

TOK STEAMIES

ISSUE 75 | EDITION 16



CONTINUITY IN EXCELLENCE:
NAVIGATING NEW HORIZONS



STEAMSHIPS



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EDITOR'S NOTE

Dear **Readers,**

Welcome to the first edition of Tok Steamies for 2025, themed "Continuity in Excellence: Navigating New Horizons." As we begin a new year, this theme reflects our commitment to building on past successes while embracing new opportunities.

This issue celebrates our resilience, innovation, and dedication to business continuity. We begin with the inspiring journey of Wei Long Chew, whose 18-year career at Steamships exemplifies growth and perseverance.

In Our People, we welcome new leaders who bring fresh perspectives to our evolving team. In Our Environment, we highlight smart fleet solutions, green upgrades at Ela Beach Hotel & Apartments, and PacTow's water-saving initiatives. Each story contributes to a more sustainable future.

We are proud to introduce Safety Kona, a new section spotlighting safety initiatives across our divisions. From chemical spill response training to fire awareness programs and global certifications, this space reflects our ongoing efforts to ensure a secure and supportive workplace.

Our Projects feature milestones such as the Steamies Peer Leaders Program, the launch of Hebamo Transport Limited, and the establishment of the HSSEQ Group Hub. In Our Community, we celebrate Divine Word graduates joining our team, our cultural presence at the Hiri Moale Festival, and the impact of the Swire Scholarships. We also honour 50 years of unity with Consort Express Lines.

In Corporate News, we unveil the Steamships Graduate Development Program, celebrate International Women's Day, and recognise our GDP graduates.

I invite you to explore the journeys shared here and reflect on how each story contributes to the greater vision of our organisation. Together, let us continue navigating new horizons while maintaining the strong foundation that has brought us this far.

We welcome your thoughts and invite you to join the conversation. Your feedback is invaluable as we strive to create an issue that not only informs and entertains but also inspires and keeps the Steamies family connected.

If you have stories or photos you would like to share with us throughout the year, please feel free to email us at mclem@steamships.com.pg or TokSteamies@steamships.com.pg.

Wishing you happy reading, and may 2025 be a year of growth, success, and excellence for us all.

Anchored in words,

Meisi Clem
Editor

FEATURE STORY

FROM CHALLENGES TO TRIUMPH: CHEW'S REMARKABLE JOURNEY



Some people wait for opportunities to come their way, while others create them. Wei Leong Chew, or "Chew" as he's affectionately known, is a prime example of the latter. His journey is a testament to resilience and determination, shaped not by luck but by an unwavering drive to overcome challenges and succeed. Whether commuting on midnight buses after long workdays as a working-class student or navigating the complexities of life across various countries, Chew has consistently turned obstacles into opportunities.

Chew's story began in Malaysia, where, as a young man, he understood that success wouldn't be handed to him. Raised by a single mother, his aspirations were high, and his determination matched them. At just 17, he set his sights on becoming a Certified Public Accountant (CPA). Due to financial constraints, Chew was unable to attend university. Instead, he worked full-time to support his family while attending evening classes to earn his CPA. "I would start my days early, catching the first bus out, and always find myself on the last bus home at midnight, only for the cycle to begin again the next day," Chew recalls.

The journey to becoming a CPA was far from easy. Chew remembers the challenges vividly: "Back then, there was no partial credit or pass; if you failed one paper, you had to retake all five." After failing one paper, Chew found himself in a tough position, having to retake all five exams. But giving up was never an option. Instead, he chose to step back, revisit the basics, and reflect on where he went wrong. It wasn't an easy process, but his perseverance and dedication eventually paid off, and before long, he proudly held his CPA certificate in hand, a symbol of his resilience and determination.

Chew's resilience continued to define his career. From Malaysia, he moved to Saudi Arabia and Cambodia, where political instability and crises became his training ground. Strikes, riots, and even a coup forced Chew into roles that required crisis management, mediation, and leadership, skills no textbook could teach him. This period shaped him into the leader he would become, ready to face challenges head-on and remain calm under pressure.

In 1998, Chew made the move to Papua New Guinea, stepping into the role of Finance Manager at SP Brewery.



His resilience and determination saw him thrive in this new environment, always with his family's future in mind. Five years later, the next chapter of Chew's journey led him to New Zealand, a country he only dreamed of visiting when he was a child. The dream almost became a reality, but challenges surrounding his permanent residence status meant that he had to make the toughest decision of his life, choosing to leave his young family behind in New Zealand, allowing them to live out the dream he had envisioned, while he returned to Papua New Guinea in 2007 to be able to provide for them the life. This sacrifice marked a turning point, leading him to join Steamships Shipping as Finance & Administration Manager. Over the years, Chew's leadership skills expanded as he took on increasingly senior roles, including Group Finance Manager and Corporate Payroll & Human Resource Administration Manager, continuing to make a lasting impact at Steamships.



As Chew prepares to leave PNG in April 2025 after 18 remarkable years with Steamships, we reflect on a career defined by resilience, adaptability, and commitment. His impact on the company is immeasurable, leaving behind a legacy of leadership, integrity, friendship and a steadfast dedication to helping others succeed.

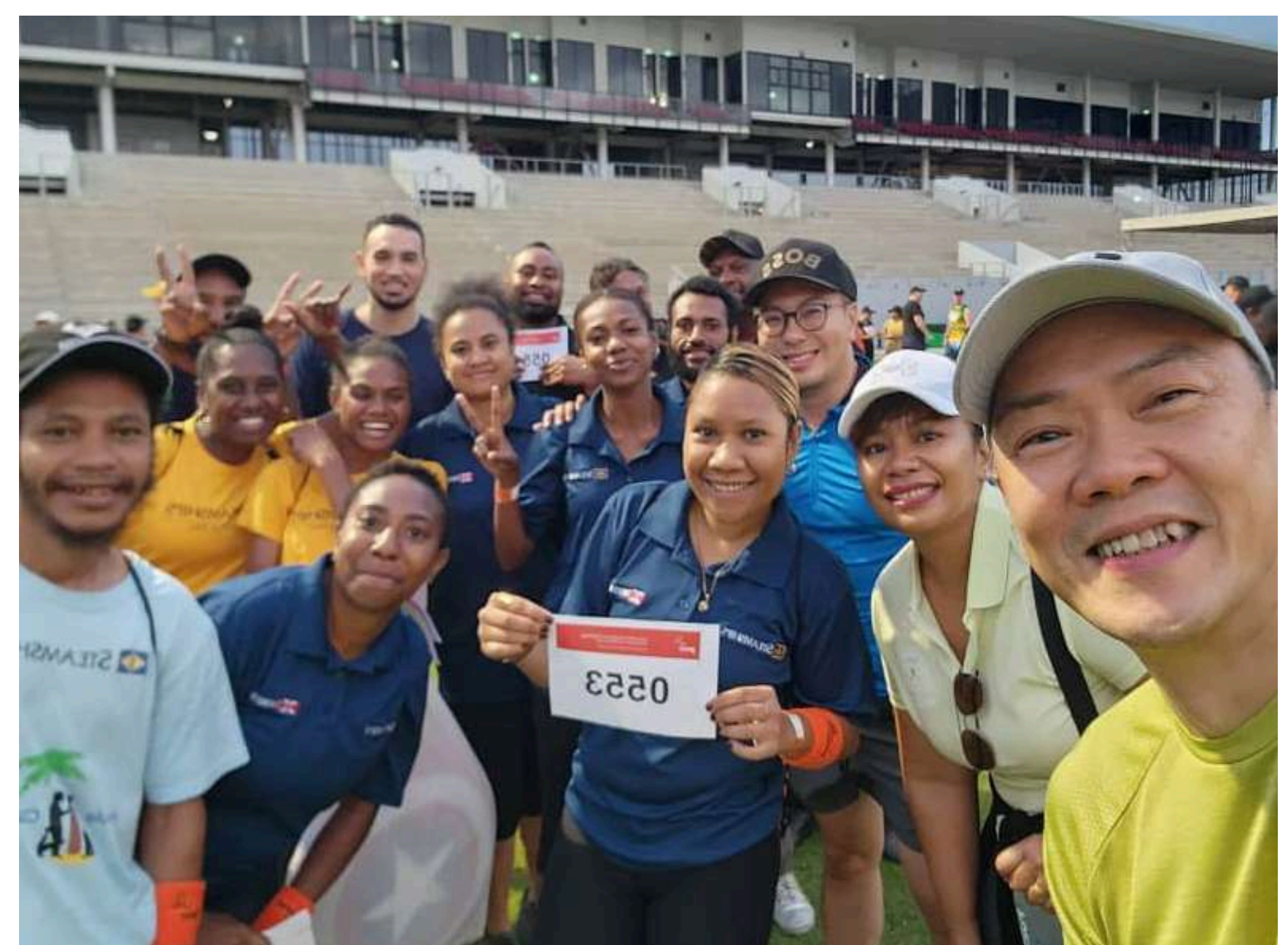


When reminiscing about his career in PNG, and particularly with Steamships, Chew recollects the individuals who made the most impact and helped shape and provide the platform for him to grow and succeed. These included Nigel Yeo, General Manager of SP Brewery, who taught him the importance of work and life balance. Sean Pelling left Chew with the gift of strategy. Mike Scantlebury will always be remembered for the trust he placed in Chew's work and his openness to ideas. Finally, Rupert Bray, from whom Chew learned to be succinct and direct in his approaches.



Looking ahead, Chew is set to embrace a new chapter that will finally allow him to live out his childhood dream and reside in New Zealand. With a Masters in Sociology on the horizon, he is ready to pursue further education and personal growth. This next step is not just a career shift; it is the realisation of a belief he has long championed, "learning never stops." This was something he shared recently with a few students from the University of Papua New Guinea's Business program, inspiring them as he was inspired. We have no doubt that Chew's unwavering resilience and determination will continue to drive him toward success, wherever this new journey leads.

We extend our heartfelt thanks and wish Chew all the best for his future endeavours. His story will forever remain a powerful reminder that with determination, anything is possible. Thank you, Chew, for everything you've contributed to Steamships. Your legacy will endure.



OUR PEOPLE



ELEVATING TALENT STRATEGY: TRACY WAFEWA AS HR TALENT AND LRC MANAGER

Tracy Wafewa's career reflects her passion for learning and development. With a background in IT and education, she spent 17 years at IEA College of TAFE, progressing from IT Trainer to Deputy Manager. Seeking a broader impact, Tracy joined Steamships as the HR Talent and Learning Resource Center (LRC) Manager, aligning her expertise in training and digital learning with Steamships' mission to build businesses that build PNG.

Tracy's role involves overseeing the Steamships training cycle, identifying needs, designing programs, ensuring compliance, and fostering continuous learning. Her vision is to develop talent through impactful training that drives efficiency and business growth.

She is excited to implement a Learning Management System (LMS) to modernize training and enhance accessibility across Steamships. Guided by the belief that learning should be engaging and transformative, Tracy views her transition from academia to the corporate world as a key career moment. She is committed to empowering Steamships employees and contributing to PNG's development.

CHARTING A NEW COURSE: XINNI TIAN – GROUP HEAD OF STRATEGY AND TRANSFORMATION

Xinni Tian's career is defined by her passion for strategy, transformation, and meaningful change. With over 13 years of experience across multiple sectors, from public policy and education reform to helping startups scale and transform multinational organizations, Xinni brings valuable expertise to Steamships as the Group Head of Strategy and Transformation.

In her role, she will focus on aligning Steamships' long-term strategy with its growth ambitions, aiming to double the business. Xinni will work closely with senior leadership to streamline operations and deliver results in real-world conditions. For Xinni, transformation is about fostering collaboration, learning, and innovation.

What excites Xinni most is the chance to contribute to Steamships' success in a way that extends beyond business outcomes. She sees strategy and transformation as a means to help both the business, and its people thrive. "This is not just about doing business in PNG," she says. "It's about making a meaningful impact."



OUR ENVIRONMENT

THRIVING FOR A SUSTAINABLE FUTURE: STEAMSHIPS' COMMITMENT TO CHANGE



Sustainability is no longer a choice; it's a responsibility we all share. Every action we take today shapes the world we leave for future generations. At Steamships, we recognize that businesses play a vital role in driving meaningful change. That's why we have committed to a bold, ambitious goal: achieving net zero emissions across all scopes by 2050. It's not just about reducing our carbon footprint, it's about building a resilient, responsible, and thriving future for Papua New Guinea.

Guided by our THRIVE sustainability strategy, we focus on five key areas: climate, waste, water, people, and communities. Each of these pillars represents a crucial part of the journey toward a more sustainable future. Reducing emissions is just one piece of the puzzle; we must also be mindful of the waste we generate, ensuring that we divert it from landfills and find opportunities for circular waste management. Water is another invaluable resource that we take great care to protect, using it responsibly and sustainably while safeguarding our watersheds.

But sustainability is not just about the environment, it's also about people. At Steamships, we prioritize the health, safety, and well-being of our employees, ensuring they work in an environment where they feel safe, empowered, and valued. We believe in fairness, equity, and inclusion, creating opportunities for all to thrive, regardless of gender or background. At the heart of it all are the communities we serve. The work we do must bring value to the people and places that surround us, respecting and uplifting their cultures and traditions.

Our commitment to sustainability aligns with seven of the United Nations' Sustainable Development Goals (SDGs). These global objectives provide a framework for responsible business practices that drive both social and environmental impact. But while large corporations and governments carry much of this responsibility, meaningful change happens when we all take action, no matter how small.

The journey to a sustainable future is not one we walk alone. It requires collective effort, shared responsibility, and a commitment to doing better every day. When we work together, the difference we can make is truly extraordinary.

Across our businesses, the drive for sustainability isn't just a goal; it's becoming second nature. From innovative solutions to bold initiatives, our teams are finding new ways to reduce environmental impact, push sustainable development forward, and create lasting change. The momentum is building, and the stories ahead are proof of the incredible work happening across our divisions. Let's dive in and see how we're making a difference, one step at a time.

REDEFINING THE VOYAGE SMART SOLUTIONS FOR FLEET EFFICIENCY



Papuan Coast, one of the sister vessels, is using fuel extender.

Each of our vessels that sails the waters of Papua New Guinea is part of a larger effort to keep businesses moving, supply chains running, and the economy thriving. But with great operations comes great responsibility. Consort Express Lines is no stranger to challenges—fuel consumption, waste oil management, and operational costs all influence how efficiently a fleet runs. That's why this year, we've set our sights on redefining fleet efficiency, not just as a cost-saving measure, but as a commitment to sustainability and long-term operational excellence.

In our collective efforts to achieve net zero emissions across all scopes by 2050, Consort Express Lines has relaunched its waste oil recycling initiative to transform an environmental challenge into an opportunity for greater efficiency and sustainability. The global shipping industry generates millions of tons of waste oil annually, and without proper disposal, it poses severe environmental risks, including water contamination and damage to marine ecosystems. By implementing responsible waste oil management, we are not only reducing our environmental footprint but also strengthening our operational resilience.

This initiative is a crucial part of our broader strategy to establish 2024 as our baseline year for measuring operational impacts.

Setting a baseline allows us to track progress year after year, ensuring that every improvement is intentional and measurable. With structured performance tracking, we aim to refine our processes and drive long-term operational gains.

Collaboration has been key to making this possible. Our Sustainability Development team worked closely with stakeholders in logistics to explore efficiency opportunities. After rigorous technical analysis and review by Fleet Technical Manager Derek Rabie and the Consort team, we successfully introduced a fuel extender derived from processed waste oil. Now in use across all our sister vessels, this initiative has already delivered tangible benefits, off-loading approximately 10 kiloliters of waste oil to Dunlop for processing, reducing fuel costs, and enhancing environmental sustainability.

Fleet efficiency is more than just a numbers game, it's about responsible operations, strategic improvements, and a vision for long-term impact. Every drop of oil repurposed, every innovation implemented, and every operational adjustment brings us closer to a more sustainable future. As we navigate the year ahead, our team remains dedicated to identifying and implementing further enhancements, ensuring that every voyage contributes to a cleaner, smarter, and more efficient operation.

SUSTAINABILITY IN ACTION ELA BEACH HOTEL & APARTMENT'S GREEN UPGRADES

Ela Beach Hotel & Apartments has long been a staple of hospitality in Port Moresby, offering guests comfort and luxury by the sea. Recently, the hotel embarked on a sustainability journey, taking bold steps to reduce its environmental footprint while maintaining the highest standards for its guests. One of its most significant initiatives has been upgrading its lighting infrastructure to improve energy efficiency.

The transformation began with replacing outdated perimeter lighting. The hotel's old Programmable Light Control (PLC) lamps, once reliable, were no longer available locally. To ensure long-term sustainability, the team installed 260 energy-efficient LED lamps, completing the transition in just a week. These new lights, primarily from Luceco LED and Philips LED, provide brighter illumination while reducing energy consumption. Equipped with daylight switches and 24-hour timers, they optimize power use without manual intervention. There were no challenges encountered during or after the installation.

Indoors, the renovations were equally impressive. All 92 hotel rooms were upgraded with IP44-rated LED downlights, lasting up to 50,000 hours. Dimmable for guest comfort, these lights also reduce heat emissions, improving room climate and energy efficiency. The initiative extended to the hotel's restaurant, bar, terrace, and deli, with the pokies lounge upgrades currently underway.

Beyond aesthetics, these changes have made a tangible impact on energy consumption. Monthly electricity readings show an average reduction of five hundred kilowatt-hours, demonstrating the effectiveness of the transition. After the changes, David Hahane, the Maintenance Manager, confirmed from the meter readings for the past 6 months, a decrease in energy consumption. Over 500 kWh was saved, which, based on the PPL Tariff B1 General rate of K98.71 per kWh, equates to a cost-saving of K49,355.00. The hotel is now tackling its next major energy consumer, air conditioning. Plans are in place to replace 75% of the aging units, further increasing efficiency and reducing costs.

In addition to energy savings, LED lighting offers long-term reliability and low maintenance. Unlike traditional bulbs, they require minimal upkeep, reducing both operational costs and waste. With an efficiency rate of up to 85% and a significantly longer lifespan, the financial and environmental benefits are clear.

Ela Beach Hotel & Apartments' commitment to sustainability is more than just a project, it is a vision for responsible hospitality. By prioritizing energy-efficient solutions, the hotel is setting an industry example while enhancing the guest experience. With every upgrade, Ela Beach is not just lighting its pathways but illuminating a future that is both sustainable and bright.

Ela Beach Hotel after installation of LED lights



EVERY DROP COUNTS PACTOW'S SUSTAINABLE WATER SOLUTIONS

In our collective efforts to achieve net zero emissions across all scopes by 2050, Pacific Towing Marine Services (PacTow) is taking proactive steps to contribute toward this goal through sustainable water conservation initiatives. As part of Steamships' logistics division, PacTow understands that preserving resources is not just about compliance, it's about responsibility. Every action taken today to reduce waste and improve efficiency paves the way for a more sustainable future.

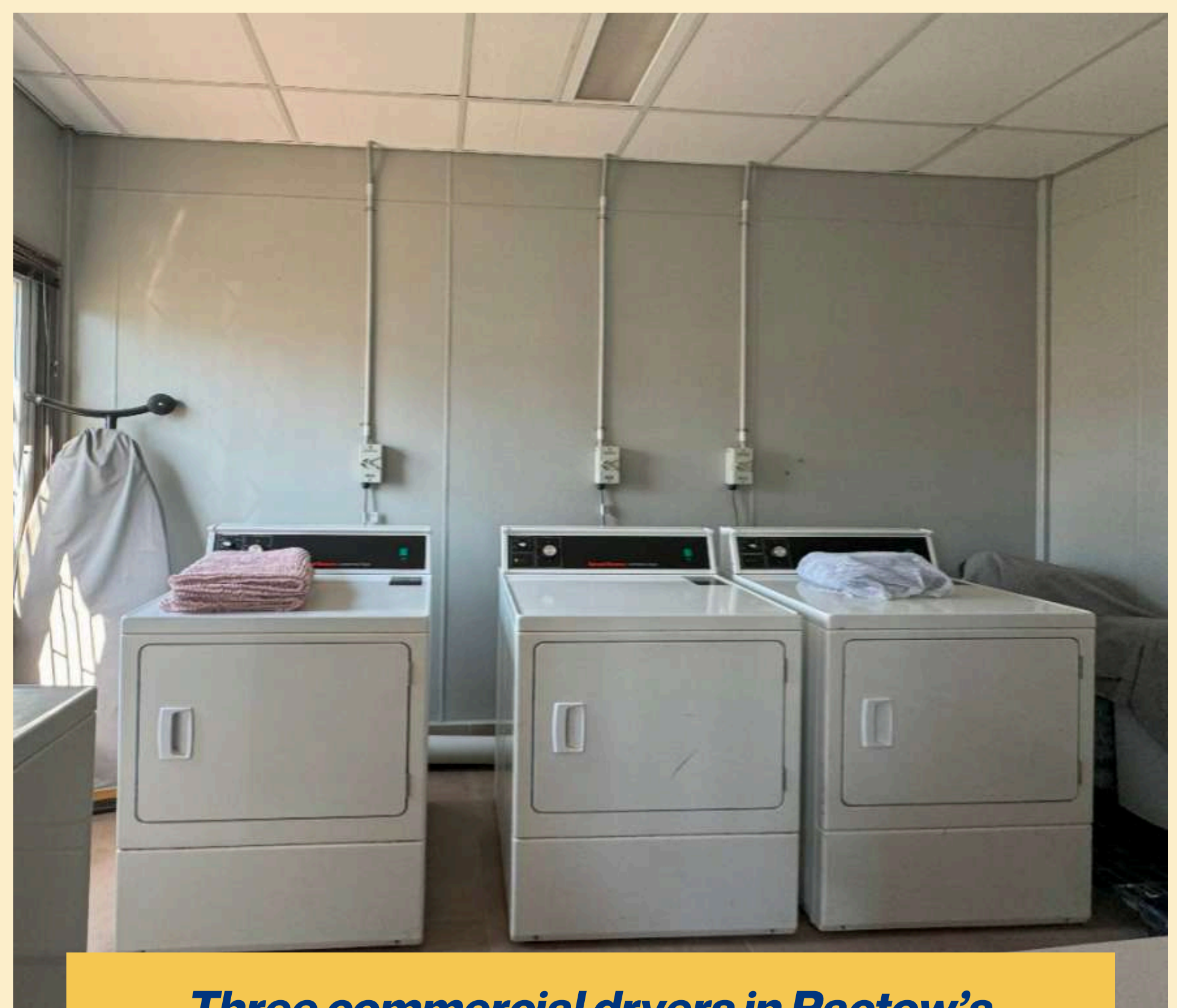
Water is a finite resource, and managing its consumption effectively is critical. PacTow has implemented several key measures to ensure that water usage onboard its tugs and across its facilities in Port Moresby is both responsible and efficient. A major step forward has been the reduction of single-use plastic bottles by installing convenient drinking fountains. These stainless-steel drinking stations, placed in strategic locations on tugs and work areas, encourage crew members to refill reusable bottles instead of relying on disposable plastic ones. With fresh water pumped directly from the vessels' tanks and filtered for purity, this initiative significantly cuts down plastic waste while ensuring that clean drinking water remains accessible.



A drinking fountain on a PacTow tug, Kira.

Beyond reducing single-use plastics, PacTow has also streamlined laundry operations for its Port Moresby-based tugs. Previously, laundry was done onboard, consuming large amounts of water per wash. Now, with a centralized, shore-based laundry facility housed within the company's recreational center, water usage has been significantly reduced.

The facility is equipped with commercial grade washing machines and dryers, each capable of handling 15kg of laundry per cycle, making the process far more efficient and environmentally friendly. This move has not only lessened water consumption onboard but also enhanced operational effectiveness, allowing tugs to focus on their core maritime duties without the additional burden of onboard laundry operations.



Three commercial dryers in Pactow's laundry room, Pactow Head office

To monitor water consumption and further optimize usage, PacTow has installed water meters in every building across its premises. These meters provide valuable data that helps track water use, identify potential inefficiencies, and implement additional conservation measures where necessary. This level of monitoring ensures that PacTow remains accountable in its sustainability efforts, aligning with Steamships' broader commitment to responsible resource management.

Looking ahead, PacTow continues to explore innovative ways to enhance its water conservation strategies. By integrating sustainable practices into daily operations, the company demonstrates that providing essential services does not have to come at the expense of environmental responsibility. Through strategic planning, investment in efficient systems, and a culture of sustainability, PacTow is not only making every drop count but also leading by example in the pursuit of a greener, more sustainable future.

SAFETY KONA

PREPARING FOR THE UNEXPECTED: CHEMICAL SPILL RESPONSE TRAINING AT CONSORT EXPRESS LINES



***“AT CONSORT, WE’RE DRIVING SAFETY
FORWARD WITH UNWAVERING
COMMITMENT.”***

At Consort Express Lines, safety isn’t just a protocol, it’s a mindset. Every day, our teams navigate unpredictable challenges at sea and on land, but some risks require specialized preparation. Recently, five dedicated team members stepped forward to undertake Chemical Spill Response Training at Motukea, equipping themselves with the skills to handle emergencies that could threaten both people and the environment.

The training began with an assessment, a moment of truth that tested readiness before the real challenge. Were the tools in place? Was the knowledge solid? More importantly, was the team prepared to act decisively in the face of a crisis? These questions set the stage for the intensive hands-on experience that followed.

From the moment they stepped onto the training ground, the team was immersed in real-world scenarios designed to sharpen their instincts. Chemical spills are unpredictable, and responding to them demands more than just technical know-how, it requires calm under pressure, split-second decision-making, and seamless teamwork. Drills reinforced communication strategies, ensuring that every action was precise, and every second counted. The use of personal protective equipment (PPE) was second nature by the end of the program, and risk mitigation strategies became deeply ingrained.

But beyond individual skill-building, this training was about something bigger: responsibility. Consort Express Lines operates with a firm commitment to safety, not just for its people, but for the wider community and the environment.

Understanding the impact of chemical hazards was a key lesson, one that underscored the necessity of containment measures and coordination with emergency services. Every drill, every simulated response, and every decision made during training carried the weight of real-world consequences.

By the final day, the transformation was clear. What began as a learning exercise had evolved into a mindset shift. The team was no longer just prepared; they were confident, capable, and ready to act when it mattered most. Chemical spills are rare, but the true test of an organization is its ability to respond when the unexpected happens.



This initiative is not just a reflection of Consort’s commitment to compliance, it’s a demonstration of leadership in the industry. Investing in rigorous training ensures that we are not just reacting to risks but staying ahead of them. The dedication of our team members speaks to the culture of responsibility that defines Consort and Steamships.

Preparedness is not just about having the right tools; it’s about having the right people, trained and ready to step up when duty calls. As these five individuals return to their roles, they bring with them more than just knowledge, they carry the assurance that, should the unexpected occur, Consort is ready. And that makes all the difference.





PREPARING FOR THE UNEXPECTED SAFETY AT THE CORE OF EASTWEST TRANSPORT'S FUEL SPILL DRILL

Photos Courtesy of Jeremy Lokani

The sudden screech of tires. A jolt. A tanker rolls backward, striking a light vehicle caught in its path. The impact flips the smaller vehicle onto its side, fuel leaking rapidly onto the pavement. The air is thick with tension as emergency alarms sound. Within moments, EastWest Transport's internal emergency response team is in motion, deploying spill containment measures, securing the area, and coordinating with external emergency services.



This was the high-stakes scenario of EastWest Transport's latest fuel spill drill, a rigorous exercise designed to test response times, coordination, and crisis management under pressure. Conducted as part of the Fuel and HSSEQ Departments' quarterly safety initiatives, the drill was more than a routine check, it was a strategic effort to reinforce EastWest's commitment to safety and continuous improvement.

While the drill simulated an accident, the response was very real. Internal teams sprang into action, ensuring containment procedures were executed flawlessly. Executive Security System (ESS) personnel secured the scene, shielding injured drivers from potential threats. St. John Ambulance professionals arrived swiftly, assessing injuries and demonstrating emergency medical procedures. Meanwhile, the Gerehu Fire Station team evaluated fire risks, standing by to prevent potential ignition of the spilled fuel. Every action was deliberate, precise, and driven by a shared commitment to safety.



***"SAFETY ISN'T JUST WHAT WE DO, IT'S
WHO WE ARE."***



Beyond testing response speed, the exercise provided critical insights. Effective communication emerged as a key challenge, highlighting the importance of seamless coordination between EastWest's internal teams and external responders. Defined roles within the emergency response unit proved essential, ensuring that each team member knew their responsibility the moment an incident unfolded. These learnings are already shaping improved protocols, reinforcing EastWest's ability to manage real-world emergencies with even greater efficiency.

This drill was not an isolated event, but part of a larger safety framework built on global best practices. EastWest Transport continues to align with international safety standards, including ISO 45001 for occupational health and safety, ISO 19001 for quality management, and ISO 9001 for environmental management. These standards are more than guidelines, they are principles that define how EastWest operates, ensuring every employee returns home safely at the end of the day.

Safety is not just a policy at EastWest, it is a responsibility. With each drill, each refinement, and each lesson learned, the company moves closer to achieving its 'Zero Harm' philosophy. By preparing for the unexpected, EastWest is not just protecting its people and assets, it is strengthening its role as a leader in safe, responsible operations across Papua New Guinea. Through vigilance, collaboration, and continuous improvement, the team stands ready for whatever challenges lie ahead.

EMPOWERING SAFETY PACIFIC PALMS PROPERTY ENHANCING FIRE AWARENESS AND PREPAREDNESS

Photos courtesy of Shoshanna Tamari & Benedict Oa

The smell of smoke, the flicker of flames, fire can break out in an instant, leaving little time to react. In that crucial moment, knowing what to do can make all the difference. That's why Pacific Palms Property recently held a Basic Fire Extinguisher Training, equipping employees with the skills and confidence to act swiftly in an emergency.

For many, the thought of handling a fire extinguisher had always seemed straightforward, until they found themselves standing before a controlled blaze, tasked with putting it out. What had been a routine workday just hours before had transformed into an eye-opening experience in fire safety, where theoretical knowledge met hands-on action.

The training, led by experienced safety officer, Solomon Maua, began with a deep dive into fire classifications and the specific extinguishers needed for each type. Employees quickly realized that reacting to a fire isn't just about grabbing the nearest extinguisher, it's about using the right one in the right way. Electrical fires, flammable liquids, and ordinary combustibles each required a different approach, and misjudging the response could make a dangerous situation even worse.



“Fire is a good servant, but a bad master when not taken care of.”



As participants moved from theory to practice, the shift in mindset was evident. The P.A.S.S. technique, Pull, Aim, Squeeze, and Sweep, became second nature as they took turns extinguishing a controlled fire. Some hesitated at first, adjusting their grip and positioning, but with each attempt, confidence grew. By the end of the session, the uncertainty had faded, replaced by the assurance that they were now better prepared to protect themselves and those around them.

Beyond individual skill-building, the training reinforced the importance of collective preparedness. Emergencies don't come with a warning, and fire safety isn't the responsibility of one person alone, it's a team effort. The session left participants with more than just technical know-how; it instilled a sense of responsibility and readiness that could prove invaluable in a real crisis.

At Pacific Palms Property, safety is an ongoing commitment. Fire drills and extinguisher training are just one part of a broader safety culture, one that ensures employees are not just aware of risks but are fully equipped to handle them. Through continued training and vigilance, the team remains prepared to act swiftly, keeping people, property, and operations safe always.

CERTIFIED EXCELLENCE HOW GRAND PAPUA AND GATEWAY ARE SETTING GLOBAL BENCHMARKS



Safe Hotels Certification for Grand Papua Hotel and Ela Beach Hotel & Apartments

For guests, safety and security are just as essential as luxury and comfort. A hotel stay is more than just a bed for the night, it's about trust. Guests want the reassurance that their well-being is a priority, that every possible precaution has been taken, and that their experience will be nothing short of exceptional. At Grand Papua Hotel and Gateway Hotel and Apartments, this commitment has been recognised on a global stage.

Both properties have achieved the prestigious SafeHotels Certification, the world's leading safety and security standard for hotels. In fact, Grand Papua is the first hotel in Australasia and the Pacific Islands to not only be certified but to attain Premium Status, a level reached by only a select few globally. Meanwhile, Gateway Hotel and Apartments has also successfully earned its certification, reinforcing Steamships Hospitality's unwavering dedication to guest safety.

Earning this distinction was no easy feat. SafeHotels Certification is the gold standard in hotel safety, requiring rigorous assessments across multiple areas, from crisis preparedness to hygiene management. On average, only one in five hotels successfully achieve certification on their first attempt, and even fewer attain Premium status. Yet, our team at Grand Papua Hotel and Gateway Hotel and Apartments have embraced this challenge with determination, recognising that true excellence lies in going beyond industry norms.

"We are absolutely thrilled to have achieved certification on our first attempt," said Alan Christie, CEO of Steamships Hospitality Division. "This is a testament to the dedication of our teams at Grand Papua Hotel and Gateway Hotel and Apartments. Their commitment over the past few months has been truly remarkable."

For guests, this achievement means something tangible: peace of mind. From the moment they step into the lobby, they can trust that every measure has been taken to ensure their safety, security, and comfort. From meticulous hygiene protocols to world-class crisis management plans, these hotels have gone above and beyond, setting a new benchmark for the industry in Papua New Guinea and beyond.

And this is just the beginning. Steamships Hospitality Division is now on a mission to expand SafeHotels certification across all its properties in Papua New Guinea, ensuring that every guest, no matter which Coral Sea Hotels property they choose, can expect the same high standards of safety and security.

At Steamships, excellence isn't just a goal, it's a commitment. And with Grand Papua Hotel and Gateway Hotel and Apartments leading the way, the future of hospitality in PNG has never looked more secure.



OUR PROJECTS

EMPOWERING SAFETY LEADERSHIP: THE STEAMIES PEER LEADERS PROGRAM

Every great movement starts with a few individuals willing to lead by example. At Steamships, safety is not just a policy, it's a commitment embedded in everything we do. But policies alone don't create change; people do. That's the driving force behind the Steamies Peer Leaders Program, a new initiative designed to empower employees to take safety into their own hands, guiding their teams towards a stronger, safer work environment.

A workplace where safety is truly ingrained doesn't happen overnight. It takes champions; individuals willing to step up, influence their peers, and reinforce safe practices in their daily tasks. The Peer Leaders are exactly that: everyday team members who have earned the trust and respect of their colleagues, taking on the responsibility of ensuring that safety is more than a checklist, it's a shared value.

The program is being piloted at JV Port Services and East West Transport, two of our high-risk operating companies. Here, natural leaders are being nominated by their peers to undergo specialised training, equipping them with the skills to advocate for safety in real time. These individuals won't just be enforcing rules; they'll be role models, problem-solvers, and the first line of defense against workplace hazards. They will set the tone, ensuring that their teams see safety not as an obligation, but as an instinctive part of their work.

More than just reducing incidents, the program fosters an environment where speaking up is encouraged and looking out for one another is second nature. A safe workplace isn't created by one person alone, it thrives when every employee feels confident to voice concerns, offer solutions, and actively participate in shaping a safer future. The Peer Leaders will drive this change, reinforcing a culture where accountability and teamwork go hand in hand.



SPL

Beyond safety, the program is about growth. It provides employees with an opportunity to step into leadership, honing their communication and decision-making skills in ways that benefit both their teams and their own professional development. A leader doesn't need a title; they need the courage to inspire change, and through this program, that courage is being nurtured at every level.

As the Steamies Peer Leaders Program continues to evolve, its impact will ripple across the entire Steamships group. With each Peer Leader who steps forward, we move closer to a future where safety is not just practiced but championed by the people who know their work best. Because at the end of the day, the strongest safety culture isn't built from the top down; it's built from within.

A STRATEGIC MILESTONE FOR PAPUA NEW GUINEA'S FUTURE HEBAMO TRANSPORT LIMITED'S OFFICIAL LAUNCH



From left to right: Mr. Nicholas Fisher, CEO of Steamships Logistics Division; Mr. Isikeli Taureka, CEO of Laba Holdings Limited; Mr. Seri Asi, Director of Hebamo Transport Limited; Mr. Vele Rupa, General Manager of Steamships Corporate Affairs; and Mr. Guba Dai, Director of Hebamo Transport Limited.

At Steamships, we are always looking for ways to make a lasting impact on the communities and industries we serve. That's why we are excited to announce the official launch of Hebamo Transport Limited (HTL), a strategic joint venture with Laba Holdings Limited to support the Papua LNG Project. This collaboration brings together Steamships' logistics expertise and infrastructure with Laba's deep local knowledge, ensuring efficient and reliable transport solutions for the project's downstream construction phase.

The formation of HTL follows over a year of planning, beginning with a Memorandum of Understanding signed at the 2023 Sydney Investment Conference. Now fully operational after the execution of the Shareholders Agreement, the joint venture is structured as a 51%-49% partnership, with Laba as the majority stakeholder. This ensures that local landowners have a direct role in the economic benefits of Papua LNG's development.

HTL will play a critical role in moving project cargo and heavy transport, helping to streamline the delivery of materials and equipment needed for construction.

With the project entering a crucial phase, the demand for dependable logistics services has never been greater. By combining Steamships' logistics capabilities with Laba's community ties, Hebamo is well-equipped to meet these challenges.

Laba Holdings CEO, Isikeli Taureka, emphasized the venture's broader impact, stating, "This joint venture is about more than business; it's about creating jobs and skills development for our people." Steamships' Corporate Affairs General Manager,

Vele Rupa, echoed this sentiment, calling the partnership "a major milestone that strengthens our ability to support large-scale infrastructure projects while fostering local content in the supply chain."

With Hebamo now operational, it is set to support not only Papua LNG but future infrastructure projects across the country. This partnership marks a new era of collaboration between industry leaders and landowners, driving economic growth and sustainable development in Papua New Guinea's logistics sector.

HSSEQ GROUP HUB

A NEW ERA OF SAFETY AT STEAMSHIPS

Safety at Steamships is more than a policy, it's a shared responsibility that runs through every part of our business. Across our logistics, hospitality, and property divisions, teams work in fast-paced, high-risk environments where staying informed and prepared can make all the difference. But for many employees, navigating multiple platforms to find the right safety resources, training materials, and policies has been a challenge. Important information was available but often scattered, making it harder to stay up to date and confidently manage workplace risks.

Recognising the need for a more seamless and efficient approach, our HSSEQ team took action. The solution? The HSSEQ Group Hub, a one-stop platform designed to make safety resources easily accessible to every employee. With this initiative, we're reinforcing our commitment to "Safety First, Safety Always" by ensuring that the tools for maintaining a safe work environment are no longer out of reach but right at our fingertips. Aligned with our 2024–2027 strategy, the Hub serves as a central space where policies, training materials, safety alerts, and best practices come together, ensuring that employees at all levels have the knowledge they need to stay safe and lead by example.

The HSSEQ Group Hub is more than just a digital resource, it's a game-changer in how we approach workplace safety. Employees can now access real-time Safety Flash updates,

Employees can now access real-time Safety Flash updates, training opportunities such as RiskWare 3 (R3) and Health & Safety Leadership Training, and the Group-wide Safety Reward & Recognition Program that acknowledges those who go above and beyond in promoting a safe work culture. Whether it's internal audit guidelines, operational training, or compliance requirements, everything is centralized in one user-friendly platform, removing previous barriers and fostering a proactive safety mindset across all teams.

At the heart of this initiative is a focus on people. By simplifying access to safety resources, we are not just improving processes; we are reinforcing a culture of open communication, shared accountability, and collective well-being. Employees are now better equipped to make informed decisions, speak up about safety concerns, and take an active role in protecting themselves and their colleagues.

With the launch of the HSSEQ Group Hub, Steamships is taking a bold step forward in its safety journey. This platform is a reflection of our ongoing commitment to empowering employees, strengthening leadership in safety, and creating a workplace where knowledge and preparedness lead the way. We encourage everyone to explore the Hub and take full advantage of the resources available. It's not just about compliance; it's about looking out for one another and ensuring that safety remains an integral part of everything we do.

Scan the QR Code to Access the Hub:

Accessing the HSSEQ Group Hub is simple. Scan the QR code on the right to start exploring. Whether you are in the office, on-site, or working remotely, this platform ensures that essential safety information is always at your fingertips.



OUR COMMUNITY

STEPPING INTO SUCCESS: DIVINE WORD GRADUATES NOW AT STEAMSHIPS

At Steamships, we believe that people are our greatest asset, and we are thrilled to welcome a new group of talented graduates from Divine Word University to our team. These individuals are not only stepping into exciting new roles but are also embarking on a journey of growth, development, and leadership. Their academic achievements and fresh perspectives will add immense value to our diverse sectors, from logistics to hospitality and property. In this edition, we'll hear firsthand from these new employees as they share their experiences as they transition from university to becoming integral members of the Steamships family.



PATIENCE HAHAMBU, BACHELOR OF ENVIRONMENTAL HEALTH: VALEDICTORIAN AND RECIPIENT OF THE ACADEMIC EXCELLENCE SILVER MEDAL

Patience is taking her first steps into the corporate world with enthusiasm and determination. Now in her first year of the Graduate Development Program, she is gaining hands-on experience as a Project Assistant at PacificPalms Property. The transition from university to the professional sphere has been a mix of excitement and challenges. "University gave me a solid foundation, but the real world requires different skills," she shares. "I'm learning to manage time and adapt to the pace".

Patience is excited to contribute to meaningful projects within a company known for its innovation and growth. "Steamships offers a dynamic environment where I can collaborate with experienced professionals and continue learning," she says. She looks forward to the company's focus on continuous development, which aligns with her desire to thrive in a collaborative, creative environment. With a background in sustainability and project management, Patience is eager to further develop her skills.

FAUSTINE RAWALI, BACHELOR OF BUSINESS (ACCOUNTANCY): RECIPIENT OF THE ACADEMIC EXCELLENCE SILVER MEDAL

Stepping out of university and into the professional world, Faustine now finds himself navigating the dynamic field of finance as an Accounts Payable Officer with Coral Sea Hotels (CSH). The transition from university to the workforce has been both eye-opening and rewarding. "While university taught me the 'what' of accounting, CSH is teaching me the 'how' and 'why,'" he shares. Seeing financial principles come to life in the daily operations of a large organization has been an invaluable learning experience.

Faustine is grateful to his hiring manager and the team for believing in his potential and giving him an opportunity despite his lack of experience. He is excited to apply his knowledge in a real-world setting while growing in a collaborative and supportive environment. Though transitioning into the corporate world comes with challenges, particularly in developing strong communication skills, he is eager to learn. With this mindset, Faustine is ready to make the most of his journey at CSH, contributing to its financial integrity while building a strong foundation for his career.





DONITA RETAW, BACHELOR OF MATHEMATICS AND COMPUTING SCIENCE

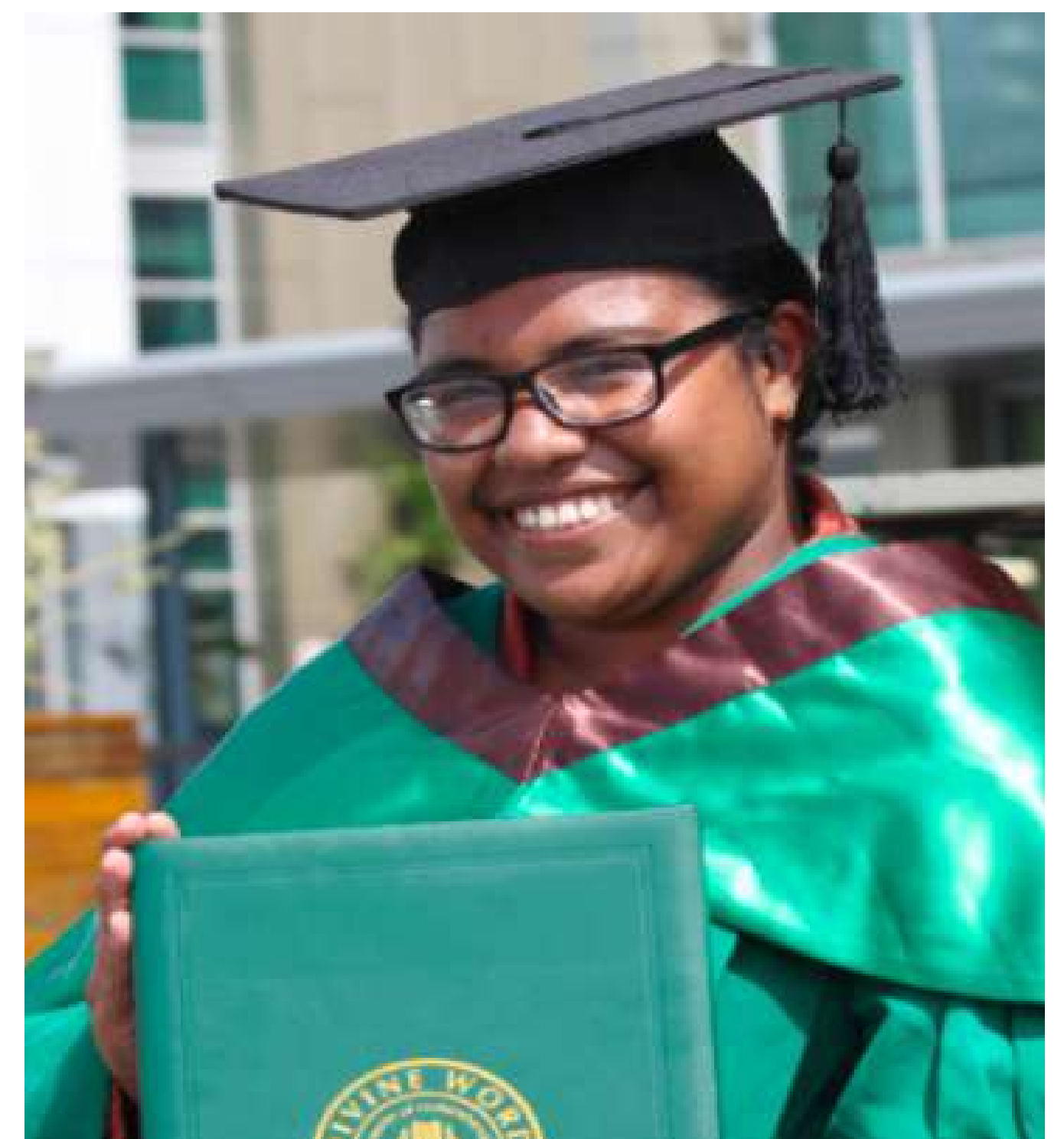
Stepping into the professional world, Donita is embracing the exciting challenge of transitioning from her studies to a dynamic career. As part of the Graduate Development Program, she's currently gaining hands-on experience in the Computer Services Division, where she works as an IT Technical Support Analyst. "The transition from university to my career has been both exciting and challenging," Donita reflects. "It's been a transformative journey, allowing me to grow both personally and professionally".

Donita is most excited about the to contribute to projects within a dynamic company. "Steamships provides a unique environment where I can work alongside talented professionals and keep learning," she says. Inspired by the company's culture of teamwork and excellence, Donita is eager to take on technical challenges, apply her skills,

TALITHA PONGI, BACHELOR OF COMMUNICATION ARTS (JOURNALISM)

Fresh out of university, Talitha is stepping into her first professional role as a Marketing Intern with PacificPalms Property (PPP). "The transition from university to my career has been smooth and fulfilling," she reflects. "Though there's still much to learn, I'm excited for the growth ahead." Eager to apply her academic knowledge, Talitha is ready to develop new skills in marketing, communication, and teamwork. With a positive mindset, she's embracing the challenges and opportunities this new chapter brings.

What excites Talitha about starting her career with PPP is the supportive work environment. "The people are friendly and always willing to help," she shares. She looks forward to contributing to Pacific Palms Property while enjoying the company's focus on teamwork and a positive workplace.



YVONNE KONOBO, BACHELOR OF BUSINESS (ACCOUNTANCY)

Yvonne has embarked on an exciting new chapter in her career as part of the Graduate Development Program. Currently in her first year and rotation with Coral Sea Hotels as an Accounts Receivable Officer, she is already adjusting to the shift from a structured academic life to a dynamic professional environment. "The transition has been a significant change," she says, acknowledging the autonomy and real-world application that come with the job. "While university provided a lot of structure, the workplace is fast-paced, I'm learning to juggle tasks, meet deadlines, and adapt to a constantly changing environment.

Yvonne is excited to start her career with Steamships, drawn by the opportunity to grow within a reputable company. "Steamships provides a dynamic environment, where I can learn, develop skills, and take on interesting projects," she shares. She looks forward to the collaborative culture, working with motivated team members, sharing ideas, and contributing to projects.

STEAMSHIPS STRENGTHENS ITS COMMITMENT TO CULTURE AND COMMUNITY AT THE 51ST HIRI MOALE FESTIVAL



***From left to right: Mr. Mari Kila, MKA Manager; Miss Henao Heni, Miss Hiri Hanenamo 2024; and Mr. Vele Rupa, General Manager of Steamships Corporate Affairs. Photo by Solomon Sasala.
*Photo by Solomon Sasala.***

At Steamships, we believe in the power of culture, community, and opportunity. This year, we are honoured to continue our long-standing support of Papua New Guinea's rich heritage as the Gold Sponsor of the 51st Hiri Moale Festival. With a K100,000 sponsorship, we reaffirm our dedication to empowering the next generation while celebrating the vibrant traditions of the Motu-Koitabu people.

The Hiri Moale Festival, set to take place from Thursday, 3rd April, to Sunday, 6th April 2025, is more than a cultural celebration, it reflects history, resilience, and community spirit. Honouring the legendary Hiri trade voyages between the Motuan and Gulf people, the festival brings to life the stories, customs, and craftsmanship that define this unique heritage. But beyond tradition, the festival plays a crucial role in cultural preservation, youth development, giving young people the chance to engage, learn, and grow.

At the official launch event on Wednesday, 5th March, reigning Miss Hiri Hanenamo 2024, Henao Heni, spoke about the festival's profound impact on young women. "The Hiri Moale Festival is more than just a cultural event. It is a pathway for young girls to gain confidence and embrace their heritage while contributing to the community," shared Miss Heni.

Steamships has proudly supported the Hiri Moale Festival since 2022, not just through financial sponsorship but by creating career opportunities for young women through the Hanenamo work experience program. This initiative allows Hiri Hanenamo contestants to gain invaluable professional exposure across Steamships' diverse businesses, helping them build skills that shape their future careers.

"We are proud to continue supporting the Hiri Moale Festival, which has become a cornerstone of our longstanding relationship with the Motu-Koitabu people. This partnership not only celebrates our shared cultural heritage but also reflects our mission to foster growth, development, and empowerment," said Mr. Vele Rupa, Corporate Affairs General Manager at Steamships Limited.

Miss Heni also expressed her gratitude to Mr. Rupert Bray, former Managing Director of Steamships, for initiating the partnership, and extended her appreciation to Mr. Chris Daniels, the current Managing Director, for upholding this meaningful legacy.

As the festival draws closer, Steamships remains steadfast in its commitment to preserving cultural identity while fostering community advancement. The Hiri Moale Festival is a testament to the power of cultural pride, corporate partnership, and the transformative impact of investing in future generations.

SHAPING FUTURES THE SWIRE SCHOLARSHIPS AND THE JOURNEY OF EMPOWERMENT



MD Chris Daniells and GM Corporate Affairs Vele Rupa at the Meet & Greet Event held @345 in Port Moresby with Scholarship Recipients attending University of Papua New Guinea, Pacific Adventist University & IEA College of TAFE.

Photos and Story courtesy of Hane Toua and Kathryn Vada

After completing Grade 12 and attaining a Higher School Certificate, many young Papua New Guineans aspire to attend university or other higher education institutions to further their education and earn a degree in a specialized field of study. They dream of becoming doctors, engineers, business managers, architects, lawyers, and other professionals who will contribute to Papua New Guinea's skilled labour force.

That dream feels one step closer when they receive their acceptance letters into tertiary institutions. However, for many, the painful reality is that this dream cannot be realized because their families simply cannot afford the tuition fees required to attend these institutions.

Recognising this need, the Swire Philanthropic Fund (SPF) offers two types of scholarships, enabling students to fully commit to their studies without the stress and pressure of financial constraints. The two scholarships available are the Swire University Scholarship (SUS) and the Taikoo College Scholarship (TCS). Steamships manage and administers these scholarships on behalf of the Fund.

To date, there are twenty SUS recipients enrolled in various undergraduate programs at partner universities, and five TCS recipients studying to attain either Certificate III, Certificate IV, or Diploma qualifications at the IEA College of TAFE. These recipients were selected from the 2024 and 2025 Swire Scholarships application call-outs.

Our Community Engagement team has conducted several Meet & Greet events with scholarship recipients in Port Moresby, Madang, and Lae. These events provide an opportunity to meet the recipients face-to-face and learn more about their stories. Held outside the formal classroom setting, the Meet & Greet events allow students to engage with the team in a more relaxed environment, where they share their experiences, challenges, and aspirations, reaffirming that the scholarship is making a meaningful impact on their lives.

This was well articulated by Kingsford Keith, a 2024 recipient of the SUS, who is currently in his third year of a Bachelor of Property Studies at the PNG University of Technology in Lae:

"The SUS has been instrumental in easing the financial challenges I encounter in covering my school fees for the academic year. This financial support allows me to focus more of my energy on my studies and professional development, leading to noticeable improvements in my academic performance. In addition, this scholarship has served as a significant source of motivation, boosting my confidence and encouraging me to pursue my aspirations more determinedly. Coming from a modest family background, school fees have always been a heavy burden for my family, so the scholarship has been a source of immense relief, allowing my family to focus on other essential expenses. For me, it has created a sense of security and has allowed me to fully concentrate on my studies without the fear of financial setbacks. This support has truly been life-changing, and my family and I are deeply grateful for the opportunities it has provided."



Kingsford's academic results reflect his dedication: he completed Year 1 with a GPA of 4.41, followed by a GPA of 4.53 in Year 2 Semester 1 and 4.69 in Semester 2, achieving a cumulative GPA of 4.14, placing him among the top percentiles of his class.

Another standout student is Raphaella Noah, also a 2024 recipient of the SUS, who is currently in her third year of a Bachelor of Business Studies in Accounting at Divine Word University in Madang.

"The SUS has significantly eased my parent's financial burden, allowing me to focus fully on my education without added stress. It has motivated me to perform well academically while enhancing my physical and emotional well being. This scholarship has truly been a source of inspiration and support throughout my academic journey. Coming from a back humble background, the scholarship has lightened my family's financial struggles, giving us hope and allowing my parents to focus on supporting the dreams of my siblings and me. My goal for next semester is to dedicate myself to my academic studies, stay consistent in my efforts, and strive to achieve excellent grades that's reflects my hard work and determination."

Raphaella's academic results show she completed Year 1 with a GPA of 4.0 and further improved in Year 2 with a Semester 1 GPA of 4.5 and Semester 2 GPA of 4.75, finishing the year with a GPA of 4.63. Her cumulative GPA is 4.31, placing her among the top percentiles of her group.



Kingsford Keith prepares to go on field trip with his group tasked to gather data for valuation calculations for real-world application of the property valuation process.



Raphaella Noah (2nd from left) with her course mates at the 23rd Business Symposium event held at Divine Word University in 2024.

We also highlight the achievement of Jasmine Simbrai, who was awarded a Taikoo College Scholarship in 2024. This enabled her to complete her final year of studies for a Diploma in Business at the IEA College of TAFE. Following the completion of her studies, Jasmine joined EastWest Transport for a six-week on-the-job training (OJT) program, where she immersed herself in the world of logistics. She gained hands-on experience in fleet control and daily scheduling operations.

Jasmine shares the highlight of that experience:

"The best part of my OJT was working with the operations team and learning new things, especially about trucks! I started with no knowledge of how these large vehicles operate, but I quickly gained hands-on experience and a deeper understanding."

Jasmine has now transitioned into a full-time role as a Transport Scheduler and graduated with her Diploma in April 2025. We're excited to see her continue to grow and contribute to the success of EastWest Transport.

With each scholarship awarded, the SPF is not only investing in education but also in the future leaders of Papua New Guinea.



Jasmine at Graduation and now a full-time employee of EWT.

HONOURING 50 YEARS OF CONSORT A JOURNEY OF UNITY AND PRIDE

Photos and Story courtesy of Julie Yire

For five decades, Consort Express Lines has been more than just a shipping company, it has been a lifeline for businesses, communities, and families across Papua New Guinea. As the company prepares to celebrate its 50th anniversary, the Lae Operations team took the first step in marking this milestone with a special initiative: an employee merchandise distribution.



Aileen Malassawa and Julie Yire before merchandise handout

The initiative was facilitated by Aileen Malassawa, Front Counter/Marketing Officer (Commercial – Sales & Marketing), with valuable support from Julie Yire, a Graduate Trainee within the Ports Operations division. Together, they led the distribution with a focus on reinforcing pride and connection among employees as the company approaches this significant milestone.

On March 4th, the main office staff received their commemorative packages, followed by the Yard and Depot team on March 5th. Each employee was presented with an umbrella, a calendar, a notebook, and a lanyard, all adorned with a special golden logo celebrating Consort's 50 years of service.



Aileen presenting merchandise to a colleague.

For Aileen and Julie, the event was more than a logistical task; it was a meaningful moment to celebrate the people who drive Consort forward. "It was heartening to see colleagues come together, share smiles, and leave with a renewed sense of connection. This event was not just about distributing items, it was about celebrating who we are as a team and the legacy we are proud to be part of," Aileen shared.

With the 50th Anniversary celebrations approaching, this initiative has set the tone for what's to come. It was a moment to reflect on the past, recognizing the dedication and perseverance that have built Consort's reputation. It was also a moment to look ahead, as the company continues its journey of innovation and excellence. Consort's strength has always been its people, united by a shared history and a commitment to the future.

CORPORATE NEWS

BUILDING LEADERS: UNVEILING STEAMSHIPS' 2025 GRADUATE DEVELOPMENT PROGRAM FRAMEWORK



Graduates after completing Session one of the Certificate IV in Leadership and Management Training Program.



Gabriel Junnie, Senior Associate, presenting during the monthly GDP feedback session at the @345 Steamships Head Office.



Graduate Trainees and Associates with Mandy Davis after their two-day Graduate Leadership Development Program (GLDP) workshop.

At Steamships, we believe that professional excellence is achieved through a blend of experience, learning, and mentorship. The newly launched 2025 framework for our Graduate Development Program (GDP) is not just an evolution; it is a carefully orchestrated leap forward, designed to shape the leaders of tomorrow. It brings structure and direction to the development of promising young talent, ensuring that each graduate is positioned for success in our dynamic business landscape.

The GDP begins with a fundamental understanding: professional growth is not a straightforward path. It is a progression, tailored to each graduate's strengths and potential. From the moment they join, graduates embark on a four-year journey, designed to develop them as strategic leaders across various sectors of the Steamships Group. It's a seamless blend of on-the-job training and academic learning, creating a holistic experience for all participants.

Year one marks the foundation of this journey. Graduates enter as Individual Contributors, balancing hands-on operational roles with academic rigor. Through the Certificate IV in Leadership and Management, they gain theoretical frameworks to complement their practical learning. This year is thoughtfully structured into two semesters, running from February to December, with graduate trainees completing two rotations. This ensures they receive a blend of practical experience and theoretical knowledge, setting the stage for future challenges.

By the second year, graduates progress to the Associate level, where their development takes on a more strategic turn. Rotations across different operational departments expose them to the diverse nature of the company. The intent behind these rotations is simple: to broaden their perspective, enhance adaptability, and develop the skills needed to thrive in various business environments.

Years three and four shift focus to leadership. Graduates step into more complex roles as Coordinators and Senior Associates, taking on challenges that require strategic thinking, project management, and leadership capabilities. It is here that the graduates evolve into potential leaders of Steamships, ready to take on senior roles and shape the company's future.

Integral to this transformation is our commitment to continuous feedback and performance development. Fortnightly coaching sessions, monthly feedback loops, and comprehensive evaluations ensure that each graduate is supported throughout their journey. The GDP Scorecard provides clear, objective metrics to track growth, offering transparency for both the graduate and the organisation.

Ultimately, the 2025 GDP framework is more than a professional development program; it is a strategic talent pipeline, designed to transform individual potential into organizational excellence. Through structured rotations, academic learning, and personalized development, we are proud to nurture the next generation of leaders, ensuring that our legacy of excellence continues for years to come.



STRENGTH IN ACTION CELEBRATING INTERNATIONAL WOMEN'S DAY AT STEAMSHIPS

International Women's Day (IWD) is a pivotal moment to reflect on the progress made, acknowledge the work still ahead, and commit to advancing gender equality. At Steamships, this day provides us an opportunity to celebrate the extraordinary contributions of women across every level of our organisation and to reaffirm our dedication to advancing equality. With the 2025 theme, "Accelerate Action," the call to action has never been clearer: it is time to fast-track the changes necessary to close gender gaps and build an environment where all can thrive.

As we celebrated IWD, we not only honoured the many women whose efforts have helped shape our company's success, but we also committed to continued progress in building a more inclusive and equitable future for all. At Steamships, gender equality is not just a cause, it's part of our commitment to growth and innovation. By fostering a diverse and equal workforce, we ensure that our organisation continues to thrive and meet the challenges of the future. Recognising the importance of this day, we reaffirm our commitment to accelerating gender equality across every facet of our business.

To further reflect the significance of this day, we asked a few of our team members what IWD meant to them, and this is what they had to say:



La'risa Warakai, Coral Sea Hotels

"International Women's Day commemorates women worldwide, recognizing their roles in society. The theme 'Accelerate Action' highlights the urgency of achieving gender equality through rapid and meaningful action."

Jimmy Yawane, Pacific Palms Property

International Women's Day honours women's strength, sacrifices, and achievements. I am grateful for the women in my life. The theme 'Accelerate Action' urges swift efforts to support, protect, and appreciate women globally.



Angelica Cabiling, Coral Sea Hotels

"International Women's Day celebrates women's strengths, contributions, and achievements. It is a reminder to empower women globally and accelerate action toward achieving gender equality and a more inclusive future."

Wei Leong Chew, Steamships Corporate Head Office

"International Women's Day champions equality, recognizing women's balance between career and family. Their contributions shape communities and deserve recognition. The theme 'Accelerate Action' underscores our commitment to advancing gender equality."



THIS IS HOW WE CELEBRATED ACROSS OUR DIVISIONS



CELEBRATING GROWTH AND SUCCESS GDP GRADUATION FOR THE 2021 COHORT

Photos Courtesy of Oathley Solomon, TwentyFour Media

On Friday, 31st January 2025, Steamships proudly celebrated a major milestone, the graduation of the 2021 Graduate Development Program (GDP) cohort. Held at the Marriott Executive Apartments, the event was more than just a ceremony; it was a tribute to four years of growth, learning, and achievement. It was also a moment to look ahead, as the new 2025 GDP cohort stepped forward to begin their own transformative journeys.



The 2021 cohort, Victor Anthonia (Accounting pathway), Alumita Chan (Management pathway), Heather Taitibe (Management pathway), and Hagara Wariupa (Management pathway), embarked on their GDP journey as fresh graduates eager to learn. Over four years, they demonstrated resilience, adaptability, and dedication, excelling in their respective pathways and proving the value of nurtured leadership within Steamships. Their success is a testament to their hard work and the company's commitment to professional development.

The graduation ceremony was attended by leaders across the company, reinforcing the significance of the GDP in shaping future leaders. Nicholas Fisher, CEO of the Logistics Division, and Christopher Jacob, General Manager of Human Resources, delivered inspiring addresses, reminding graduates that this milestone was just the beginning of an exciting career journey, one filled with opportunities to lead, innovate, and make a lasting impact. But the event was not just about celebrating the past, it was also about welcoming the future.



For the first time, the GDP has expanded to nine intakes, a significant increase from previous years, which saw a maximum of four graduates per cohort. This growth reflects Steamships' strong commitment to talent development and leadership succession. This new cohort includes bright minds from across the various pathways, all set to make an impact at Steamships:

- Management Pathway: Julie Yire, Patience Hahambu, Christopher Antipas, and Nathaniel Ovia
- IT Pathway: Rhianna Milindra and Donita Retaw
- Accounting Pathway: Yvonne Konobo, Henslyn Jik, and Natasha Christui



Each of these individuals brings fresh energy, unique skills, and a shared determination to excel. Their journey begins now, and like those before them, they will navigate challenges, embrace learning, and grow into the next generation of leaders at Steamships.

As we bid farewell to the 2021 graduates and welcome the 2025 cohort, one thing remains certain, Steamships' unwavering commitment to shaping the future. To our graduates, congratulations on your achievements; your journey has been one of inspiration and impact. To our new intakes, welcome aboard, we look forward to witnessing your growth and success. Together, we continue to build a legacy of excellence, leadership, and opportunity.



OUT AND ABOUT





OUT AND ABOUT





CORPORATE CALENDAR

January

- 02 New Year's Public Holiday

February

- 26 National Remembrance Day of Late Sir Michael Somare

March

- 08 International Women's Day
- 18 Global Recycling Day
- 22 World Water Day
- 30 International Day of Zero Waste

April

- 03 – 06 Hiri Moale Festival
- 18 Good Friday
- 19 Easter Saturday
- 20 Easter Sunday
- 21 Easter Monday

May

- 18 Internation Day for Women in Maritime
- 25 Lae JV Golf Trade Day | Consort & Swire Shipping

June

- 05 World Environment Day
- 07 Steamies Mixed Netball Tournament
- 08 World Oceans Day
- 17 Kings Birthday
- TBC MDs Town Hall

July

- 23 National Remembrance Day
- 26 World Mangrove Day

August

- 04 Book Week
- TBC Hula Cricket Classic
- 26 National Repentance Day

September

- 16 Independence Day
- 21 Zero Emissions Day
- 25 World Maritime Day

October

- 04 Steamies 7s Rugby Tournament
- 08 World Mental Health Day
- TBC Consort 50th Anniversary
- 27 Pinktober Awareness Day
- 4 Steamies 7's Rugby tournament

November

- 17 International Men's Day
- TBC Family Day Lae & Family Day POM
- 25 MDs Townhall

December

- 25 Christmas Day
- 26 Boxing Day

POLICIES

WHISTLE BLOWER POLICY

BLOW THE WHISTLE ON BAD BEHAVIOR!

REPORT IMPROPER CONDUCT

We encourage everyone to be vigilant and raise 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 matter.


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
- Conduct involving substantial risk to the environment that would constitute as a criminal offence

WHISTLE BLOWING PROCEDURE

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

REPORT BAD BEHAVIORS

 Phone: +675 313 7400

 Email: stcia@steamships.com.pg

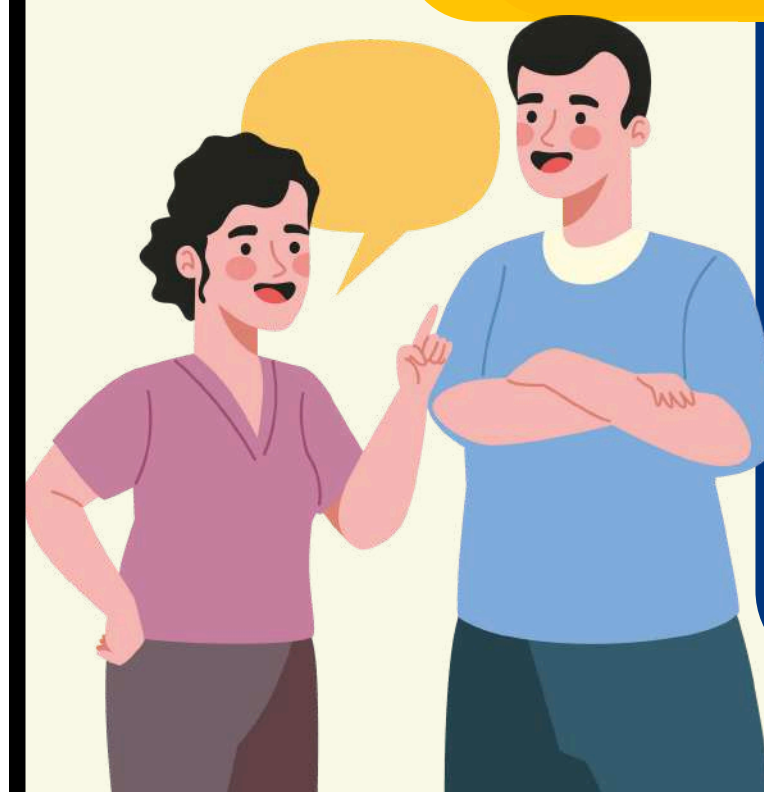
Mailing Address:
Steamships Limited
C/O Group Internal Auditor
P.O Box 1
Port Moresby, National Capital District

SOCIAL MEDIA POLICY

A FRIENDLY REMINDER TO THINK BEFORE YOU POST

We understand that social media can be a fun and rewarding way to share your life and opinions with family, friends, and colleagues around the world; however, its use presents certain risks and comes with specific responsibilities.

COMMUNICATE COURTEOUSLY



Your comments on Steamships-related matters on personal social media accounts are bound by this policy. Avoid posting anything that may bring Steamships, its businesses, brands, or employees into disrepute.

CONFIDENTIALITY

Do not divulge, use, or comment on any part of Steamships' confidential information. This includes finances, business strategy, sales results, clients, contracts, and trade information.



BE CONSTRUCTIVE & COLLEGIAL



Do not make statements on behalf of Steamships or imply its endorsement of your personal views.

WHAT COUNTS AS SOCIAL MEDIA?

Social media includes, but is not limited to:

- Social networking sites (e.g., Facebook, LinkedIn, Instagram, WhatsApp, TikTok, etc.)
- Microblogging platforms (e.g., Twitter, Tumblr)
- Corporate media platforms (e.g., internal communication)
- Online discussion boards and forums (e.g., Reddit)
- Video-sharing platforms (e.g., YouTube)
- Collaborative knowledge platforms (e.g., Wikipedia)

Got a Story to Share?

We'd love to feature in Tok Steamies! Send us your stories (500 words or less) along with high resolution images for publication.

If there's someone you'd like to nominate or an interesting interview idea, we're all ears.

Just send us an email at TokSteamies@steamships.com or mclem@steamships.com.pg