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March, 2014

Issue No. 19

TOK STEAMSHIPS

News for Staff and Friends of Steamships Trading Company

Steamships announces a K117.1m profit for 2013

Steamships announced a profit after tax of K117.1million for 2013 compared to a profit of K177.7 million for 2012.

Sales of K930.9 million had decreased by 5.6 per cent against 2012 sales of K986.3 million. Depreciation in 2013 was K106.7 million (excluding impairments) against K98.4 million in 2012 and interest borrowings (including capitalised interest) was K34.2 million against K30.9 million in 2012. Capital expenditure for 2012 was K232.6 million against K202.6 million in 2012. A final dividend of 135 toea per share has been proposed and will be paid following approval at the company's annual general meeting on the 20th of May. This brings the total dividend for the year to 185 toea per share.

2013 was not without its challenges as slowing economic activity and lower trade volumes across the country affected the individual performances of Steamships' divisions to varying degrees.

Due to lower trade and margin pressure, the Directors performed an impairment review of assets across all divisions with a resulting write down in Laga Industries, East West Transport and Consort Express Lines. In late November last year Steamships acquired the remaining interests in Pacific Towing for K51.1million.

Steamships Shipping had a difficult year. Both project cargo and liner trade volumes were impacted by reduced activity in PNG's key commodity and resource industries. Charter activity was an exception, performing above expectation throughout the year. The Division did however expand activities with development of two new liner trades and added a new vessel to its fleet. This year will see the addition of a third new 70 metre Landing Craft (LCT) sister and two new 45 metre LCTs.

Steamships' JV Stevedoring businesses were also affected by the general slowdown of the PNG economy in 2013. Throughput was lower across all operations, including those at the major ports of Port Moresby and Lae. Businesses at the smaller ports were strongly affected by the lower levels of activity. Steamships JV Stevedoring will explore expansion opportunities in 2014 in an effort to counter slower economic activity, beginning with the establishment of new operations in Alotau, Milne Bay Province.

Despite the best efforts of management and staff the Division's ship repair facility, Steamships Marine Engineering Services (MES), was an unfortunate casualty of the economic slowdown with Steamships Board of Directors deciding it would cease operations on 1 November 2013.

Consort Express Lines also experienced another challenging year. The tighter management of costs and strong

performances from Riback Stevedoring as well as Consort's depot services made significant contributions to Consort's 2013 result. There are plans to introduce two replacement vessels this year as part of a fleet replacement program to lower operational costs and improve reliability.

East West Transport (EWT) performed below expectations for the financial year. Downward pressure on rates from increased competition, the loss of a key haulage and materials handling contract in Lae and a lack of anticipated business growth in the Highlands region contributed significantly to this result. A medium term economic rebound is anticipated when LNG royalties begin to flow and as the agricultural sector recovers. EWT is well positioned with facilities, equipment and know how to accommodate this renewed growth. The development of the Highlands Highway business will be a key focus. In March 2013 the group acquired the cartage trade and assets of Kimbe Shipping & Transport Limited for K18.0 million.

The Property & Hotels category had a mixed performance last year. **Pacific Palms Property** recorded solid year on year revenue growth in 2013, capping off another successful year. 2013 was not without its difficulties however as a down turn in the rental property market increased the pressure to maintain occupancy. This was especially the case in the residential portfolio where the market experienced a surge in supply as demand weakened. Through vigorous marketing efforts and its premium positioning, Pacific Palms Property was able to successfully maintain an average occupancy rate of 98 per cent across existing properties.

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One of Pacific Palms Property project, the Waigani Central Shop N Shop

Susu Mama gets assistance



Susu Mama Board Members, Mickey Pelling and Anna Malsaan, Susu General Manager Moses Moti with staff from the Port Moresby Susu Mama Clinic, Board Member, Diane Peliokai and Steamships General Manager, Corporate Affairs, David Toua presenting the cheque.

Susu Mamas PNG Inc this month received K200,000 from Steamships Trading Company to assist its efforts in minimizing the country's high infant and maternal mortality rates.

Steamships has been assisting Susu Mamas PNG Inc for close to a decade because of its work in trying to reduce maternal and infant mortality by promoting mother and baby friendly practices through its clinical services program and education.

The General Manager of Susu Mamas PNG Inc, Moses Moti said the organisation has clinical programs in the Western Highlands Province, Eastern Highlands Province, Morobe Province, Central Province and the National Capital District.

"Since its expansion in 2009, the organisation has recorded a general increase in service utilization by clients over the last five years. In 2013, we achieved a 100 per cent increase in our rural outreach clinics. Furthermore, we have seen a 26 per cent increase in service utilization as well. However, we are limited because of clinical space/accommodation," Mr Moti said.

Steamships Trading Company General Manager, Corporate Affairs, David Toua, said yesterday "Improving maternal health and reducing infant mortality are two of the eight Medium Term Development Goals that PNG has to achieve by 2015.

"By assisting organisations such as Susu Mamas PNG Inc, Steamships is playing its role as a responsible corporate citizen in helping the country achieve its MDGs," he said.

Mr Toua said 2015 is less than a year away and the country may not be able to achieve it but as long as the access to maternal health and childbirth care are there, it will assist in reducing the high rate the country currently has.

It was recently reported that PNG has one of the highest rates of maternal mortality in the Asia Pacific region. This was revealed last week by Dr Leanne Robinson, head of the malaria immuno-epidemiology and microscopy Vector Borne Disease Unit who said that PNG was currently ranked 156 out of 186 countries around the world with maternal deaths.

Climb Against Cancer - The Mt Wilhelm Challenge

The staff of Steamships Group have initiated the Climb Against Cancer (CAC) to raise funds for the mammogram machine at the Port Moresby General Hospital.

The concept came about last year in October during a weeklong program held about Cancer Awareness.

It was discovered during the cancer awareness program that there were only three mammogram machines in Papua New Guinea. One at the Port Moresby General Hospital which serviced the whole of PNG, one at the Port Moresby International Hospital which is a private clinic and only accessible to those who are able to afford it. The third one is in Madang which is yet to be commissioned.

It was also revealed that the mammogram machine at the PMGH could only allow for three checks per day. However if it had all the necessary equipment in place it could cater for 20 women per day.

Since the mammogram machine at PMGH is the only accessible machine in the country, there were women from all around the country flying in to have their checks causing backlogs of patients waiting to be diagnosed. Sad to say most wait too long that by the time they get checked the cancer has spread and there is nothing much the doctors are able to do.

Initiated from the Steamships Corporate Office with the acknowledgment of the company, an email was circulated to all staff within the Steamships Group asking for interested persons to be part of the Climb.

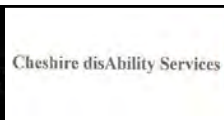
Mona Lisa Giheno who initiated the idea and is the Chairlady of the Climb Against Cancer said there were three purpose to the Climb. First is to raise funds for the mammogram machine, secondly was to drive the awareness out to the STC staff that Cancer, if not hereditary is a life-style disease and therefore the disease can be prevented if staff kept themselves healthy and fit through exercise and proper diet. Thirdly, is reaching out to the communities in awareness program which staff will conduct through the assistance of the National Department of Health.

So far there are over 30 staff who have their raised their hands to take up the challenge and climb Mt Wilhelm later on in the year. Half of the staff are in Port Moresby while the other are from Lae, Mt Hagen and Goroka.

Meetings have been held and regular afternoon walks are being done by the members of the CAC.



Ray Keura and Ben Tafatu from Shipping watch the sunset during one of their afternoon walks up Togauba Hill.



2013 a challenging year for all STC Divisions

From page 1

2013 was also a challenging year for **Coral Sea Hotels (CSH)**. The general slump in corporate activity resulted in falling demand for hotel rooms and food and beverage services. This, coupled with an increase in hotel room supply, especially in Port Moresby and Lae, put significant pressure on CSH to maintain market share. Hotel room occupancy and rates fell below expectation for the year. The apartments portfolio however exceeded expectations.

In the Commercial category, 2013 was a year of transformation for **Laga Industries** with the Division implementing a series of strategic changes it expects will set a platform for positive growth and development in the coming years. Laga Industries changed its business model during the year to focus primarily on increased ice cream and vegetable oil production and distribution. The strategic shift to increase ice cream production is designed to capitalise on latent demand in PNG. Last year in September, Steamships acquired the remaining 32% of Laga for K26.2 million.

Datec performed satisfactorily last year with revenues for the year matching those from 2012. However contribution was lower as increased competition and a fluctuating exchange rate put pressure on product margins. Datec was pleased to report the corporate sales division recorded double digit revenue growth in 2013. However, expansion plans into regional Highland areas were less successful, due in large part to the challenging economic conditions. Poor net results led Datec to focus in the second half of 2013 on consolidating operating costs to ensure business sustainability. >

Susil is Corporate Services Manager

Susil Nelson has joined Steamships Trading Company as the Corporate Services Manager.

Coming to Steamships after seven years with PNG Sustainable Development Program Limited, Susil was recently employed as the Manager - Corporate Governance & Special Projects. Prior to that Susil



Susil Nelson

worked as a Senior Accountant with PricewaterhouseCoopers. A qualified CPA,

Susil brings to Steamships valuable experience in the areas of compliance, governance and safety. Her considerable community involvement with organizations such as the Coalition for Change (CFC), Business and Professional Women's Association as well as the PNG Women Chamber of Commerce and Industry strengthens Steamships efforts in the area of Sustainability and Community Engagement.

Susil was also the overall winner of the 2012 Westpac Outstanding Women Awards and in the same year, became the God Mother of the Steamships Coastal Shipping vessel, *MV Kapi Chief*

> Steamships had two major joint venture companies in which it holds an interest. **Pacific Towing**, a marine towing business, suffered from a downturn in job numbers at the main ports in 2013 as project traffic supporting mineral, oil and gas projects eased. However, this was offset to a degree by the arrival of larger vessels, both tanker and dry cargo types, providing uplift to towage revenues on a per movement basis. Steamships acquired the remaining interest in Pacific Towing at the end of last year.

Colgate-Palmolive (PNG), a manufacturer of personal and home care products, saw revenue and margin figures fall below expectations in 2013, with the slowing economic conditions weighing heavily on demand for consumer goods in PNG for much of the year.

Sustainability

Steamships remains committed to the principles of Sustainable Development. Our People remain our key asset and focus on their health, safety and security is paramount in all we do. We continue to promote community engagement initiatives and are acutely aware of the need to minimise our environmental footprint. We are for the 1st time reporting against the Global Reporting Initiative measures in 2013.

Tok Steamies Teasers - The winners

To drive the Year of Safety campaign, Tok Steamies in January introduced the Steamies Teaser which is based from the company's Sustainable Development Policy (SDP).

Tok Steamies editor, Wanita Wakus said the idea behind the Steamies teasers is to bring across to staff the practical or day to day experiences and scenarios based on the eight pillars of the SDP.

"In January, a total of 51 staff from across the Group participated. Entries came from Mt Hagen, Goroka, Lae, Port Moresby, Kavieng and Madang. Of the 51 entries, 44 got the answers correct. For the February teaser, a total of 37 staff participated with only 16 getting the answers correct.

The January draw was done by the Managing Director, Geoff Cundle while the February draw was done by Group Corporate Affairs General Manager, David Toua.

The **winners for the February teaser are**; Benjamin Lurang (PSL-Kavieng), Emmanuella Naguewean (Coastal Shipping - Pom), Cassandra Apawa (Corporate-Pom) & Ivan Kaiser (Pacific Palm- Pom).

January winners were; Josephine Maino (EWT - Pom), Archie Kumbu (Laga - Lae), Ishmael Iamo (Datec-Pom), Cassandra Apawa (Corporate - Pom), Rachel Wangoro (Shipping - Pom) and Sebastian Negints (CSH - Pom)



STC Managing Director, Geoff Cundle doing the draw for the January winners

PPP introduces 'Safety Person of the Month'

Pacific Palms Property (PPP) introduced the 'Safety Person of The Month' in February and Mr John Kone, a driver, walked away with a K100 food voucher. This is an incentive put in



Noel Richards presenting John Kone his award

place by the management to encourage all staff to think safety, practice safety, act safety and live safety in the workplace. It is also PPP's efforts to support STC Corporate drive in making 2014 "The Year of Safety". The management at PPP thanked Mr John Kone for being a model in getting the SAFETY message across to his fellow workers in the workplace.

He was all smiles as he received his award from the National Property Manager, Mr Noel Richards.

Safety - A team work effort

In this edition we will talk about safety as being a team effort. Remember that when we are at work we spend most of our times with our work colleagues or workmates and we work or operate as one unit, like a family or a community. As such it is important that we look out for each other. If we see that one of our co-workers is putting himself in imminent danger we have a responsibility to warn of the danger or stop the employee from continuing and fix the problem or show him/her the correct and safe way of doing the job. Similarly if a fellow employee is not properly attired to do the job (improper or inadequate personnel protective equipment) then we have a responsibility to ensure that the appropriate PPE is worn. We have to get him/her the appropriate PPE or send him/her back to get properly attired with the appropriate PPE. Imagine the guilt after an incident where an employee gets hurt when you had a chance or the opportunity to ensure that the correct safety procedure was followed by that employee at the first place that would avoid him/her having that injury. The employee may recover after sometime in the hospital but the guilt you have to bear with will live with you for a long time.



TEAM WORK

It is part of our business to work together, in order to help the other man. Call it teamwork, being a good neighbour, sportsmanship, or the buddy system, but it's the way we get things done smoothly and quickly. It keeps us out of trouble or helps us if we do happen to get into trouble. Teamwork is what keeps our output up and can help us finish job after job ahead of schedule. In fact, it's teamwork - between workers and management - that can push production everywhere to an all-time high. Teamwork prevents accidents too. Teamwork for safety can push accidents down to an all-time low. All we have to do is think of the other man's safety as well as our own. It's just a matter of cooperation and using our head.

If you have any suggestions for making our company a safe place to work, don't keep them to yourselves. Tell your manager or your HSSE representative.

CEL ensures safety through PPE

Consort's Human Resource Department has recently issued two pairs of uniforms including Personal Protective Equipment (PPE) to all staff from the Off Wharf Terminal Department including the Cargo Freight Station (CFS), Swire Yard, Consort Yard & the Wash Bay. The main objective of this safety culture is to develop and adopt a strictly safe working environment by adhering to the company policy of prioritizing "Safety" at all times. It is essentially important that the operations are free from harm/danger during official hours because the working environment is always busy and dangerous, therefore the Health, Safety, Security & Environment (HSSE) plan must be implemented effectively.

The company has embarked on providing the necessary tools, equipment, safety and protective gears for use to all the staff concerned so as to promote the best and safest way to overcome obstacles and aid to make work safe and conducive.



Staff from Data Entry Office, Container Yard



Staff from Consort Yard



Staff from the Swire Depot QUALITY CONTROL (O.C Team)



Staff from the Wash Bay

HR updates four policies

The Group's Human Resources Department this month released four updated policies which all staff and management need to be aware of. The four policies are;

1. Redundancy Policy
2. Retirement Policy
3. Anti-Violence Policy
4. Parental Leave Policy

1. Redundancy Policy

This policy shall apply to all permanent employees of the company, unless subject to Clause 9 (Clause 9. **Variance to this Policy** - Where the employee is subject to an Industrial Award, the terms and conditions of the Award will take precedence over the provisions of this policy) of this policy. Redundancies may occur due to an organizational restructure which is unavoidable and accordingly render it necessary to make one or more positions redundant.

Circumstances where redundancy situation may arise:

1. Economic recessions;
2. Staff reduction due to change;
3. Downturn in the organization's level of sales or production;
4. Relocation or closure of the business
5. Destruction of workplace by fire or other hazards
6. Mergers or takeovers;
7. Internal company reorganization or restructure;
8. Market shifts in product demand
9. Structural changes such as tariffs, quotas or exchange rates.

2. Retirement Policy

This policy shall apply to all permanent employees of Steamships Trading Company Limited. It is the responsibility of the human resource to assist line management in ensuring smooth relief or replacement arrangements.

Retirement from the Company may take one of three forms:

1. Normal,
2. Early/Extended
3. Ill Health.

Normal retirement age is 60 years of age with a right to elect for early retirement at 55 years of age. Company employees approaching their age for normal retirement are to be provided with written advice by the Company that this is the case with such advice being issued no less than three months before their 60th birthday. Exceptionally an extension may be offered at the discretion of the Managing Director and subject to medical clearance.

3. Anti-Violence Policy

Steamships seeks to provide an environment that is free from violence or threats of violence against individuals or groups of employees or threats against STC property, including partner violence, which may occur on any of its properties. This policy requires that all individuals on STC premises or while representing STC conduct themselves in a professional manner consistent with good business practice and in conformity with non-violent principles and standards. The policy also includes partner violence or domestic violence.

4. Parental Leave Policy:

Parental leave includes Maternity leave, Paternity Leave and Breast-feeding Time. Maternity leave is for 12 weeks, paternity leave – 5 days and breastfeeding time is one hour excluding lunch hour for the first six months of the baby after birth.

Subject to completion of three years service, an employee will be paid six weeks maternity leave with pay and six weeks without pay. Full details of the conditions of the leave provisions are outlined in the full policy.

All policies have been uploaded onto the HR Portal and can be accessed by following this menu path on the HR Portal: [MyHR > Policies & Procedures > Policies > Administration](#).

HR POLICIES & PROCEDURES

STAFF ADVANCE POLICY

Initial Rental Bond

Employees who would like to seek assistance from the Company with their Initial Rental Bond can submit through Salary Advance.

1. Initial Rental Bond Advance Eligibility;

- ♣ A full time employee of Steamships Trading Company
- ♣ Worked for Steamships Trading Company for three (3) years or more continuous service

2. Initial Rental Bond Requirements;

- ♣ Application must be accompanied with a Lease Agreement and invoice/quotation from the Landlord. Payments will be made direct to the Landlord.
- ♣ The application will be treated as staff loan subject to your LSL and with an eight percent (8%) interest.

For information see P&C Portal>My HR>Policies & Procedures>Staff Advance Policy.

Watch this spot for information on HR Policies and Procedures

Frequently Asked Questions

On what grounds warrants instant termination without notice?

Steamships has the right as an employer to terminate a contract of service without notice or payment instead of notice where the employee;

- ♣ Wilfully disobeys a lawful and reasonable order; or
 - ♣ Misconducts himself/herself by an act of omission or commission that is inconsistent with the due and faithful discharge of his duties; or
 - ♣ Is guilty of a fraud or dishonesty; or
 - ♣ Is habitually neglectful of his duties; or
 - ♣ Is imprisoned for a period exceeding seven days; or
 - ♣ Is continually absent from his employment without leave or reasonable excuse; or
 - ♣ Is convicted of an offence or contravention of this Act or any other law relating to employment or
- any other ground on which he would be entitled to terminate the contract without notice at common law.

For more information refer to Employment Act 1978, Division 6; Section 36.

Business etiquette training a success with the Steamships staff

A business etiquette training was held for staff in certain key areas of the Group.

The one day training was held for two groups was run by Jody Bache McLean from Australia's first school for professional development, June Dally Watkins. The training was organised by the STC Group Human Resource Department and facilitated by Select PNG.

Business etiquette is a set of manners accepted or required in a profession.

The training dealt with how to treat clients or customers, how to treat co-workers and supervisor, how to behave in an office environment, how to behave during meetings, the types of email messages that are sent, following dress codes, how to behave during business-sponsored social events and how to conduct oneself on the telephone.

Business etiquette is important because it creates a professional, mutually-respectful atmosphere as well as creates positive business relationships, thereby increasing business. It also improves communication and increases confidence and morale of the staff. The training was also used as a platform to gauge ideas of staff to put together a dress code for the Steamships Group.

The Group HR Department will furnish the dress code guide once the report is sent through by June Dally Watkins.

One of the participants, Raga Vali said she really enjoyed the training saying it was the first of its kind held saying it empowered the staff and gave them confidence in their respective roles within the Group.



It wasn't just theory, the ladies took time out to do other fun stuff. Above are images of the activities the ladies did during the one day training. It ended with a certificate presentation.

STC HR participates in career fair

Steamships' Group Human Resource department participated in a two days Career Fair at Crown Plaza which was organised by Air Energi in partnership with PNG Australia Alumni Association (PNGAAA),

Many graduates, job seekers, tertiary and secondary students and the general public attended the fair.

Representing the Steamships Group of Companies was the Group HR Manager, Monica Toisenegila and her assistant Godou Louis who gave out company information through pamphlets, brochures and flyers as well as marketing the Steamships' Graduate and Apprenticeship programs.

Ms Toisenegila said the career was a success because two of the students who visited their booth have now been employed by the Steamships Shipping Division.

"We'd like to thank Coral Sea Hotels, , Consort and Pacific Palms Property for helping us with the give-a-way merchandises.



Training & Development update

The training and development team wishes to advice that the trainings for the month of February and March have been successfully completed.

Thanks to each STC Divisional HR and Training coordinators for their cooperation.

As part of the weekly PC & Pronto-Xi trainings, below is the IT training Calendar for the month of April.

Week	Date	Courses / Training	Location	Venue
1	31st March	Corporate Induction	POM	STC HO
1	07 th -11 th April	PC Training	POM	STC HO
1	2nd - 4th April	Graduate Development Training	POM	STC HO
1	7th - 10th April	Leadership Skills Training	POM	STC HO
1	08 th April	Induction Program	POM	STC HO
2	14 th - 18 th April	PC Training	LAE	Melanesian Hotel
3	21 st - 25 th April	PRONTO Xi	POM	STC HO
3	15 th April	Induction Program	LAE	Melanesian Hotel
4	28 th April - 02 nd May	PRONTO Xi	LAE	Melanesian Hotel

PPP staff undergo Professional Development Training

Fifteen staff from Pacific Palms Property (PPP) attended the Professional Development Training conducted by June Dally Watkins on Saturday 15th March 2014 at the Grand Papua Hotel.

PPP General Manager Andrew Potter opened the one day training saying, "The main objective of this training is for all PPP staff to gain professional techniques to support the maintenance of the corporate image, create a personal standard of excellence, identify the grooming standard for this professional sector, and for all staff to present that 'first impression' outstanding professional image upon completion of this training."

One of the activities was for each individual to give a 30 seconds speech. This was an ice breaker for most of the staff who were not confident in presenting to a group. One of the quiet staff had this to say, "Everyone knows that I am a shy and quiet person. But thanks to Jody and Alison, I am out here talking



Pacific Palms Property General Manager, Andrew Potter and the Pacific Palms staff who participated in the training.

in front of a group of people." said Jenson Genaia (Storeman) Jody Bache McLean and Alison Young were presented with Pacific Palms merchandises as a token of appreciation for their time in making the one day training a success. The staff left with a message for the 'WOW Factor'. "First Impressions are powerful. They do Influence".

PPP's Lae SVS project opens its doors

Pacific Palms Property would like to announce the new SVS Supermarket which has just been recently opened in Lae on the 9th March 2014. It was constructed by Panda Builders. The store is now ready for the people of Lae to shop. It is fully fitted with shelves and items that will cater for any shopper. People have been going to shop there since it opened and are very happy with the new Supermarket. It's an excellent shopping area. It is spacious with easy excess to movement and the service is faster.



Update on the Harbourside Project

The development of the Harbourside project is moving along at a very satisfying pace with the main structure now completed with works underway on the cladding of the two buildings with services to them are also well advanced.

Work on the water front restaurant has the structure up and soon to be closed in. The roof has been installed to stage 2 and this area is now being clad and roofing to Stage 1 has also commenced. Glazing has been delivered to site and installation is underway of the Alco bond cladding. The main generators have been delivered and are now installed into their final positions and the Elevators are delivered ready for commencement of installation.

Due to demand the management has chosen to revise certain floor areas allowing for more office space to be made available, this has seen the original conference area now designated as office spaces.



Joining the Fijians in celebration



(Left) Ela Beach hotel, front office manager, Sarah Daniels with Ela Beach hotel manager, Stuart Johnstone (Right) together with Fiji President Ratu Epeli Nailatikau (Centre)

Ela Beach hotel Manager Stuart Johnstone and Ela Beach hotel Front Office Manager Sarah Daniels attended the cocktail function at Crowne Plaza for the visiting Fijian President Ratu Epeli Nailatikau

The function was attended by Prime Minister, Peter O'Neil, Grand Chief Sir Michael Somare, members of the diplomatic Corps, the Fijian Community and members of the business community in Port Moresby.

The night was a huge success with much Kava flowing and traditional Fijian dancing. The President completed a two day State visit and left for Korea the following day.

Ela Beach's new look car park & staff room



The staff at the Ela Beach Hotel are now enjoying the new look staff

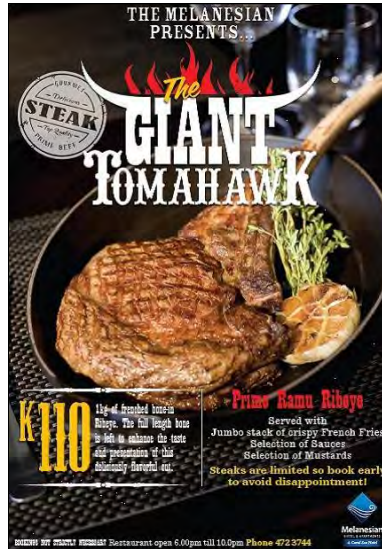
room which was recently fitted with a two burner oven, a hot water urn and a water dispenser.

Staff on break can relax in the staff room and make use of the facilities that have been put in place by the management. Thank you Steamships, Coral Sea Head Office and Ela Beach Hotel Management for this facilities.

Meanwhile, the car park was recently painted to the new Coral Sea Hotel look which can be seen on their hotel bus as well as their advertisements.



Try Melo's Giant Tomahawk Steak



Left: The Giant Tomahawk menu advert for Melo Right: Chef Brian with the raw Prime Ramu Rib eye steak.

While staying at the Melanesian Hotel in Lae, do try out its new menu, 'The Giant Tomahawk'. The menu was introduced last month and is becoming a popular order for customers.

"We sell about 6 - 8 a week but it is a very limited item. You only get 6 off each cow, so it's specialized steak." says Jay Penno, CSH Regional Manager for Melanesian and Huon Gulf Hotel in Lae. Chef Brian does the cooking of this delicious delicacy.

Hotels in Lae give to Cancer Treatment Centre

Staff from the Melanesian hotel and Huon Gulf hotel in Lae last week visited the National Cancer Treatment Centre of the Angau Hospital to donate linens to the centre.

Dr John Niblett, the radiation oncologist from the NCTC in receiving the items said the gesture was timely because the old items were worn out and needed to be replaced.

He thanked both hotels and the Coral Sea Hotels for the support they were giving.

After the presentation Sr Yanam Ngadub, sister in-charge of cancer unit took the staff around to see the facilities as well as see the refurbishment that was going on.

The NCTC is the only cancer unit in the country that does diagnosis and treatment of cancer.

Steamships staff have also initiated the Climb Against Cancer which is to raise funds for the mammogram machine at the Port Moresby General Hospital. Story on that on page 2.



Staff from the Melanesian and Huon Gulf hotel together with Dr John Niblett (first right) and his staff when presenting the linens to the Centre.

Gateway empowers its women by organising family planning awareness

Last month the Gateway Hotel & Apartments female staff were given the opportunity to learn about a new Family Planning Method which at the moment is rated as one of the best contraception methods well suited to ladies of all ages.

Wendy Stein who works with Rotary PNG has been going to remote areas in PNG, conducting awareness's about this method which has been very well received. Wendy's work through Rotary PNG is about to expand her work after having been focused in Madang and Milne Bay with the National Government coming on board to support her work.

The SINO Implant is a new method of Family Planning here in PNG, but has been used in other countries for some time now. Once the tube is implanted in the upper arm, it lasts for up to 4 to 5 years before it is removed and another implanted. If the woman has plans to have a another child or there is no longer a need for the implant, it is easily removed at any clinic.

The female staff at the Gateway Hotel and Apartments were very lucky to catch up with Wendy (a regular at the hotel) when she returned to Port Moresby for one of her breaks. She met with the Gateway's General Manager, Mr. Matthew Cooper and



Gateway staff attentively listening to the awareness that was made to them by Rotary PNG

an awareness was organized for the staff.

The feedback has been very positive with a number of staff participating in the opportunity to receive an implant.

When asked how they feel about it a few weeks later their response were, "We now don't have to worry about taking pills, going for depo injections or falling pregnant unexpectedly, we can plan our pregnancy to suit our lives and our circumstances."

Ela Beach hotel houses PNG Hunters



The Ela Beach hotel management welcomed the PNG Hunters while in their training session. The PNG Hunters so far have won three games! Go the Hunters!!!!

March celebrations at Ela Beach hotel

The Month of March was an eventful month for Ela Beach hotel. They got to commemorate the International Women's Day (IWD) by taking part in the 'Celebrating Women Walk' held early this month as well as celebrating birthdays.



Ladies relaxing after the IWD walk at Ela Beach and staff from Ela Beach celebrate their birthdays.

Clayton appointed V/President of WNB Chamber of Commerce

Shane Clayton of New Britain Shipping was elected this month as the Vice President for the West New Britain Chamber of Commerce and Industry.

Last year, Shane joined the West New Britain Chamber of Commerce and Industry (WNBCCI), representing the shipping / transport division, in order to provide the business and industry division of the province with information affecting business, trade, tourism, growth and any other beneficial facts.

Shane takes up the role of vice president next to long time standing President, Ian O'Hanlon.

Some of the plans and goals of WNBCCI for 2014 include the removal of the ANZ Bank car-park, banning the sale of turtles and Niugin Bass, Support PNG Power in obtaining extra and bigger generators to service the residents and business houses in the province, PNG Power Esi Pei system to be installed in Kimbe by the end of the year, Digicel SMS security alert system and continue with the road works around Kimbe town.

Shane said it was a privilege to be appointed to such a position with the Chamber and he would work together with the members and the president to ensure that the 2014 plans set out by the Chamber are achieved.



Shane Clayton

Photo contest for Shipping website

Shipping is buzzing with excitement with the announcement of a photo contest for its staff.

This month an email was sent out to all staff advising them about the competition.

The images collected from staff will be used on the Steamships Shipping website which is currently being built for the company. It will be the first time that the company will have a website of its own and work is underway to have it completed by the end of April.

As part of the Steamships Shipping website design they are calling for any interested individuals to submit photos in the following categories:

- ◆ Vessels (STC vessels at berth, anchor, during loading and discharge)
- ◆ Port Facilities (quayside area, crawler/shore crane in action, bunkering pictures, etc)
- ◆ Stevedoring (pictures taken during stevedoring, this may include pictures of machinery been operated)

The closing date for all entries was last Friday, 28th March.



These are some images that were sent in by staff to go into the draw

PSL & Swire staff in Kavieng participate in 'Pick it up NIPS'

Kavieng Port Services and Swire Shipping Kavieng joined forces with the Kavieng Urban Local Level Government (Kavieng ULLG) and took part in the ULLG's clean up campaign titled 'Pick it up NIPS'.

The Town Mayor, Stanley Mansini and his project team led by Edward Kibikibi held various meetings with the community as well as the business houses.

Business houses that put their hands up to participate in the program included Kavieng Port Services, Swire Shipping Kavieng, Hamamas Trading Ltd, Redstar Ltd, Arnotts, Ela Motors, Patu Trading, Bisi Trading, PMMs, amongst others.

Kavieng Port Services and Swire Shipping Kavieng played a very important role in the "Pick it up NIPS" program.

Both companies donated 50 shirts to the program to be worn by designated data collectors. Furthermore, both companies supplied 10 cartons of water for use by the committee on the day. All the rubbish collected were then moved to central points for data collection, then on to the Kopkop Rubbish dump. All the Logistics for this were provided by Kavieng Port Services.

"We felt it was important that we take part in this activity as we are part and partial of the Kavieng Community. In fact both Kavieng Port Services and Swire Shipping play an important role in the lively hood and development of the township and the Province", Henny Taurakava, KPS Manager said.

"This is a step in the right direction by the Town Mayor, Mr Mansini and his team, and it is exciting to see that all business houses are giving him the support. The uniqueness of the clean up program was that rubbish or waste (not natural rubbish like leaves and buai skin etc) were put into categories and packed accordingly so that data on how much of each type of rubbish could be collected. Furthermore, data on manufacturing companies and retailers responsible for the initial goods this waste came from could also be recorded. These very important data can then be used by the Urban council to form an LLG/Private Sector partnership in carrying out awareness and putting



Kavieng Port Services Staff handing over cartons of water and T-Shirts to "Pick it up NIPS" rep.



Staff from KPS during the clean up.

mechanism and facilities in place to help keep the town clean", Mr Taurakava further stated. "I wish to sincerely thank all my dedicated staff both Kavieng Port Services and Swire Shipping Kavieng. You contributed immensely to this program and in doing so have contributed to the development of the town. Your efforts will assist the Urban LLG to put in place systems to improve the township. Hats off to you all!!", he concluded.

Consorts new containers arrive in Lae

Consort Express Lines Limited (CEL) has recently purchased new containers to add to the existing ones. With the inclusion of these new containers Consort will now be able to increase its services to accommodate the ever increasing demand in shipping. The new arrivals include 100 reefers, 150 - 9m³ & 150 - 4m³ containers respectively which are currently held in the container yard and ready to be released for usage. Another lot of containers are expected to arrive in Lae soon, these include 1,000 20 foot containers and another 90 - 9m³ and 90 - 4m³.



ABOVE: Container Yard Assistant Supervisor Andrew Outapa with Container Control Supervisor, Diane Aiyus, checking out the new 4m³ containers.

TOP RIGHT: The containers stacked at the wharf after their arrival. CENTRE: All the reefers stacked at the container yard. RIGHT: The new reefer containers.



Kavieng Port Services response to oil spill commended



The spill site



HSSEO Benjamin Lurang hard at work



HSSEO Benjamin Lurang hard at work

At approximately 11.15 on the morning of Wednesday 19 February 2014, at the Arrow Trading/Kavieng Club junction on Coronation Drive, Kavieng Town, Kavieng Port Services' 10 ton fork on its daily operation experienced an unexpected mechanical failure causing hydraulic oil spillage.

Jack Suluk, the operator immediately contacted his direct supervisor Timothy Passingan, HSSE officer Benjamin Lurang who in turn notified Workshop Supervisor George Vagira and Henny Taurakava.

Whilst the workshop callout team comprising of George, Simon Saugiri and Tom were on their way to the spill site to barricade and secure the site, a briefing was in progress between Henny and Benjamin about the situation and the plan of action on how to contain the spill. The workshop team blocked off the source of spillage on the fork and removed the machine out of the way of traffic and eventually back to the workshop to undergo repair. Immediately after the briefing, both Benjamin and Timothy attended the spill site with the readily available spill response kit. With the help of workshop team and transport staff, absorbent socks were placed at end of spillway to halt the flow of hydrocarbon. Absorbent sand/dust were then used to contain the spillage which were then shovelled into appropriate collection bags.

As soon as all of this was done and the spill fully contained, our staff went on to wash out the stained tarmac with degreasing liquid.

A formal letter with incident report and the containment report was handed to the Kavieng Urban LLG Town Mayor regarding the incident. The Town mayor was very impressed with their response and commended them for a job well done and for taking ownership of the incident.

Henny Taurakava would like to salute his team for a job well done. Especially, Benjamin Lurang, who did an excellent job in leading the response team. Timothy Passingan and George Vagira for showing very good leadership and support. "I'd also like to further acknowledge the support provided by my colleagues Jack Suluk, Tom Yamo, Simon Saugiri, Henry Patili and Steven Toarbin for being attentive during the whole process," Mr Taurakava said.



Timothy Passingan and Henry Patili in discussion while Simon is getting ready in the background

Laga commissions its new ice-cream machines

Laga has finally commissioned its new ice-cream machine. The new ice cream machine will be for the production of the Gala brand ice-cream stick lines which consists of Sweet Heart, Toffee/ Strawberry & Coffee Crunch, Chocolate & Banana Jungle Pops, Hi Ice – cordial sticks and the Trop-ice range of sticks.

The initial machine set up started early in January. The commissioning was done by Tetra Pak. Tetra Pak is the manufacturer of Ice Cream machines and is based in Denmark.

The machine installation was done together with Laga's technicians, Tetra Pak engineer and Tydel Stainless.

The commissioning did not take place as planned but was further delayed by almost six weeks.

This meant running and testing all the product range of Laga's Gala stick line ice-cream.

Once the final check lists were agreed upon, the machine was signed off on the 4th March, 2014.

The schedule maintenance plans, the spare parts and the staff training was also discussed during the commissioning.

The installation & Commissioning Engineer of Tetra Pak Mr MadsKvistgaard Sandholm, said this was one of his biggest challenge given the environment and climate conditions including the differences in time zones.

"Having to live in a place where the temperature is around 10 degrees and to come to lae where the temperature is around 30 degrees celcius on a hot day is like jumping in a fire. The difference in time is around 9 hours which is like walking in the middle of your sleep," he said.

He said the biggest challenge was getting the machine to perform to the requirement of Laga so that it could be signed.

Mads said regardless of the pressure from work, he enjoyed every bit of his stay in the country saying the people were more friendly than the newspaper reports he often read about.

He said he would love to return to the county if he was required to provide a service.

Apart from Mads, Tetra Pak also sent their Business Development and Marketing representative from Australia, Jeremy Wright and Kevin Hardman, their spare parts and service level representative.

Gala Gala Yum - Ice-cream bilong yumi



Laga Industries sales & marketing team have been out and about putting up freezer cabinets at retail outlets.

Since Laga Industries is embarking to increase the volume of Ice cream sales by the end of this year, the challenge is now on its Sales and Marketing team to come up with strategic plans on how best it can achieve that goal.

Over the past months Laga's Sales team in all sales depots have been very busy trying to put more freezer cabinets out in the shops and maintain the volume of ice-cream products in these freezer cabinets.

We will see a lot more action from Laga's Sales & Marketing team once the freezer and storage facilities are completed.

Laga's freezer extension takes shape

With Laga's strategic plan to increase the volume of its ice cream sales, Laga has invested in various initiatives to meet their goal.

Their project is being implemented in four (4) parts to cater for their new vision.

1. Improving mixing process and mix storage area
2. Extension of current freezer storage facilities
3. Installation of a New ice Cream Machine - Rollo
4. Improvement of support services and ammonia plant

The Installation & Commissioning of the new Rollo machine has been completed, while others are still in progress. Another of its plan is to increase its Ice Cream storage capacity. The freezer extension project for Laga industries is finally taking it's shape. The project started first week of November last year and is almost at its completion stage.

The project has been carried out by Honibrooks ,Commercial Industrial Refrigeration (C.I.R) from New Zealand and SBS electrical.



Retiring

Melo farewells Thumala

Mid this month, the staff at the Melo bid farewell to Jessie Thumala the Hotel Manager.

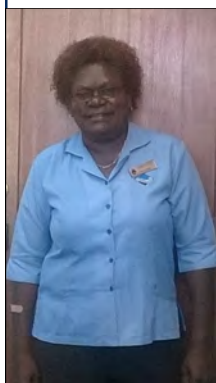
Jessie had been with CSH for 22 years and had been a valuable member of their team. Her contributions to CSH had been first rate and the relationships she built over the years extends far beyond Lae.

Jessie has been a supporting presence to both her staff, clients and also contractors. They hope that all her babies (the flowers/plants) she planted in the gardens surrounding the Hotel survive without her talking and nurturing them everyday.

Jessie will be returning to Buka to take

up her respected role in her local community.

CSH would like to thank Jessie for her service and would like to wish her the best in the future, saying she is welcome to drop by at any CSH whenever she's within the area.



Jessie Thumala

New Appointment



**Billie Finlay
Staff Officer**

Billie Finlay is not new to the company but her new role places her in a very vital position within the Group. Based at the Steamships Corporate Office, Billie has been recently appointed as the Group Staff Officer, looking after

medical insurance for citizen staff as well as non-citizen staff within the Steamships Group.

Billie also does work permits for new non-citizen employees, work permit renewals and visas.

With the work permits, Billie says, "I find it very exciting because for the non-citizen staff, I am their first point of contact in Steamships besides their General Manager".

Billie said through her new role, she gets to meet and engage with Steamships staff outside of the Corporate office.

Apart from her role as the Staff Officer, Billie is also the executive assistant to the Corporate Affairs General Manager, David Toua.

EDITORIAL TEAM

Tok Steamies is a monthly electronic newsletter published by the Public Relations & Corporate Affairs Office of the Steamships Trading Company to inform its staff, friends and stakeholders of the various activities that STC and its staff have been doing in their various business.

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SPORTS

Netball set for May

The STC Intra-Company Netball competition is set to be held on 18 May at the Rita Flynn Netball Courts.

This year's netball competition is being organised by last year's winners, the Shipping Division.

Divisions wanting to register their teams can send their registration to Nelly Danaya or email to NDanaya@steamships.com.pg

The STC Sports committee held their first meeting and are now working on checking the availabilities of the venues for the various STC competition so that dates can be set and sent out to all the divisions.

Meanwhile, the STC Golf Axe which was to be held on the 21st of this month has been deferred to a later date. Organisers for the contest is last year's winner, Swire Shipping.

Players from the various divisions who have registered to take part will be notified once the new date is released by the organisers.

**STC women's Rugby Sevens team
in Picture**

The before and after shots of the games.

NRL Tipping Competition

This is to advise those taking part in the NRL Tipping Competition that the deadline for registration is next week, Round # 5.

The registration fee is K50

Those who do not pay up their registration after Round #5 will have eliminated from the competition.

To pay your registration, see Vani Taumaku or Solomon Sargeant at the Swire Shipping Office at ENB Haus at Konedobu

You can also call them on 322 0100 or email them.

HSSE Kids Poster Competition



Steamships Trading Company

Health, Safety, Security & Environment (HSSE) Poster Competition

How can safety clothing keep my parent(s) safe at work?



Submit entries to the DIVISIONAL HSSE

Representatives before **APRIL 30th 2014**

Your children have one more month left before the closing of the Poster Competition. If you haven't informed your kids, do so and get them involved in the Safety Poster Contest.

There are great prizes to be won.

Climb Against Cancer –The Mt Wilhelm Challenge

Staff who are part of the Climb Against Cancer - The Mt Wilhelm Challenge have commenced their afternoon walks.

If you've been procrastinating about starting the afternoon walks, well now is a good time to start. You can join the team of STC staff who walk every Tuesdays and Thursdays

If you have any Notices (Toksaves) or Announcements you would like for us to place on the Tok Steamies Tok Save Kona (Notice Corner) then email it to toksteamies@steamships.com.pg and we'll publish for free

Steamies



Teasers

From the three (3) scenarios given, identify which element of the Sustainable Development Policy it is referring to. Send your answers to Tok Steamies: toksteamies@steamships.com.pg with your name.

1. Jake Black is very good in sales and has a certificate in sales and marketing. Steamships has decided to further his career by sending him for further studies with International Training Institute to attain his diploma in sales and marketing.
2. The World TB day Expo is at the Vision City Mall where all Steamships divisions attended and shared their divisional experience on the fight against TB in the workplace to the public and other organisations.
3. Steamships Corporate HSSE team conducted a monthly audit at EWT POM and discovered that there loading and unloading of containers procedure did not include pre-start briefing.