

# TOK STEAMIES

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# UNLEASHING POTENTIAL

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TEAMWORK – INNOVATION – INDEPENDENCE



STEAMSHIPS

# UNLEASHING POTENTIAL

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# EDITOR'S NOTE

Dear Readers,

**In this issue we explore the power of “Unleashing Potential”. You’ll read about the creative ideas and fresh approaches our teams bring to the table every day. Whether it’s finding smarter ways to work, taking on new challenges, or giving back to our communities, there’s so much to be proud of. We hope these stories spark some inspiration and remind you of the great things we can achieve together!**

At Steamships, safety is a top priority. We deep dive into what we are doing to improve safety measures and the creative ways our teams are doing it. By keeping our workplace safe, we ensure everyone can do their best work in a protected environment.

Unleashing potential also means supporting our employees’ career growth. We offer training, mentorship, and opportunities to learn new skills. This helps our team members advance in their careers and reach their personal and professional goals.

This issue highlights how our commitment to safety and career development go hand in hand, creating a place where everyone can succeed. We hope to inform and inspire you to recognize and unleash your own potential. Let’s keep pushing boundaries and achieve great things together.

We welcome your feedback and encourage you to join the conversation. Your input is valuable as we aim 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](mailto:cpeter@steamships.com.pg) or [TokSteamies@steamships.com.pg](mailto:TokSteamies@steamships.com.pg)

# FEATURE STORY

As we sat on Era Kone beach, looking out in the distance, seeing the waves lap the shoreline, sitting and waiting in anticipation for the arrival and reveal of the traditional Lakatoi, we suddenly hear the familiar cries and conch shell blow. “Edioro Oalabada!” was proclaimed, people on the beach cheered and a crowd gathered on the shore as the brave voyagers from Oalabada return safely home.



Oalabada Lakatoi at the 2024 Hiri Moale Festival

# HIRI HANENAMOE AHENAMO SIVARAI THEIR STORY.

The Hiri Moale Festival in its 50th Anniversary was an exciting and vibrant weeklong celebration of culture, and the famous Hiri Trade, honouring the traditional landowners of land we know as Port Moresby. Steamships is proud each year to be a gold sponsor of the program, as we at Steamies have a strong connection with the Motu Koitabuans, with shared history of being seafarers and travelling in the purpose of trade. The Company also employs over 3600 people, many of whom are from the Motu Koita region.

A major event at every Hiri Moale Festival is crowning the Hiri Hanenamo amongst the Motu Koita contestants. It is not a beauty competition but rather a platform for female empowerment and leadership. The event was formed to inspire young women to be role models within their communities, it allowed for the women to be cultural ambassadors, celebrating the culture and traditions which their ancestors had passed down through generations. As part of Steamships' sponsorship and commitment to fostering local talent, the Company invites all Hiri Hanenemo contestants to a six-month formal employment opportunity. Through this program, the women gain valuable work experience, building strong foundations for their future careers.

A fitting story within the theme of our issue – Unleashing Potential, we turn our attention to the seven Hiri Hanenamos who are employed and thriving across various divisions of Steamships, including Coral Sea Hotels, Pacific Palms Property, Consort, Computer Services Division, Joint Venture Port Services, and Corporate Head Office. At Steamies, we see potential in our future stars, particularly the Hanenamo's many of whom are embarking on their first professional roles, with the chance to develop new skills and gain practical experience in a supportive environment.

This year, we are excited to welcome three new individuals to our Steamships family. Miss Tabitha Rei in Corporate Affairs team, Eurailya Uru in Pacific Palms Property, and Margaret Ali joining Consort POM. Although they are new to the professional world, their enthusiasm and willingness to learn are already making a positive impact.

Reflecting on her journey, Tabitha shares, “My experience from the Hiri Moale Festival has built a lot of confidence in myself to speak publicly without fear. I believe I can apply this same confidence in my current role.” Her goals include expanding her professional network, gain industry knowledge and understanding while also fostering creativity.



# FEATURE STORY



**Tabitha Rei**  
Corporate Head Office, Corporate Affairs



**Eurailya Uru**  
Pacific Palms Properties Projects



**Margaret Ali**  
Consort POM Customer Service



**MY GOAL WITH STEAMSHIPS IS TO ENHANCE MY SKILLS RELEVANT TO MY CURRENT AND FUTURE ROLES WITHIN THE COMPANY, WHILST PARTICIPATING IN ACTIVITIES THAT CONTRIBUTE POSITIVELY TO STEAMIES CULTURE.”**

## **SAYS EURAILYA URU.**

These positions provide an excellent platform for the contestants to establish a strong foundation to launch their careers. By working with experienced professionals and gaining hands-on experience, they can develop essential skills that will serve them well in their future endeavours. The knowledge and experience they gain during their time with Steamships will not only benefit their careers but also enable them to contribute positively to their communities.

Margaret Ali, who has joined the Customer Service Department - Consort POM, expresses her ambitions clearly: “I am eager to find new challenges in my role and seek better solutions, and consume content from thought leaders within the Company.”

Supporting these young women in their professional journeys aligns with our mantra of seeing tomorrow's leaders in today's stars. We believe that by providing impressive professionals with opportunities to succeed, we are also helping to improve the livelihoods of those in their villages who support them. As they grow and develop in their roles, they will be better equipped to make meaningful contributions to their communities, creating a ripple effect of positive change.

We look forward to seeing the growth and achievements of Tabitha, Eurailya, Margaret, and all our Hiri Hanenamos as they embark on this new chapter with Steamships. Their presence and participation are a testament to our dedication to nurturing talent and fostering a culture of learning and development.



# FEATURE STORY



## 2023 RECRUITS.

**As we embrace our new recruits, we take this time to spotlight our continuing Hanenamo's. Now, let's highlight our previous recruits who joined in 2022 and 2023 and see how their journey is progressing.**

This initiative began in 2022 onboarding Bonnie Vaihere who began her journey with Steamships, seizing an employment opportunity. She stood out among her peers and secured a prized position at Steamships' Corporate Head Office, thanks to the partnership between Motu Koita Assembly and Steamships Limited. For the past two years, Bonnie has excelled as an Accounts Payable Officer in Steamships' Corporate Finance division. Despite the demanding nature of her role, she passionately embraces her job, citing the invaluable experience and growth it has provided. Managing local suppliers and overseeing Steamships' inter-company accounts, Bonnie's role has not only refined her professional skills but also positioned her for future successes. She expresses deep gratitude for how this opportunity has shaped her career journey and prepared her for what lies ahead at Steamships.

Elizabeth Naime joined Steamships as a Casual Accounts Receivables Clerk, despite having no prior experience. Her determination and accounting qualification quickly led to a permanent contract after just three months. Elizabeth's journey has been exciting and challenging, involving early bus commutes from her village to the city and navigating the demands of her first job. She faced initial struggles with tools like Excel and ProntoXi but overcame them through training and support from her colleagues.

Elizabeth has learned to step out of her comfort zone, communicate effectively, and work independently and as part of a team. She values the genuine opportunities at Steamships, including the provision of transport for late work hours and the flexibility of optional weekend work. Looking ahead, Elizabeth plans to gain diverse experience across various divisions within Steamships, aspiring to become a seasoned accountant with the company.



**Bonita Vaihere** Corporate Head Office A/P

Margreth Winnie a Divine Word University graduate, began her journey, as an Admin Assistant in corporate affairs before transitioning to Raitpla Property Management as an Admin & Finance Assistant, which has been both challenging and rewarding. Despite initial struggles with inexperience and shyness, Margreth has grown significantly through the support and encouragement of her colleagues. She emphasises the importance of teamwork, collaboration, and stepping out of her comfort zone as key lessons learned. Margreth cherishes the balance between work and social activities at Steamships, appreciating the opportunities for professional development and the recognition of staff efforts. Looking ahead, she aims to explore various sectors within the company to build a fulfilling career, even though it may not directly align with her academic background.

Looking back on the experiences of our past recruits, we can see how opportunities can truly change lives, highlighting the strong impact of our program. By fostering an environment of learning, development, and support, we are not only shaping the careers of these young women but also empowering them to make meaningful contributions to their communities. As they continue to grow and achieve their goals, they embody the essence of unleashing potential, proving that with the right opportunities, dedication, and support, remarkable transformations are possible. We look forward to celebrating their continued success and the positive ripple effects they create within Steamships and beyond.

FEATURE  
STORY

From Left: Rupert Bray (Former Steamships MD), Elizabeth Naime, Margreth Winnie, Bonnie Vaihere, Tumanu Romney, Kim-Josh Damuri (2023 Hiri Queen)



**Elizabeth Naime**  
Coral Sea Hotel A/R



**Margreth Winnie**  
Raitpla Property Management Admin





# OUR PEOPLE

## WESLEY SUPRO.

**Meet Wesley Supro, our Logistics Division's new National Commercial Manager- a leader who embodies resilience, adaptability and a deep commitment to growth.**

Starting his career in 2000 with Shell (PNG) Limited graduate program, Wesley spent seven years sharpening his skills in the petroleum sector, experiencing the changes as Shell's operations transitioned into what is now Puma Energy.

After Shell, He then explored roles in telecommunications sector, where he spent 5 years navigating sales and distribution of fixed line and mobile telephone products. His career then took another turn when he joined PNG Ports Corporation, handling marketing and communications briefly for 3 years. But when the ExxonMobil-led PNG LNG Project took off, Wesley found himself drawn back to the petroleum industry, leveraging his expertise in another challenging three-year stint.

The fast-moving consumer goods (FMCG) industry was next, where he took on leadership roles at British American Tobacco and Coca-Cola Europacific Partners. These positions tested his ability to drive growth in highly competitive markets, further refining his commercial and leadership skills. Each move presented new challenges, but it's this variety of experiences that has shaped Wesley into a versatile leader. Joining Steamships was a deliberate choice for Wesley, drawn by the company's deep roots in Papua New Guinea.



# STEAMSHIPS IS A PIONEER IN PAPUA NEW GUINEA",

**WESLEY SAYS.**



**Wesley Supro** National Commercial Manager, Logistics Division

"The fact that we 'just don't do business in Papua New Guinea, it is our home' was a significant pull factor for me." Now as the National Commercial Manager, he's focused on driving revenue across divisions like Consort and EastWest Transport. His role involves not just overseeing commercial growth, but also building lasting relationships with key clients and attracting new prospects.

Wesley emphasises the importance of local knowledge and cultural understanding in his role and is passionate about nurturing the next generation of Papua New Guinean leaders, instilling in them a growth mindset and a sense of stewardship. He states that Leadership is not a process, it's a journey. That journey will never be all the hopes and desires you wish for at the start, however, the challenges and insights you attain will be a source of inspiration and courage learn and grow in your leadership journey.

Wesley aims to position the Logistics Division as a strategic partner locally and globally. He plans to engage with local communities through sustainable initiatives, such as a mangrove re-planting program in Baruni-a project that aligns with our sustainability goals while also giving back to the communities we operate in. With his diverse background and forward-thinking approach, Wesley is set to guide Steamships into a future where growth, community, and sustainability go hand in hand.



# OUR PEOPLE

## PACIFIC TOWING'S NEW MANAGER, GERARD KASNARI

**Gerard is no stranger to the PacTow world. After almost a decade of being PacTow's Marine Operations Manager, and second-in-command, Maritime veteran Gerard Kasnari is now in the captain's seat at Pacific Towing, steering the business into the future.**

Gerard's maritime journey began in 1985, and he quickly rose through the ranks to become one of the country's youngest ship masters at just 24 years old. His experience extends beyond the maritime industry; he also has considerable experience in mining logistics, including aircraft and trucking operations. He held supervisory and managerial roles at Ok Tedi Mining for nearly 14 years and managed operations on the Frieda River Project.

Gerard's journey to this leadership position is a testament to his unwavering commitment and hard work. With almost 40 years of experience in PNG's maritime sector, he brings invaluable expertise and insight to his new role. Throughout his career, Gerard has been instrumental in many of PacTow's achievements and initiatives, such as workforce nationalisation, cadetship programmes, fleet upgrades, regional expansion, and introduction of new services.

Gerard first joined the group as PacTow's HSSEQ Manager and Designated Person Ashore. Gerard was promoted to Marine Operations Manager in 2019. In this role, he enhanced PacTow's safety systems, processes, and performance, leading to the company's first five-year period without a lost-time injury (LTI). His contributions to the company's safety culture have been widely recognised as a cornerstone of Pacific Towing's success.

When asked about the mentors who have shaped his career, Kasnari shared. "I grew up with very strong leadership traits from home. Throughout my career, I was fortunate to work under various PNG and foreign ship captains whose leadership styles had significant impacts on my development. During my time at Ok Tedi, Colin Kittel- Executive Manager Supply & Logistics-played a pivotal role, as did Dugi Wilson, General Manager at Xstrata Copper Ltd's Frieda River Project, and Neil Papenfus, who was the General Manager at Pacific Towing".

His educational background is rooted in solid maritime training. Kasnari studied at PNG Maritime College, starting with cadet training in 1985, and continued with officer training in 1989, 1991, and 1992. This rigorous education laid the foundation for his rise through the ranks.

"I always remained fully committed to my job, doing it to the best of my ability and beyond what was required," Kasnari explained. "I was decisive and never afraid to make decisions and accept the consequences. I never blamed anyone else and always took responsibility for myself, my team, and others. I treated locals and other nationalities the same, which earned their respect and cooperation."

As he reflects on his journey, Kasnari highlights the most rewarding part of his job: "Seeing employees being rewarded, trained, groomed, and given opportunities to develop their careers is incredibly fulfilling. It's about building a future not just for the company but for the people who make it all possible."

However, his career hasn't been without its challenges. "Balancing work and personal life, and maintaining relationships with my family, relatives, and friends has been one of the biggest challenges," Kasnari admits. Yet, his ability to navigate these challenges with grace is part of what makes him an effective leader.



**Gerard Kasnari** Marine Operations Manager, Pacific Towing

Steamships Previous Managing Director, Rupert Bray, highlighted Gerard's journey: "Gerard's extensive experience, combined with his dedication, commitment, and proven leadership skills, make him the perfect candidate to lead Pacific Towing forward and continue delivering exceptional service to its customers."

Gerard Kasnari's story shows that with hard work, dedication and one's passion for one's work, can lead to great achievements. His leadership at PacTow is poised to drive the company to even greater heights, continuing a legacy of excellence. He steps into the role previously held by Neil Papenfus, who, after 17 years with Steamships, has taken up a position of CEO PNG Ports Corporation. We extend our gratitude to Neil and wish him every success in his new role.

As Gerard now takes the captain's seat at Pacific Towing, he is not just leading a company—he is shaping the future of PNG's maritime industry.



## CEL COMMERCIAL VANGUARDS.



### DORIS LAHIN CARTAGE SUPERVISOR- CONSORT COMMERCIAL TEAM

**Since joining Consort Express Lines in 2012, Doris Lahin has shown how opportunities and continuous learning can transform a career. Starting as a Manifest and Documentation Officer, she has progressed to her current role as Cartage Supervisor in the Commercial Department. In this role, Doris oversees daily transport transactions and ensures customer satisfaction.**

In January 2024, Doris faced a new challenge: promoting and increasing Door Term products for Consort. Although she lacked experience in this area, she embraced the opportunity. With mentoring and coaching from her manager, Doris improved her skills in customer engagement and product promotion.

A key part of her development was the Supervisor Excellence Training program. This program helped Doris tackle new challenges, stay open to feedback, and keep learning.

Her dedication was evident when she travelled to Port Moresby with her manager to work with the EWT and Consort teams. They aimed to align processes, improve reporting, and support Door Term Services.

Implementing new processes and establishing effective communication was challenging, but Doris's efforts paid off. Today, processes and reporting between the ports are aligned, and communication has improved through WhatsApp and live GPS updates. As a result, Door Term volumes have increased and continue to grow.

Reflecting on her journey, Doris is grateful for her progress. Her contributions have fostered her personal growth and improved Consort's Door Term Services in Lae and Port Moresby.

"As I look ahead, I am eager and enthusiastic about the prospect of further growth and challenges that await me at Consort. I am grateful for the support and guidance I have received throughout my career" says Doris.

# OUR PEOPLE



## DOROBE OGI KEY ACCOUNTS- CONSORT COMMERCIAL TEAM

**Dorobe Ogi joined Consort in May, 2021, after completing his business studies in 2020. In just three years, he has made impressive progress in his career, taking on new challenges and roles with enthusiasm.**

Dorobe started as a Depot Yard Clerk, managing container dispatch and receivals from May to September 2021. His hard work earned him a promotion to Depot Transport Clerk, where he handled Swire Transhipment until July 2022. He then became the Depot Transport Coordinator, managing third-party logistics until January 2023. After that, he took on the role of Team Leader Transport, overseeing and coordinating transport for both internal and external parties until October 2023.

In October 2023, Dorobe became a Key Accounts Officer, focusing on customer service and relationships. This role has allowed him to interact more directly with customers, helping him build stronger connections and take ownership of their business with Consort.

Dorobe has achieved a lot during his time at Consort. One of his biggest accomplishments was helping to create the Depot Transport Department, which now efficiently manages fleet and equipment for daily tasks. He also completed the prestigious Supervisor Excellence Training, which has greatly improved his ability to deliver excellent customer service.

With the mentorship of Belinda Kanau, the Customer Service and Documentation Manager, and Scott Sevua, the Key Accounts Manager, Dorobe has grown in his role. He has become more empathetic, service-oriented, strategic, proactive, and responsible. His communication skills, preparation, listening abilities, and knack for asking meaningful questions have all improved.

Dorobe has faced his share of challenges as well. Externally, he worked hard to rebuild the relationship with Ramu Agri Industries. Dorobe and his team had resolved key issues, including the supply of old and damaged shipping reefer equipment. This proactive approach led to a stronger partnership and growth in their beef shipments with Consort.

Internally, Dorobe focuses on fostering effective communication and knowledge sharing within his team. As a Key Accounts Officer, he knows the importance of aligning the team to meet customer expectations. Using tools like email, phone calls, WhatsApp, and Teams calls, he ensures constant feedback and collaboration, which are crucial for delivering top-notch service.

Dorobe Ogi's story is a testament to the potential that can be unleashed through dedication, continuous learning, and teamwork. His journey shows the importance of personal growth and collaboration in achieving success, inspiring others to strive for excellence in their own careers.





# PACIFIC PALMS PROPERTY KIBUNG.



**Pacific Palms Property kicked off 2024 with a vibrant “Kibung”—a Tok Pisin term meaning gathering or meeting—that brought the team together to celebrate past wins and set their sights on the future. More than a simple recap, this event was a powerful way to bring everyone into the same space, build connections, and refocus on goals for the months ahead.**

In a true show of Steamships spirit, this Kibung welcomed not only the Pacific Palms Property team but also colleagues from Raitpla Property Management, who also sit within the Steamships Property Division. It was a rare and valuable chance for staff across divisions to meet, share stories, and spark new ideas, strengthening that sense of community across the organisation.

Far from being just another team meeting, gatherings like the Kibung play a key role in boosting morale. By spotlighting team and individual achievements, the Kibung showed the power of appreciation and recognition, reminding everyone of the impact their work has on the bigger picture. It also gave staff a chance to have open conversations with leadership, sharing ideas and discussing future plans with a real sense of teamwork.





# OUR PEOPLE



**AT ITS HEART, THE KIBUNG WAS ABOUT CELEBRATING WHAT'S BEEN ACCOMPLISHED AND MOTIVATING EACH OTHER FOR WHAT'S AHEAD.**

These are the moments that make a difference—not just in our work, but in building a workplace where people feel valued, heard and ready to take on what's next together.





## OUR PEOPLE

# THE RISE OF A HOUSEKEEPER TURNED FRONT OFFICE MANAGER

**In Port Moresby's vibrant hospitality scene, Ela Beach Hotel shines as a beacon of excellence. Leading its front office team is Viccah Savur, whose career journey embodies the strength of perseverance and growth. Her story highlights how dedication and a passion for learning can reveal one's true potential.**

Viccah Savur's path to becoming the Front Office Manager at Ela Beach Hotel began in 2011, rooted in the dedication and essential work of a housekeeper, highlighting the importance of every role in the hospitality industry. Starting in this entry-level position, Viccah's commitment and diligence quickly set her apart. "Through commitment and hard work, I was promoted to a supervisory role in the Housekeeping Department after three years," she reflects. By 2016, her talents had earned her a promotion to Hotel Duty Manager, a role that marked her entry into front office management under the guidance of Mr. Stuart Johnson. Despite the many challenges she faced, Viccah credits her success to the support and encouragement she received from her managers and colleagues. "Handling daily challenges was tough, but the guidance from my mentors helped me achieve my goals and grow in my career," she says.

As Viccah advanced through her career, she encountered situations that tested her resolve. One notable challenge was managing an increased workload due to unforeseen circumstances. "To maintain efficiency, I assessed the situation, identified tasks that could be delegated, and communicated with my colleagues for support," she explains. This approach not only helped her manage the immediate crisis but also fostered a spirit of teamwork and collaboration.

In her current role as Front Office Manager, Viccah's responsibilities involve overseeing a team of Guest Service Agents and Night Auditors to ensure that every guest's experience meets high standards. Her approach to maintaining service excellence is grounded in three key principles: comprehensive training, clear service standards, and open communication. "I believe that a well-trained team, clear expectations, and open dialogue are essential for delivering exceptional guest service," she says. When it comes to improving the guest experience at Ela Beach Hotel, Viccah focuses on creating a seamless and memorable journey for guests. "Enhancing the guest experience involves attention to every touchpoint with our brand, from booking to departure," she explains. Her strategy is to build a cohesive and inviting experience that keeps Ela Beach Hotel top of mind for future bookings.

Motivating a team, especially during busy periods, is another crucial aspect of Viccah's role. She believes in creating a positive work environment and providing opportunities for career development. "I focus on clear communication, positive reinforcement, and leading by example," she shares. Her leadership style is not just about managing tasks but about inspiring her team to achieve their best. According to Viccah, the essential qualities for a successful front office team include knowledge, effective communication, and a pleasant attitude. "It's about transferring knowledge to guests and maintaining a helpful, friendly demeanor," she says.

Viccah also emphasises the importance of balancing work with personal life. For her, success in both realms is achieved through effective time management and setting clear boundaries. "Balancing personal and professional life is crucial for well-being and preventing burnout," she advises. Looking ahead, Viccah aspires to lead and develop teams, spearheading new ideas and solutions for the hospitality industry.





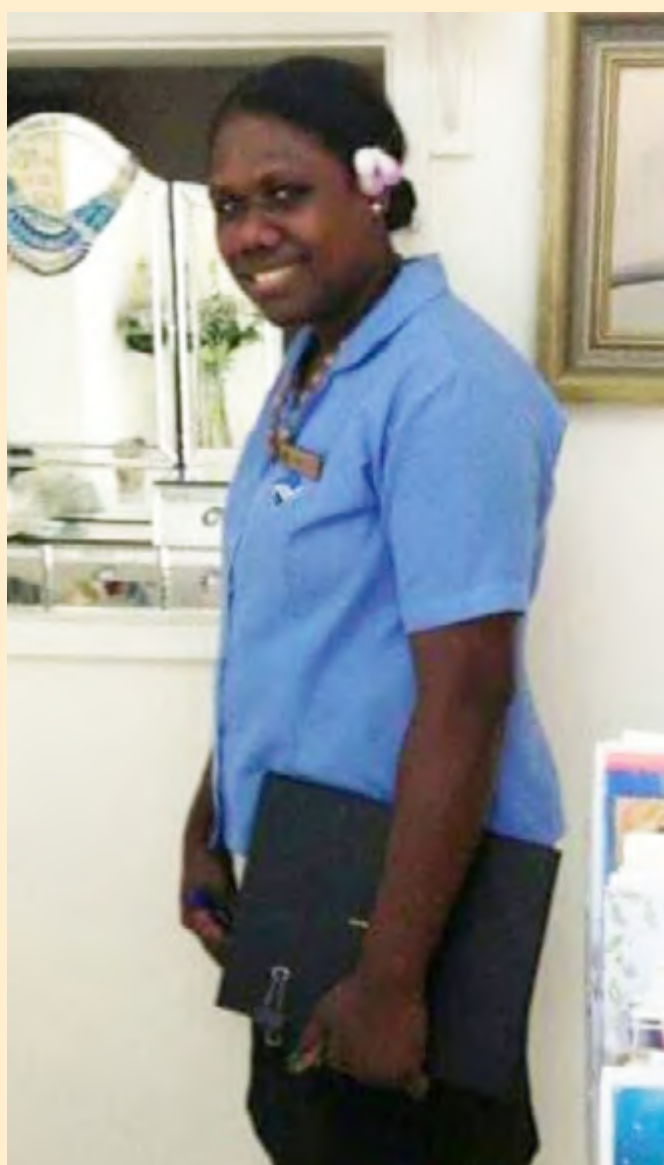
## MY GOAL IS TO DRIVE INNOVATION AND CREATE NEW OPPORTUNITIES FOR GROWTH IN THE INDUSTRY.”

### SAYS VICCAH.

For those aspiring to advance in the hospitality field, Viccah offers this advice: “Lead by example, be polite, friendly, and helpful. Actively listen to your customers and colleagues to achieve success.” She also highlights the importance of continuous learning. “Life-long learning is essential for growth and adapting to new challenges,” she asserts.

Under Viccah's leadership, Ela Beach Hotel is recognised for its serene atmosphere, inviting ambiance, and delicious food. “Guests appreciate the peaceful environment and the homely vibe of the hotel,” she notes. While there's always room for improvement, Viccah and her team are dedicated to refining the guest experience and ensuring satisfaction. One of the key aspects of Ela Beach Hotel's success is its focus on training and development. Viccah explains that “training and development are vital for employees to improve their skills and advance their careers.” By identifying learning needs and providing relevant courses, Ela Beach Hotel supports its staff in achieving their full potential.

Viccah Savur's journey from a housekeeper to the Front Office Manager at Ela Beach Hotel is not only inspiring, but also serves as a powerful reminder that with determination and support, anyone can reach their professional goals. Through her leadership, dedication, and innovative approach, Viccah continues to elevate Ela Beach Hotel's reputation and create opportunities for both her team and herself.



# OUR PROJECTS

## A NEW ERA OF LUXURY AND COMFORT: GATEWAY HOTEL AND APARTMENTS

**Originally known as the Gateway Motel and established in the 1980s, this humble abode began as a suitable choice for travellers visiting Port Moresby for leisure and business purposes. As the city flourished and evolved, so did the Gateway Motel. With each passing year, it expanded its horizons, adding new wings and amenities to cater to the growing needs of its guests. From a modest beginning, it blossomed into Gateway Hotel and Apartments, a testament to its unwavering commitment to excellence. As Port Moresby developed into a key hub for business and commerce in Papua New Guinea, Gateway Hotel and Apartments grew in prominence.**

The property became known for its convenient location, modern amenities, and warm hospitality, attracting both local and international visitors. In 2023/4 as part of the Coral Sea Hotel's renovations, Gateway is receiving a transformational revamp. This transformation was not merely physical; it was a journey of the spirit, a testament to Coral Sea Hotel's dedication to providing unparalleled hospitality. Through its continuous improvements, Gateway Hotel and Apartments emerged as a modern sanctuary, blending contemporary luxury with timeless elegance.





# OUR PROJECTS



The major project on the horizon is the Lobby Renovation—a significant overhaul that will transform the hotel's reception and entrance area into a more welcoming and efficient space for our guests.



## THE DEMOLITION IS SET TO COMMENCE ON 15TH JANUARY 2025, AND THE PROJECT AIMS FOR PRACTICAL COMPLETION BY 10TH JULY 2025.

This endeavour will provide a fresh and modern face to our property, ensuring that the Gateway experience remains exceptional from the moment guests arrive. The proposed design concept embraces an “Industrial Chic” aesthetic, a style that combines the essence of industrial design with contemporary flexibility. This approach integrates vintage elements with modern innovation, perfectly reflecting our commitment to honouring tradition while embracing the future.

We are thrilled to present the rendered images of the Gateway renovations, offering you a glimpse into the future of our facility. These visuals closely represent our renovation goals, combining modern design with the comfort and warmth you cherish.

As we embark on this transformation, we remain excited for what's to come and eager for our guests to experience the new look and feel of Gateway Hotel and Apartments. Thank you for your continued support as we take these steps toward an even brighter future.





# PROJECTS TEAM WHITE CARD TRAINING.



**On May 17th, 2024, the Projects team at Pacific Palms Property Development stepped up their safety game in a big way! With a full day of White Card Training at the Baruni Training Facility, they took on the challenge of raising the bar for safety in PNG's construction industry. This wasn't just any training session—it was led by industry expert Mr. Micah David Lupi from Harness Energy, who brought hands-on experience and top-tier insights to ensure that the Pacific Palms Property team is well-equipped to tackle workplace hazards with confidence.**



# OUR PROJECTS

What exactly is White Card training, and why is it so essential? White Card training, or Construction Induction Training (CIT), is a recognized standard in Australia, required for anyone stepping onto a construction site. It's all about laying down a solid foundation of workplace health and safety (WHS), helping participants to identify risks, control hazards, and master the art of safety communication. For the Pacific Palms Property team, this means they're not only meeting international standards but also bringing world-class safety practices to their projects in Papua New Guinea. It's an investment in their team's safety and a testament to the company's commitment to top-tier standards.

The training session covered everything from spotting hidden hazards to developing effective risk control measures, giving the Contracts Administrators and other team members practical skills they can apply right away. With the guidance of Mr. Lupi and the support of Harness Energy, the team dove deep into these crucial safety concepts, coming out with a renewed focus on building a culture of safety, responsibility, and excellence.

Paul Baker, a participant in the training, said:



**THE WHITE CARD TRAINING WAS AN ESSENTIAL STEP IN MY CAREER, PROVIDING ME WITH THE SKILLS TO IDENTIFY AND MANAGE SAFETY HAZARDS BOTH ON-SITE AND IN EVERYDAY SITUATIONS.”**

His takeaway reflects the team's broader commitment—not just to meet requirements, but to lead the charge in safety for PNG's construction sector.

For Pacific Palms Property Development, White Card training isn't just a box to check; it's a key part of their vision for a safer, more sustainable future. By upskilling their team with internationally recognised safety standards, they're ensuring not only the well-being of their employees but also the long-term success of their projects. This training marks a significant milestone as they continue to elevate safety practices and set new standards in the PNG construction industry.

At Steamships, we care about our protocols and policies, but also place great importance on empowering a team to make a difference. With a skilled, safety-conscious team, Pacific Palms Property Development is more ready than ever to take on new challenges, build with confidence, and lead the way in PNG's construction landscape.







## CELEBRATING EDUCATION AND COMMUNITY: VULA'A ELEMENTARY SCHOOL REDEVELOPMENT PROJECT COMPLETED.

**Hula Village, Central Province – John Swire & Sons, Steamships and the Embassy of the Federal Republic of Germany are thrilled to announce the successful completion and official opening of the redevelopment project at Vula'a Elementary School in Hula, Central Province, Papua New Guinea.**

The brand-new classroom was formally presented to the school community in a small ceremony at the school grounds attended by students, parents, teachers, and villagers of Hula as well as representatives from the Central Province Education Authority.

Addressing the audience, Previous Managing Director of Steamships, Rupert Bray said, "We extend heartfelt gratitude to our partners at the Embassy of the Federal Republic of Germany for their shared vision and generous support. For us, this project symbolizes more than a building; it embodies our collective belief in the transformative power of education. We encourage everyone to take ownership of this facility, ensuring its maintenance for future generations."

The overall investment in this project amounts to approximately PGK 215,000, with Financial Support for Micro Projects Grant from the German Embassy, totalling EUR 25,000 (PGK 97,169), and a contribution of PGK 118,000 from Steamships, covering a rural double classroom kit with a teacher's office space in between, complete with blackboards, pinboards, freight, cartage, and building contractor costs.

H.E. Beate Grzeski, Ambassador of the Federal Republic of Germany in Canberra, expressed, "The German Embassy is proud to contribute to this impactful community-building initiative, which underscores our commitment to sustainable development in Papua New Guinea, ensuring equitable access to quality education for the youth of Hula."

The completion of this redevelopment project not only provides essential infrastructure but also instills a sense of pride and enthusiasm among the students, educators, and community members involved in its construction. The upgraded facilities are expected to enhance attendance and foster greater engagement, enriching the educational experience for all and contributing to the achievement of national education goals.

The German Embassy Canberra and Steamships remain dedicated to the ongoing success of this initiative and eagerly anticipate the transformative impact it will have on Vula'a Rivilina Elementary School and its community.



**Michael Scantelbury** celebrates the opening of Vula'a Elementary School's new facilities.



## EWT PARTNERSHIP WITH ROTARY CLUB FOR SCHOOL DONATION.



**On Tuesday, June 11th, EastWest Transport celebrated a fantastic partnership with the Rotary Club and Soroptimist International by donating 50 brand-new student desk and chair sets to Baruni Primary School.**

The official handover ceremony was a heart-warming event, where representatives from EastWest, alongside partners from the Rotary Club and Soroptimist International, presented the desks and chairs to the students and the school's Head Teacher, Ms. Irene Gaudi.

"On behalf of the entire Baruni Primary School community, I want to express our deepest gratitude to EastWest Transport, the Rotary Club, and Soroptimist International for this donation," said Ms. Gaudi. "Desks and chairs are often a significant expense for schools in Papua New Guinea, and this generous contribution will make a world of difference for our students."

The desks were crafted by the Rotary Club and City Mission's carpentry program in Port Moresby, using locally sourced materials. EastWest played a crucial role in assembling and delivering the sets to the school, ensuring they were ready for immediate use.

"EastWest Transport is committed to supporting the surrounding communities in which it operates," said Nicholas Bury, Steamships Logistics Commercial General Manager. "Baruni village is home to many of our valued employees, and we recognized a critical need to support the local school. This donation of desks and chairs will contribute to enhancing the learning experience for students and create a more comfortable and conducive learning environment, allowing students in Baruni to thrive and reach their full potential."

EastWest Transport's collaboration with the Rotary Club and Soroptimist International is a shining example of the company's dedication to investing in the local community. This generous donation will have a lasting impact on the learning experience of countless students at Baruni Primary School, helping them on their path to success.

# OUR COMMUNITY

## CORAL SEA HOTEL BRAND AWARENESS AT LIMANA VOCATIONAL SCHOOL.



**The Coral Sea Hotels team had a wonderful time at Limana Vocational School's Annual Teacher's In-service Week. We were thrilled to be invited and share our insights with the teachers, giving them a peek into what the hospitality industry is all about.**

During the session, we discussed the high standards and expectations in hospitality, highlighting the variety of career opportunities that are available for those who are passionate and hardworking. We also shared our core values and the code of conduct that shapes our company culture. The teachers are set to compile all this valuable information and present it to their students after the school holidays.



Seeing the teachers' enthusiasm and dedication was truly inspiring. They're clearly committed to preparing their students for successful careers in hospitality, and it's fantastic to see such dedication.

We hope that the insights we shared will empower Limana Vocational students to explore and pursue rewarding careers in hospitality. Understanding the industry's expectations and aligning with our core values will set them on a path to success.

Coral Sea Hotels are proud supporters of educational institutions and communities, reinforcing our commitment to nurturing future talent and promoting excellence in hospitality.





# OUR COMMUNITY



## SAFETY IS EVERYONE'S BUSINESS.

**The definition of behavioural change refers to the process of changing a person's actions, attitudes, and habits to improve their performance. With change in behaviour comes many benefits in the workplace; there is increase of employee satisfaction, improvement in team efficiency and business profitability and improves workplace culture. This was the theme of the 2024 Steamships Group Safety Day focusing on "The Journey to a Safer Steamships – Behavioural Change."**

The day brought together a collection of safety experts including Steamies divisional leaders and external guest speakers who have experience in leadership coaching, safety systems and software development to share their expertise in their respective fields and industries. The day was full of valuable insights, practical advice and inspiring stories, all aimed at fostering an improved health & safety culture within Steamships.

The presentations that followed were focused on what a successful behavioural safety program looked like in the mining industry, overcoming challenges when implementing a behavioural safety program, sharing specific examples of successful behavioural change in the John Swire & Sons private OpCo's and the use of risk cloud to track behavioural change.

The day started on a high note from our 2 MC's; Alma Jean Urakowi and Ellison Toriki welcoming the participants. This then followed with our former Managing Director Rupert Bray giving a heartfelt presentation in memory of the Late John Loumax, a JVPS Stevedore who was fatally injured as a result of a vehicle accident.



Our first guest speaker, John Loftus aka "Lofty", a renowned Safety Leadership Coach, kicked off the event by animating the room with icebreakers and games that were not just thought-provoking but also relevant to behaviours in a workplace safety culture. One of the ice breakers involved a group activity where the objective was to achieve production target as safely as possible. This activity involved a well-mixed of participants including HSSE supervisors, operational leads and senior management. The activity was exciting enough to animate the entire room. He then shared effective strategies for implementing safety behavioural programs for frontliners in globally recognised organisations drawing from his own experiences have worked in different countries. His insights highlighted the importance of leadership in fostering a culture of safety and provided practical approaches for encouraging safe behaviours at all levels of the organisation.

Next, Leo Kola who is the Health, Safety & Security Manager at St. Barbara Limited, eloquently spoke about the challenges associated with transitioning from safety behavioural programs for frontliners to process safety. Leo's experience and expertise shed light on the complexities of this transition and offered valuable solutions to overcome these hurdles, ensuring a seamless and effective shift in safety focus.





# OUR SAFETY

Ian Offland, Group Safety Coordinator at John Swire & Sons Limited, followed with a presentation on learning from successful behavioural change examples in the wider John Swire & Sons Group. Ian's talk underscored the importance of continuous improvement and adaptation, drawing from real-world examples within the Swire Group to explain how sustained behavioural change can lead to significant safety improvements. He shared specific examples from Cold Storage's use of short videos, Swire Energy Services' path of consequence and the Stop Work/ Start Work approach.

David Hurst, a Software Specialist from PAN Software discussed the role of data and analytics on Risk Cloud in improving behavioural safety performance. His presentation demonstrated how leveraging technology and data can provide deeper insights into safety leadership, helping organisations to identify risks and implement targeted changes effectively.

Rounding out the line-up of speakers was JVPS General Manager Greg Kettleton, who spoke emotionally about the significant change that has happened in the workplace culture of JVPS. He spoke in memory of late John Loumax, who was a hard-working senior Stevedore at the Motukea United Limited operations. He then reflected on the current safety processes at his business that are effective and those that needed to be improved.



A workshop session titled; "Leave the Warrior at the Gate" was conducted to include all participants to discuss how cultural titles and behaviours assumed by frontliners and supervisors outside of work were being managed effectively in the workplace to drive a Steamships workplace safe culture.

The Steamships Safety Day was a resounding success, bringing together a wealth of knowledge and expertise to support Steamships' ongoing journey towards building a safer workplace culture. The emphasis on behavioural change as a key driver of safety reflects Steamships' commitment to fostering a culture where safety is paramount. As we continue this journey, the insights and strategies shared during the event will undoubtedly play a crucial role in enhancing our safety practices and ensuring the well-being of all our employees. Our new Managing Director, Mr. Chris Daniells further emphasised on this by ending the day with a strong statement,



**SAFETY IS THE SINGLE MOST PRIORITY OF OUR BUSINESS. WE SHOULD THINK SAFETY FIRST, THINK SAFETY LAST AND THINK SAFETY ALWAYS."**

Thank you to the organising committee who ensured that we had an abundance of presentations, interactive activities and workshops aimed at advocating about behavioural safety.

## CHANGING OF THE GUARDS: A NEW ERA.

**Big changes are afoot at Steamships. Rupert Bray is moving on after a remarkable 6 years as the Managing Director of Steamies. Rupert has been a key figure in navigating the company through some significant milestones and challenges, leaving behind a legacy of resilience and growth.**

During his time as Managing Director of Steamships, Rupert Bray achieved several outstanding successes. He led the expansion of the company's logistics and property divisions, strengthening its market position in Papua New Guinea. Under his guidance, Steamships modernised its operations by incorporating new technologies, making the company more efficient and competitive.

He emphasised the strategic shift towards mixed-use developments like Harbourside South, noting that these developments benefits include diversifying risk and provide secure environments that appeal to tenants in retail, residential, and commercial sectors. Under Bray's leadership, Steamships have brought the Marriott and Radisson Brands to Papua New Guinea which targets international customers, while also catering to the increasing local market. He's doubled the company's investment to tap into Papua New Guinea's booming economy. By expanding key logistics businesses like Joint Venture Port Services and Pacific Towing, and broadening operations beyond major cities, Bray is setting the stage for growth. His strategy also includes linking property developments with logistics hubs, making sure Steamships is ready to handle the increasing demand and support the country's economic rise.

Bray was a strong advocate for sustainability. He launched several green initiatives, such as installing solar panels at company sites and adopting eco-friendly practices across operations. These projects significantly reduced the company's environmental impact and showed a commitment to corporate social responsibility.



He also focused on employee development by introducing training programs and initiatives to enhance staff skills and provide career advancement opportunities. This investment in employees created a more capable and motivated workforce.

Additionally, Bray has championed family and sexual violence (FSV) initiatives, urging businesses to show real commitment to addressing these issues. He has worked to improve staff awareness and communication about FSV support resources and is exploring further support systems, including expanding initiatives within supply chains and utilizing community grants to fund FSV-related projects.

Further, Bray improved Steamships' community engagement efforts. He led projects that supported local development, including partnerships with educational institutions, such as Buk Bilong Pikinini, and sponsorship of community events. These efforts strengthened the company's relationship with the communities where it operates.

**RUPERT BRAY'S LEADERSHIP WAS MARKED BY STRATEGIC GROWTH, MODERNISATION, SUSTAINABILITY EFFORTS, AND A COMMITMENT TO EMPLOYEE DEVELOPMENT AND COMMUNITY ENGAGEMENT, LEAVING A LASTING POSITIVE IMPACT ON STEAMSHIPS.**







# CORPORATE NEWS





The new captain on deck is no stranger to Steamies or Papua New Guinea. We recently welcomed Chris Daniells as our incoming Managing Director. Daniells brings a wealth of experience and fresh ideas to the table. His arrival marks the beginning of an exciting new chapter for Steamships, promising to build on the existing foundation, steering us toward future success. Daniells joined Steamships in September 2023 and has been rotating around the Steamships businesses working closely with each divisional team to understand each business before stepping into the hot seat. Prior to joining Steamships Chris was based in Singapore and held the position of Chief Commercial Officer and Managing Director of Swire Projects. For the past 25 years, he has held a range of senior executive positions in various industries across Australia, Papua New Guinea, Hong Kong, Europe, and Singapore.

Keep in mind, Chris is no stranger to PNG. Early in his career, he was the Steamships Shipping National Marketing Manager in Port Moresby before gaining experience with Cathay Pacific in Hong Kong and Italy, and later as General Manager at China Navigation Company in Singapore, where he led a \$450 million new building program. In 2016, he became CNCo's Commercial Director, growing Swire Bulk into a top market leader and turning it into a \$1.5 billion business. By 2020, he was appointed Chief Commercial Officer, where he launched Swire Projects and a new Trans-Pacific trade service.

## TURNING TO HIS NEW ROLE, DANIELLS SAYS



**STEAMSHIPS WILL  
CONTINUE TO BE A  
FORWARD-LOOKING  
COMPANY THAT IS  
FOCUSED ON BUILDING  
THINGS THAT BUILD PNG.”**

In a notable shift, our esteemed Finance Director, Michael Scantlebury—affectionately known as Mike—retired after 8 years of dedicated service. His tenure was marked by outstanding financial stewardship and strategic acumen.

Mike joined Steamships in June 2016, stepping into the role of Finance Director and Company Secretary. He succeeded Peter Langslow as Managing Director on August 27, 2018. Before joining us, Mike's career had taken him from the bustling streets of London to the vibrant city of Hong Kong with the Swire Group. His journey began with KPMG in London, followed by a stint with PwC in Hong Kong.

His path was anything but ordinary. After joining Swire in 1987, Mike worked in various roles, including finance positions at Cathay Pacific Airways and the Trading Division of Swire Pacific. His thirst for adventure led him to become the chief financial adviser to Philippine Airlines, finance director for a start-up airline in Rome, and finance director for a horse racing and breeding operation in England owned by Sheikh Maktoum of Dubai.

Not one to shy away from new challenges, Mike returned to Swire in 2007, leading the procurement and aircraft trading team at Cathay for eight years before taking on a head office role at Swire Pacific. It was his appetite for challenge and opportunity that eventually brought him to Steamships, where his expertise and leadership made a significant impact.

Overall, Scantlebury's tenure brought improved financial stability, transparency, strategic growth, team development, and effective risk management, driving Steamships' success.

We are pleased to welcome Alessandro Mistrone as our new Finance Director. Hailing from Italy, and extensive experience in London, Alessandro's expertise in finance is set to bring a dynamic approach to our financial strategy, ensuring we continue to thrive and grow.

This transition feels like a ceremonial changing of the guards. Rupert and Michael have laid a strong foundation, and Chris and Alessandro are ready to lead us into a new era. As we make this shift, Steamships remains committed to excellence and innovation, looking forward to a bright future under our new leadership.





# MIXED NETBALL TAKES CENTRE COURT .







**The familiar buzz and competitive energy was felt in the air on Saturday 25th of May, as team Steamies descended on the courts and field of Port Moresby International School. Teams from our Logistics, Property and Hospitality divisions have all been training hard to come up on top as the 2024 Mixed Netball Champions. The energy was electric as teams hit the court, each one eager to show off their moves and snag the Mixed-Netball Champions title.**

Despite the competitive nature of the event, the spirit of sportsmanship and camaraderie was evident throughout the day. With a total of 20 teams participating, the action was nonstop.

Awards were presented in several categories to recognize outstanding performances and sportsmanship:

- MD's Cup: Pactow Tuggers
- GM's Cup: Swire Sailors
- Manager's Cup: EWT Truckies Gold
- Best Team (Sportsmanship): EWT Truckies Gold
- Best Captain: Emily Tau - Swire Shipping

The tournament was a fantastic start to the tri-series, setting the tone for the upcoming events and leaving everyone excited for what's next.





## NO ROOM FOR FSV AT STC.

**Steamships is strongly committed to providing a healthy and safe environment for all employees. It is evident that employees sometimes face difficult situations in their work and personal life such as Family and Sexual Violence (FSV), physical, verbal, financial, psychological abuse not limited to using isolation, privilege, intimidation, and other behaviours identified as abuse. This affects their mental health, safety, attendance, and performance at work.**

The Family & Sexual Violence Policy at Steamships has developed a supportive and non-judgemental workplace in which those experiencing forms of Family & Sexual Violence feel safe to come forward and seek support. FSV awareness has been mandated as a Human Resource Induction program and a refresher course delivered six monthly and annually by HR representatives and workplace contacts in all divisions of Steamships to both Citizen and Non-Citizen employees.

The FSV program has been developed, designed, and delivered at different levels of competency to allow employees identify how/ where/when and why their role comes into play as a colleague, supervisor, manager, and a workplace contact.



**Steamships employees participate in the BEL Isi End Violence against Women Walk on Friday 25th November 2022 to show support for a great cause.**

### **The FSV presentation outlines:**

- Introduction to Bel Isi PNG
- What is family and sexual violence?
- Signs of family and sexual violence
- Signs of abusive relationship
- Signs of an employee going through family & sexual violence
- My role as a colleague
- My role as a supervisor
- My role as a manager
- My role as a workplace support
- How best can Steamships help me?
- Security and isolation of safe environment
- Information, provision, and education of employees
- Support options & information available to employees administering FSV cases
- Support options information available to employees facing FSV
- Confidentiality and disclosure
- Documentation
- Leave entitlement
- Flexible working arrangements
- Counselling support services
- Prohibition of threats and violence at the workplace
- Legal correspondent information
- Violence reporting and action procedure
- Steamships goals and objectives of the awareness program

These points guide workplace contacts, and Steamships responses to employees whose work life is affected by FSV, facilitating a safe workplace for all employees.



# CORPORATE NEWS

## Share learnings as an organisation that has been a key partner to Bel Isi PNG.

The Bel Isi PNG on ground support, online surveys, case studies reviews and feedback, team activities and professional training has increased knowledge and improved the ability to educate, bring awareness home and into the communities, assist the company to facilitate and provide supportive and helpful information to FSV enquiries, case management reports and referrals.

The Bel Isi & FSV awareness programs has shifted perspectives from making decisions based on staff performance and attendance issues, punctuality, not paying attention to detail, loss of confidence at work, and low self-esteem to asking the question ***“Is everything okay at home?”***



**Family & Sexual Violence awareness delivered as a refresher to employees of United Stevedoring Limited in Lae by Lua Ravusiro, HRBP Steamships Logistics and Stella Siawang, People & Culture Manager, Steamships Corporate in July 2022**



**Steamships New Hires (Lawyers and Recruitment Specialist) after completing the HR Induction and Family & Sexual Violence / Bel Isi Awareness in February 2023 at the venue of Coral Sea Hotels Training Academy, Steamships Limited Port Moresby**



**Employees of Pacific Palms Property in Port Moresby STOP DOMESTIC VIOLENCE campaign on a black Friday in 2021 demonstrating the theme; “you are not in this alone, speak up, we are here now”**



## ASKING THE QUESTION



# IS EVERYTHING OKAY AT HOME?”

The culture is non-judgemental in the workplace and the leading teams have settled in to understanding their roles, the journey of FSV survivor, and how far the help goes to save a life and or change for the better. The program has encouraged employees to come forward, open about violent outbursts, mind games, controlling attitudes, misunderstandings that influences violent behaviour, not speaking up, not being heard and to seek help.

Steamships employees have worked and are still working together maintaining and creating an environment that is inviting, judgement free, an atmosphere to be yourself because we do not know what our family in the office go through behind closed doors.

## Does the organisation have any plans towards addressing FSV in the workplace moving forward?

Steamships is here to stay will remain committed in maintaining the approach to reinforce a safe and healthy environment for all employees as family sexual violence is a crime in Papua New Guinea.

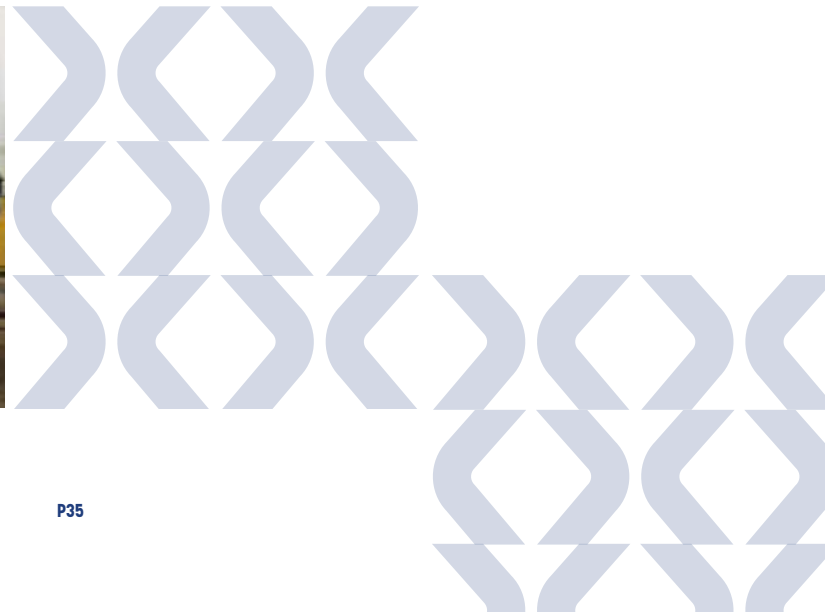


# CORPORATE NEWS

## OUT AND ABOUT

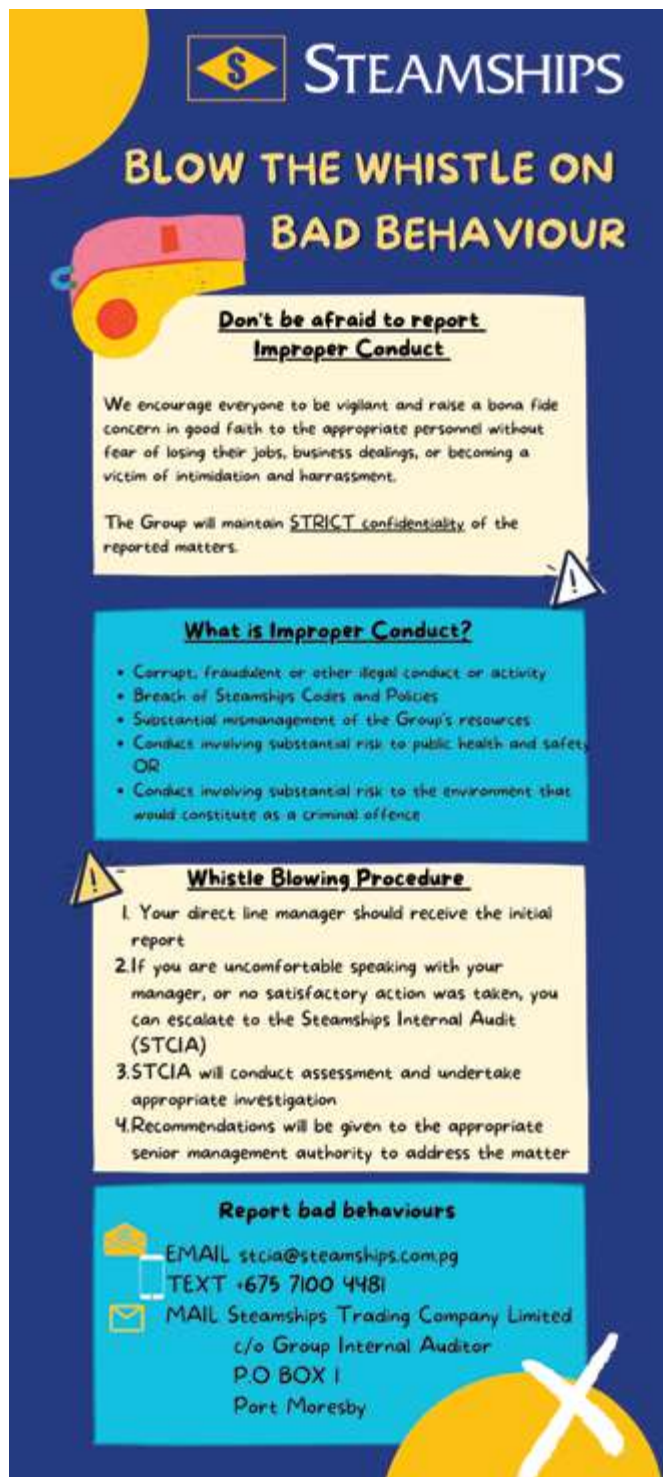






# POLICIES

## WHISTLE BLOWER POLICY.



The infographic is titled "STEAMSHIPS BLOW THE WHISTLE ON BAD BEHAVIOUR". It features a yellow whistle icon and a blue background with yellow and white text boxes. The text is organized into sections: "Don't be afraid to report Improper Conduct", "What is Improper Conduct?", "Whistle Blowing Procedure", and "Report bad behaviours".

**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**

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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)