Launch
23 rd	National Women's Day
24 th	Hula Classic
26 th	Repentance Day

SEPTEMBER

1 st	Father's Day
16 th	Independence Day
21 st	MD's Townhall

OCTOBER

Pinktober Awareness Month	
5 th	Steamies 7s and Touch Football Tournament

NOVEMBER

Annual FSV Awareness	
15 th	MD's Townhall
16 th	Lae Family Day
23 rd	POM Family Day
25 th	White Ribbon Day

DECEMBER

25 th	Christmas Day
26 th	Boxing Day


OUT AND ABOUT






POLICIES

WHISTLE BLOWER POLICY.

 **STEAMSHIPS**


**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

 TEXT +675 7100 4481

 MAIL Steamships Trading Company Limited
c/o Group Internal Auditor
P.O 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