

# TOK STEAMIES

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## EMBRACING CHANGE

'OPERATION REJUVENATE' UNDERWAY AT THE GRAND PAPUA HOTEL



STEAMSHIPS

# ISSUE CONTENTS

# EMBRACING CHANGE

1	Cover Photo	17	Abide by the “Code”
3	Editor’s Note	17	Va’a fit for a Gift
<b>4</b>	<b>Feature Story</b>	18	Ocean Tow for Santos
4	Grandeur Improvements	<b>19</b>	<b>Our Environment</b>
<b>6</b>	<b>Our People</b>	19	Tingting Toktok – WED CEL Lae
6	Head of HR – Andu Rawali	20	Kimbe Town Cleanathon
7	JVPS Operations Manager – Thomas Jeffrey	20	Marine Conservation Awareness at PACTOW
8	Stella returns as Resident Manager	21	Blue Innovation Challenge
10	Meet Jerry	21	Operation Clean Ela Beach
11	Vali, A Star	22	The 1 Million Trees Campaign
12	Graduate Development Program: Rapid Rotations	22	#BEATPLASTICPOLLUTION
<b>13</b>	<b>Our Projects</b>	<b>23</b>	<b>Corporate News</b>
13	Steamships & Curtain Brothers Sign Portside Business Park Agreement	23	Steamships Tri Series Tournament Returns
14	Steamships, Gulf Provincial, and GFS sign Joint Venture – Gulf Maritime Services	24	STC Logistics – Darts and Volleyball Tournament
15	HR Meet & Greet	25	Safety Tok
<b>16</b>	<b>Our Community</b>	<b>26</b>	<b>Out and About</b>
16	Bel Isi Campaign	27	Policies

# EDITOR'S NOTE

**May and June were filled with fun, games, and the start of many events. We were delighted with the response to the new-look Tok Steamies. The issue being published in Tok Pisin as well as English for the first time brought new energy to the traditional Steamies spirit. We are proud to have weaved a new brand language through the newsletter, and the Corporate Affairs team is looking forward to sharing more from our brand guideline upgrade which is in progression. Join us on our journey of embracing change.**

We have many more stories to share with you. Stories about what inspires us to build our businesses and what has inspired our achievements thus far, as we look to grow and develop our operations while providing the necessary services that build PNG. After all, we help build businesses that build PNG.

These stories are many and varied, and they come from all corners of our business. Each of our divisions, spanning from sea to land, has a story to tell. Tales that deserve to be shared. Stories about how it was decided to be in our line of service, how it inspires us, how that service brings out the best of the Steamships brand, while staying true to it. And that's where Tok Steamies comes in to share these stories with you.

In this edition, we feature news on our projects, people, community, and environment. We introduce four of our everyday excelling staffers, who we believe are game changers in their respective spaces. We also introduce Ms. Andu Rawali, Steamships new Head of HR, feature major projects at Grand Papua Hotel, and celebrate the acquisition of Portside Business Park.

This edition of Tok Steamies has a special section on World Environment Day in recognition of the volunteering and educational activities held by our teams across the country. Thank you for your efforts to #beatplasticpollution.

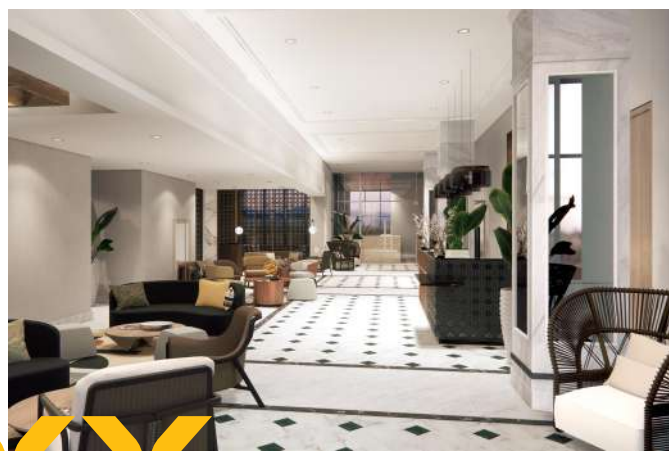
We hope you take the time to read this magazine and be inspired by the stories that your colleagues around the country have to share.



## FEATURE STORY



# GRANDEUR IMPROVEMENTS.



**Twelve years on from its construction date, the Grand Papua Hotel, as it stands tall amongst the Central Business district of Downtown Port Moresby is getting an overhaul of its facilities. The project has been dubbed, Operation Rejuvenate.**

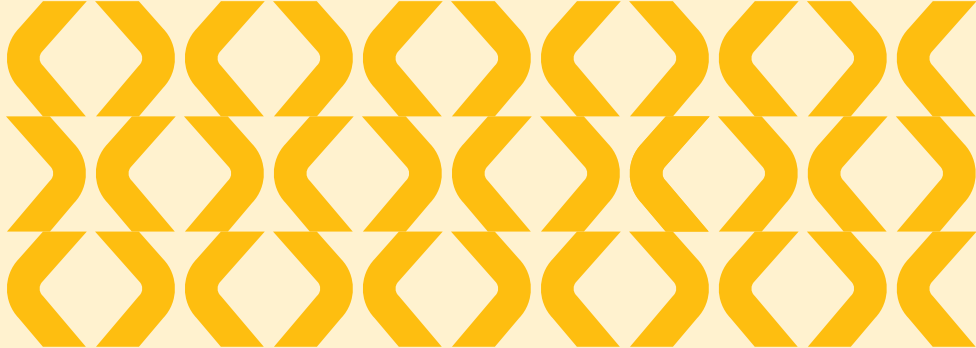
## A HERITAGE HOTEL.

Grand Papua is the oldest, and for a while, has been the “grandest” hotel of Steamships’ three Port Moresby hotels. Established in the early 1900s, the establishment has hosted many people of stature and importance, including most recently the US Secretary of State, Mr. Antony Blinken.

In the past, GPH was known as the Papua Hotel, but on a smaller scale compared to what it is today, and the area on which it stands houses both the stables and “Papua Hotel”. The establishment’s stables hosted guests’ horses, and was considered a luxury stay with its electricity, hot water, motor vehicles and air conditioning at a time when other hotels would use the natural winds or motor fans for comfort. “Top Pub” as it was fondly known as, was the place to be.

GPH recorded that General Douglas MacArthur, an American military leader, was one of the first ‘guests’ of the second Papua Hotel during World War II, when it was commandeered as his headquarters. When the hotel officially re-opened in September 1947, it boasted 44 bespoke rooms and a dining room seating 120. In fact, the late Queen Elizabeth II dined at GPH on one of her royal visits to Papua New Guinea in 1950s.





## GRAND DESIGNS.

Now looking to the future, GPH plans to rejuvenate its facilities and to create interactive and bustling spaces, to be filled with captivating conversations, and opening the interior restaurant and bar spaces to be socially liberating, so to speak. The new modern room design includes floating bedside shelving and beds, open shelf tops, creating a more spacious flow and feng shui.

The Scope of works will encompass a complete upgrade, of both interior and exterior of the hotel. The works can be categorised into the following components:

- i. Ground Floor – Level 1: Bar extension, new poolside bar, restaurant and restaurant bar, lobby reception refurbishment.
- ii. Level 1 – Level 15: Renovation of guest rooms, including Executive lounge
- iii. External: Repair and repainting of façade
- iv. Building Services: Upgrade and maintain existing building services.



Grand Papua's redesign started over a year ago, conceptualised by Indonesia's leading architectural firm, Prada Tata Indonesia (PTI). In 2015, PTI won the Asia Pacific Property Award in Kuala Lumpur for the third consecutive year for two of its projects. Its iconic building, The ALFA Corporate Headquarters, was bestowed the Highly Commended Public Service Architecture award in Indonesia.

As the design stage nears completion, the project will shortly go out to tender. Interior upgrade works are anticipated to start in the third quarter of 2023 and run through to the end of 2024. Early work has already started on the bar and pool bar extension.

Normal operations will continue at the hotel during this time: "We are 100% open during our current rejuvenation," GPH Management confirmed. Project Manager Marthinus Van Der Merwe shared that early works have been completed and the main renovation project is currently out for tender.

Meticulous planning and consideration have gone into the construction planning to ensure that the hotel operations has minimal impact. CSH's HSSEQ team, led by Mr. Ellison Toriki, is ensuring that safe working processes are followed.

The GPH rejuvenation is Steamships' largest investment in the Hotels so far. These works are part of a bigger picture to renovate our Coral Sea Hotels and set international standards for our hospitality brand.

# OUR PEOPLE

## WELCOME MS. ANDU RAWALI.

**It's an exciting feeling when you pursue a passion that fulfills your calling. Welcome to the team – Ms. Andu Rawali.**



Andu has over 20 years of experience in HR. Although when she started university, she wanted to be an economist, after she entered the workforce through the Air Niugini Graduate Development Program, she switched to HR and realised that this was her calling. She then worked for InterOil, then known as British Petroleum. This role made way for her to travel to Australia to further her studies, obtaining an MBA in Human Resource. Upon returning to PNG, Andu gained experience with PNG Ports and Oil Search (now Santos), before joining City Pharmacy Group where she worked for seven years.

While she has gained wide experience in PNG and around the Asia Pacific region, and in a range of industries including resources, shipping, and retail industry, one constant factor is her passion for HR: "Seeing people grow in their professional career gives me a lot of satisfaction. HR is what makes my heart beat."

Andu plans to create impact by developing the young workforce of Steamships into tomorrow's leaders. Her professional aim is building a strong team of young people who will gradually take over the reins. Her leadership and initial groundwork to develop the CPL Graduate Development program stand her in good stead to achieve this.

Her advice for young professionals is to possess an open-minded perspective to approaching life and to broaden their knowledge of work. Commitment and respect are two values Andu holds true as she believes it creates harmonious relationships and gains trust amongst her team. In addition, her faith keeps her going and is the foundation for her work.

Hailing from Bukawa in Morobe Province, Andu is a mother of 3 children. In 2022, Andu took time away from the workforce and spent time in her hometown, saying it was a big blessing for her to be actively involved in church activities in her village and to visit and reconnect with family and friends. However, she was eager to return to her passion when she received news of successfully securing the Head of HR role. Although the time away from formal employment was welcome, it was difficult to adjust to the "break" time!

For Andu, Steamships is a leading brand and has historically been an employer of choice due to its influence in the shipping industry and its contribution to PNG's economy growth. "I expect to learn a lot, at the same time, to give a lot." Andu hopes Steamships can utilise the wealth of experience she has to offer.

“**HR IS WHAT MAKES  
MY HEART BEAT.**”





## JVPS OPERATIONS MANAGER THOMAS JEFFREY.



**“Toh Toh”, a canoe designed and owned by Thomas Jeffrey, Joint Venture Port Services Operations Manager, was a welcome discovery at the Vanagi Race as part of the 49<sup>th</sup> Hiri Moale Festival. The Consort sail, stood out amongst 39 other canoes in the A grade category, as contestants lined up to prepare for berthing off the shores of Era Kone. Thomas was proud to be sailing the Veera Sail high to compete in the race.**

The Vanagi Heau Helulu Race has been an activity that is fading in the Hiri communities and every year the race aims to revive the legacies of the great traders of the Motuan society in the Hiri-trade voyages. Throughout the race, Jeffery was able to manoeuvre and navigate his team to endure the Walter Bay winds, with his 2-man crew to race, on the flip side – to create lifelong memories.

“I will be back to claim this title, next year, come 2024,” Thomas said. Thomas is thankful for the support of JVPS GM Greg Kettleton, CEL GM Chris De Villers, and Steamships Logistics COO, Thomas Bellamy.

Thomas has been Operations Manager at JVPS and has been with the business for almost 21 years. Beginning his career in 1996, Thomas started off completing casual jobs when assisting his father on his daily job as a skilled stevedore. He would spend a few hours after school helping his father absorbing as much information about the skill of rigging and stevedore. Persistence paid off. Thomas worked odd jobs after he completed his grade 10 certificate in 2002, working part-time with DAIKIN Electrical throughout the day, and as a casual with JVPS in the evening, unloading and packing containers.

In 2010, JVPS offered Thomas full time employment. The dedication he has to JVPS is endless and is happy to have worked hard to earn himself the role as Operations Superintendent.

“Ask a lot of questions if you don’t know the answers,” was his advice to our author. He worked under the leadership of Neil Papenfus, Troy Dean, and now Greg Kettleton who he says is the best Manager to be working with. Under Kettleton’s management, Thomas advanced his career and equip himself with the necessary skills to refine his experience.

As a skilled stevedore, he considers rigging as the most important part of the job and has been able to achieve many milestones honing those skills. In 2019, he and his team successfully salvaged a ship off in the Crystal Sea – Tufi Lighthouse, another in the Maita Rock area of Tufi in 2018, and more stevedore work in Kopiano and Madang from 2015 – 2016. Thomas is proud to have built trust with his team and gained the confidence of senior managers.

Thomas is thankful to Steamships and JVPS offering on the job and additional training. Through this he was able to obtain a Certificate in Port Pro – Rigging and Slings, Training and Assessor and others in Communication.

His encouragement to fellow technical and tradesmen and women is to embrace your love for the job, to work smart, and never give up.



# OUR PEOPLE



## STELLA RETURNS AS RESIDENT MANAGER.

**Stella Fiona Kadeu is welcomed back to the Grand Papua Hotel as Resident Manager relocating back to her childhood town of Port Moresby from Goroka, where she held position of Hotel Manager at the Bird of Paradise Hotel.**

Kadeu is from the strikingly beautiful village off the Madang coast, Siar, of Momase region. She reflects a varied personality, including perseverance, and the qualities of generosity and thoughtfulness. She is also a determined and dynamic individual, yet also, calm with the ability to handle her duties with humility and stature. She encourages fighting for what you desire and believe in, and fighting until you find a solution to the problems you are confronted with.

Kadeu loves her job and is a full-time employee, motivated by her love for sharing knowledge. As she recalls, "Knowledge is power, only if you share it" is her daily mantra and is keen on passing the wealth of experience she has with other hoteliers. She strives to become an outstanding professional and owning her challenges.



## “EMPLOYER LOYALTY IS EASY WHEN YOU LOVE WHAT YOU DO, AND STEAMSHIPS SUPPORTS YOU ALL THE WAY.”



“I consider myself a fearless person, as I have grown out of the fear of challenges and overcoming them. I love solving problems, I guess it’s in my genes.” Our first impression of Stella is that she is fearless in the way she eloquently speaks. She loves helping others, finding solutions to their problems and is very passionate about exceptional guest service. It is evident that Stella loves her job; she doesn’t leave the office until she is satisfied, or she has found the solution to a problem.

The Resident Manager role is fitting for Stella. Through her passion for service, she has embraced the role and is executing it with grace.

Kadeu brings to this position a well-established background in Tourism and Hospitality services. Prior to accepting the role in April 2023, she was Hotel Manager at the Bird of Paradise Hotel in Goroka, where she managed the hotel operations. Previously, as Rooms Division Manager at GPH. Her experience in housekeeping and reservations is extensive, as she held positions as Housekeeping Manager then Reservations Manager with Crowne Hotels, Reservations Manager with Holiday Inn Hotel Suites and Administration Manager at Gateway, but where did her career start?

Stella began as a trainee chef at the Coastwatchers hotel in Madang, a former Coral Sea Hotel, and within 3 months was promoted to front of house as receptionist. She pursued Technical Training Certificate II in Tourism and Hospitality from the Lae Technical College, now Polytech, but this did not satisfy her zeal for learning. She joined Holiday Inn in 2002 as a receptionist, the launching pad propelling her for success. “I didn’t like numbers, although I’m number-savvy now”. She grew her fascination for Hotel Systems and eventually made her way through to housekeeping.



In 2008, Kadeu attended a 6-month TAFE program in Fiji to attain the APTC for Certificate IV in Hotel Supervisory in Tourism & Hospitality. Stella holds various certifications including Certification for Cohort 4 in Team Leader Development Program (TLDP), SHATEC – Hotel Management, Accounting for Non-Accountants to name a few. For Kadeu, Steamships offered a lot of support in training and upskilling individuals. “Employer loyalty is easy when you love what you do, and Steamships supports you all the way.”

Through her leadership, and as a passionate hotelier her career highlights include having the privilege of hosting Pacific Islands Forum Leaders Retreat 2015, Singapore Prime Minister Lee Hsien Loong, New Zealand Prime Minister, Jacinta Arden, and Australian Prime Minister, Scott Morrison, in 2018 at the Asia-Pacific Economic Corporation Forum (APEC). Most recently, her team hosted the White House Communications Agent Team and First Secretary to President of USA, Mr. Antony Blinken.

However, the investment she’s made in setting up the local farmer is what she is most proud of to date. Inspired by Steamships’ and Coral Sea’s engagement to its communities, Stella and her team was approached by a local farmer in the outskirts of Goroka offering to sell grapes to the hotel.

From assisting local farmer, Damien Paul, in setting up a business IPA and TIN registration, to advertising the product on LinkedIn and gathering following from the international community interested in quality assurance and controls, this project has been by far the best investment she’s had in her years of service to the company.

A life-changing initiative. She had the opportunity to educate farmers on food safety and quality products and is grateful to Coral Sea for the support it has provided to champion local produce. Her ambitions in helping support local agriculture are still ongoing as she aims for the grapes to be sold in local supermarkets in the near future.



# MEET JERRY.

**Have you ever wondered who is behind the scenes of Steamships Information? Or wondered who you were communicating with to get your notices out to the divisions right across the country?**

For our curious readers, we are pleased to feature Jerry Tovakuta, the Team Lead of IT Application & Support - Messaging and Antivirus, and a key member of Steamships' Computer Services division.

Jerry's 14-year career with Steamships started in 2009 where he joined as an IT Analyst with the Computer Services Division. Jerry completed his college education at the Kila Kila Secondary School. His association with computers started during his time at school, excelling in basic computing and enjoyed typing lessons only because it reminded him of the old type-writer machines.

After completing his third-year of education, Jerry interned with the PNG Internal Revenue Commission for 6 months, earning prerequisite credits points to successfully graduate in his final year. He holds a Bachelor of Commerce - Information Technology, from PNG University of Technology in Lae, class of 2009.

After graduation, Jerry had secured an interview with InterOil PNG, however, whilst waiting for an interview with the company, he decided to apply for the position of IT Analyst at Steamships, a move was a turning point in his career.

Jerry's roles as an IT Systems Admin covers 3 main areas: Messaging apps and related services in the Microsoft 365 environment, Portal Workflow Applications, and Antivirus systems.

Jerry's professional growth has been nurtured by Steamships, which has provided him with numerous training and certification opportunities. He participated in the "Step Up to Supervisor" training and the "Building Individual Capability Workshop" by Deloitte and The Grid Company Pty Ltd. respectively. In the subsequent year, he attended the Supervisory & Basic Management program by Concept Training Services. Jerry consistently strives for self-improvement and has completed additional courses such as ITIL v3 Foundation from Datec Learning Centres, Effective Communication by WINGS Education, Information Security for System Administrators from APNIC (Asia Pacific Network Information Centre), Quality Customer Service Workshop, and Frontline Leadership Development Program.



"Loyalty pays off when you work for a company that supports career and personal development."

Jerry's team is a well-oiled machine, with each member of his team bringing unique contributions which he capitalised on to achieve maximum results. They all work together to align the team goals with servicing the entire STC group users.

Jerry's father has a draftsman's work background and this artistic trait rubbed off on Jerry. In his leisure time, he loves to draw, and his specialty is portraits. He also loves playing the guitar and is breaking barriers in the IT field for his family and encourages his children to always have a positive attitude.

Despite the time he dedicates to work, he also loves spending time with his children and involves himself in the local community mentorship program inspiring young people to pursue a pathway of passion.

"If I don't know the answer to something, I'll ask for help." This was his response to his interview by Praveen Gupta (Former CSD GM) and is still the mantra he lives by.

For Jerry, IT will continue to be relevant in the coming years, playing a vital role in business operations. Given the ever-evolving nature of the industry and the increasing risks of cyber-attacks, Jerry emphasises the importance of investing in IT manpower and infrastructure. "If we disregard this space, we will always be at risk. We must always stay one step ahead."



# OUR PEOPLE

## VALI, A STAR.

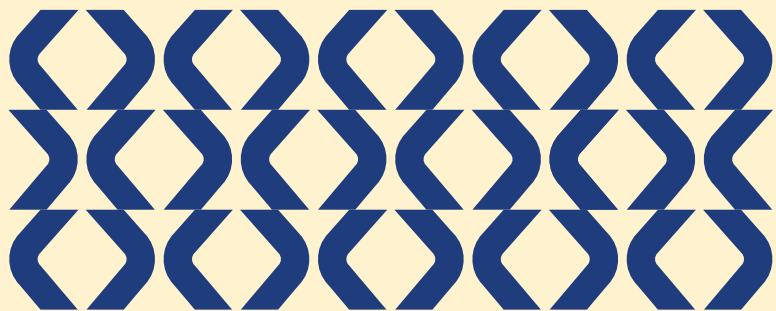


**She's not your regular Admin and Facilities Supervisor, she's a netball star and was awarded Captain of the tournament for the 2023 Mixed Netball Competition.**

JVPS's Raga Vali spent 15 years of her youth as secretary to four Managing Directors of Steamships. She has worked with Geoff Cundle, Peter Langslow, Michael Scantlebury, and current MD, Rupert Bray, as assistant, Personal Assistant, and gradually made her way up to Executive Personal Assistant in 2020.

Her humble beginnings started at the Tokarara High School where she completed her Year 10 education and decided to pursue a career to compliment the subsistence farming roles of her parents. Completing her certificate in Basic Secretarial Services from the Commissions Training College (CTC) in 2001, Vali secured her first job with the Salvation Army for four years.

In 2006, Raga joined Steamships. Her motivation for employment was to support her young siblings and ensure financial support was consistent allowing them a great education success in life. In 2020, she'd accomplish this goal and pursued alternative volunteer duties. She engaged in voluntary work with local church activities and advocated on youth leadership, and also helped prepare youths to travel to Australia for seasonal fruit picking in partnership with a labour mobility NGO.



Raga re-joined Steamships last year when an opportunity arose with JVPS for an Administration and Facilities Supervisor. Currently, this role gives her charge of administrative tasks such as booking travels, for Port Moresby and outer ports, and administrative supporting roles to the managers and employees of the Logistics Division.

"Steamships has been my longest employer and my loyalty will continue to the company for providing me with a job. I am glad to be working with JVPS and Steamships."

Raga leads a team of seven who all work together and help each other execute the weekly tasks she sets out for them. She's seen changes in the team and says it creates a "happy" environment fostering good relations. Although new in the role, one challenge that she consistently overcomes is managing and planning for disruptions such as water cuts in the Baruni office. Given the proximity to reliable water supply and monitoring of water usage, she plans ahead to ensure there is water on reserve.

Raga says she is "overwhelmed" and "so proud" to be the Captain of the Tournament and had not expected the accolades. It should be mentioned that Ms. Vali also lead her previous team the STC Chiefs to win the Steamies Netball Championship in 2019.

Her award comes after a gruelling day of competition and a nail-biting Grand Final against Coral Sea Team 2, when the game took an unexpected turn and JVPS Wharfies scored a goal just ahead of the full-time whistle blow to secure the win with 1 point.

Netball is her beloved childhood sport, and she can play any position on the court. Founder of the Sparrows and Rigo District Mustard Seed Netball club –and a member of the POM Netball Association Raga Vali considers netball her passion when she is not working her 8-5 job. Raga acknowledged her team – Noeleen, Negea Geita, and the JVPS Mixed Netball Committee and Management for organizing and making it (the games) happen. She extended her appreciation to the JVPS GM, Greg Kettleton, for his support resulting in the team claiming title this year.



## GRADUATE DEVELOPMENT PROGRAM: RAPID ROTATIONS.

Our Graduate Development program this year started a little differently for our first year Management Graduates, as they began the year with a 3-month interval “Rapid Rotations” program which gives the new recruits an opportunity to rotate within the divisions quarterly and have some exposure on how our businesses operate. In their first rotations, the graduates were assigned to Pacific Palms Property, where the team were given various tasks and projects to complete in property, business development and facilities. They are currently attached with Coral Sea Hotels – Central Reservations for their second rotation. The graduates share with us their first rotation experiences.



### CARRIE-ANNE PETER.

Carrie-Anne is proud to have been part of the early developments of PPP Projects, Motukea Portside, and Harbourside South. She was attached to the Business Development. Her greatest challenge during this rotation was familiarizing with the rotation expectations and learning about advertising spaces for new properties. She has enjoyed working with the team and has been able to maintain good working relations, including possessing an open mind to allow others to freely express themselves.



### CHELSEA YIMAYE.

Chelsea joined Facilities & Services during her first rapid rotation. Her main challenge so far has been trying to overcome her introverted personality, but with the support of her colleagues, she is able to push the boundaries of her comfort zone and embrace the expectations of her role and the diversity of her team in her current rotation. Chelsea considers herself an altruistic person and looks forward to learning more about the current hotel systems in her current rotation.



### HELETANIA WARIUPA.

Heletania Wariupa worked with the Property team in her first rotation. Her contributions in this role involved data classification, collation, and categorization for the different PPP (STC) Properties. Her efforts helped provide much-needed data for the quarterly division report and she learnt a lot about risk assessment. She has learnt to adapt to new environments, and understanding the importance of clearly communicating “goals, objectives, and expectations.”



# OUR PROJECTS



## STEAMSHIPS & CURTAIN BROTHERS SIGN PORTSIDE BUSINESS PARK AGREEMENT.

**Steamships Limited recently took possession of Motukea North from Curtain Bros Limited. This is a significant milestone for Steamships in its plans to develop the 38-hectare site to the north-west of Motukea Wharf into Portside Business Park.**

Steamships Managing Director, Rupert Bray, said “We see the Portside Business Park precinct as the future industrial and commercial hub for Port Moresby. Steamships is proactively working with the respective PNG Government agencies to have Portside Business Park become a Special Economic Zone. This industrial park has the potential to become the catalyst for economic development in both the resource and non-resource sectors.”

Mr. Bray added that “Consistent with the PNG Government’s National Development Goals, Portside Business Park will not only generate economic activity but also promote downstream processing, manufacturing and the export of local goods and services, encourage domestic and international investment, create employment, and develop infrastructure.”

Portside Business Park will be developed and operated by Steamships’ property division, Pacific Palms Property. It will be a mixed-use industrial development with three core zones – an Industrial Zone with a wharf and open-yard storage; a Light Industrial Zone with warehouses and flexible warehouse with office mezzanines; and a Commercial Zone for supermarkets, petrol stations, banks and ATMs, primary healthcare, food & beverage outlets, a business hotel, and other businesses that support the locators at Portside Business Park etc. It is anticipated that the total investment to develop the Park to its full potential will exceed PGK 1 billion.

With direct access to Motukea International Port and its own deepwater wharf, the project also has key road frontage along the Napa Napa Road, giving tenants access to key trading centres within 20 minutes of the site - including Papa Lealea LNG Site, Puma Energy Refinery, Baruni Industrial Centre, Waigani Business District, Port Moresby Downtown, and Jacksons International Airport.

Steamships’ General Manager Corporate Affairs, Mr. Vele Rupa, believes “the Portside Business Park demonstrates the interconnectivity between key stakeholders including the State, Provincial and local level Government, landowners, and the landowner companies”.

## STEAMSHIPS, GULF PROVINCIAL AND GFS SIGN JOINT VENTURE – GULF MARITIME SERVICES.

**Steamships Trading Company Ltd (Steamships) and GFS Limited are pleased to announce the launch of a new joint venture partnership, and the establishment of Gulf Maritime Services Limited (GMS) with the MOU being signed on Wednesday 14 June.**

GMS will provide marine, quayside, and land logistics services to Papua LNG and more broadly to the Gulf Province. GFS and Steamships recognise the growth opportunities within the Gulf of Papua. The partners are committed to working with Gulf landowners to ensure opportunities for employment and economic advancement are captured in the project impacted areas.

GFS will own 44%, the Gulf Provincial Government 2.5%, Project Impacted Landowners 6% (spread between PRL 15 Landowners 2%, Pipeline Landowners 2%, Riverine Landowners 2%) with Steamships holding the remaining 47.5%. The 8.5% equity made available to the Gulf Provincial Government and the PRL-15 impacted landowners will be free-carried by the partners. The Gulf Provincial Government through its business arm holds shares in GFS which makes GMS a truly Gulf Province company.

The Governor of the Gulf Province, Hon. Chris Haiveta CMG, GCL, MP said, “The Gulf Provincial Government and Gulf landowners are excited about the new joint venture between the GPG, landowners, Steamships and GFS. The local partnership should put Gulf Maritime Services in a strong position to tender and win projects in our Gulf region, particularly P’nyang and Papua LNG. We hope to utilise this opportunity to create more opportunities for growth, development, and employment within the region.”



Steamships will provide the corporate governance, operational, and financial support to GMS, with GFS leveraging its extensive experience in riverine and land-based logistics in the Gulf. Both companies will allocate existing tonnage to the joint venture as well as look to procure additional vessels and vehicles to support the expected increase in work.

## GFS ARE DELIGHTED TO BE WORKING WITH ANOTHER STRONG LOCAL PARTNER.

“The 6% interest of the Project Impacted Area Landowners will be held in trust until such time as the Minister for Petroleum & Energy signs and gazettes the Landowner Ministerial Determination for the Papua LNG Project,” says Steamships Managing Director, Rupert Bray, “once this has been formalised, Steamships will work with the Gulf Provincial Government to transfer the shareholdings to the respective incorporated landowner entities.”

Mr. Dickson Tasi, Director GFS, added that, “GFS are delighted to be working with another strong local partner to provide local Gulf solutions to the logistics needs of Papua LNG and beyond. GFS’ credentials as the premier logistics operator over the last 26 years in the Gulf Province are without a doubt, and teaming up with a company like Steamships provides GFS and GMS the ability to continue to grow.”



# OUR PROJECTS



## HR MEET & GREET.

**Our Human Resources teams are the ones who put in the work behind the scenes to keep Steamships operating, they recruit, screen, and offer training programmes for our employees, supporting our 3,200+ people, administering employee benefit programs, and attending to internal customer service. Because this work is not in the spotlight, it can sometimes go unnoticed.**

In fact, HR plays a crucial role in helping our organisation to adapt to the changing business environment. The HR team ensures that we have the right culture and environment to operate productively, the team see that our people are happy, feel valued, and believe in the mantra of “do what we love, love what we do.”

HR ran a two-hour Meet & Greet on 31<sup>st</sup> May, at Corporate Head Office to allow HR team members from the different divisions to get to know each other and to discuss the roles HR plays in providing the services our employees need.

During the session, acting GM HR, Ms. Hellen Purdy, spoke on leveraging the HR functions to advance and improve the organisation. Despite the size of the workforce, HR’s task in maximising employee productivity and increasing innovation is necessary to enhance staff competency in the workplace. She also spoke about the future of HR and the role it plays in transformation, investment, building credibility, and relationships.



# OUR COMMUNITY

## BEL ISI CAMPAIGN.



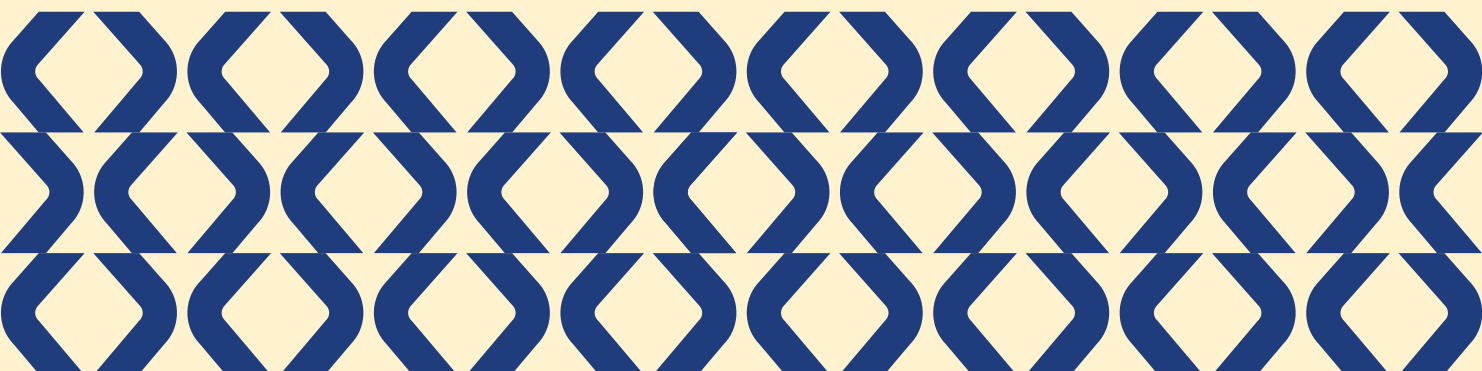
**Safety and security are two of the most fundamental needs of every human. Steamships plays a leading role in ensuring our employees can work in a safe environment minimising risks and threats of violence. Bel-Isi is a Steamships HR initiative enabling access for employees to seek help or counselling or access to a safe house.**

Our employees spend nearly 80% of their time in the workplace. It is our goal to ensure that all employees have a guaranteed safe working environment, access to Bel Isi services, and a space to speak out about issues faced in the homes.

Steamships subscribes to Femili PNG, a partner of Bel Isi, to provide support services to its staff. This year, several awareness programs were run to enforce this initiative. The program enables employees to have access to regular newsletters, education on FSV and domestic violence including case management at the Femili PNG centre free of charge.

Steamships is an active subscriber of the service and calls on employees to reach out if you are facing abuse of any nature. You can learn more about the Bel isi PNG Initiative at [www.belisi.org.pg](http://www.belisi.org.pg) or contact your HR Business Partner:

Hotels & Property – Nora Maino and Dika Tavaperry  
Logistics – Lua Ravusiro





# OUR COMMUNITY



## ABIDE BY THE “CODE”.

**Following last year’s HR policy roadshow, 2023 saw Consort’s HR department deliver more awareness sessions on the STC Code of Conduct. HR Employee Services representative, Doris Ika, and her team targeted the employees of Consort including crews on all Consort vessels who tread the waters of Papua New Guinea.**

Part of this included the new joiners both sea and land-based new starters as part of their Onboarding Induction Program. Last year, approximately 95% of land-based employees throughout Papua New Guinea had either sat in classroom training, online and via video meeting to undertake the Code of Conduct training. Assessing these results, Doris set her 2023 targets to make up for the 5% downplay.

“Our major challenge was the classroom training as the operational demand could not allow most employees to attend as scheduled. Nevertheless, through the support of department managers and committed individuals, we managed to train and get the awareness going.” Ika said. CEL Lae HR team aimed to ensure that all employees fully understood their responsibilities under the STC Code of Conduct and were willing to bring forth their best behavior whilst an employee of CEL, and Steamships as a whole.

## VA’A FIT FOR A GIFT.

**Steamships Managing Director, Rupert Bray, was recently presented with a special va’a (outrigger canoe) paddle by PNG Canoe Association President, Pole Kila Kassman. The gift was to acknowledge Steamships, as well as its marine services and harbour towage business, Pacific Towing (PacTow) for their many years of support.**

The gifted paddle is particularly significant in that it has been signed by the Tahiti World & Pacific Games champions. Bray said that he was both “honoured and delighted to receive the gift on behalf of Steamships” and that “supporting important cultural and sporting events such as PNG’s participation in the upcoming Pacific Games or the Hiri Moale Festival were all part of Steamships broader commitment to PNG.”



The presentation took place at the Royal Papua Yacht Club in Port Moresby and was attended by the PNG National Women’s Squad who are training hard for the upcoming Pacific Games to be held in Solomon Islands in November. Also in attendance was the National men’s squad coach, Arua Ben Moide.

To learn more about the Pacific Games, as well as all of the different sports – including Va’a: [www.sol2023.com.sb](http://www.sol2023.com.sb)



# OUR ENVIRONMENT



## OCEAN TOW FOR SANTOS.

**Melanesian marine services market leader, Pacific Towing (PacTow), recently completed an ocean towage project of a different kind in the Gulf of Papua – the towage of a 250m floating ‘flexi-hose’ from Port Moresby to the Santos-operated Kumul Marine Terminal as part of scheduled routine maintenance. The hose will be used to transfer oil from the export facility to oil tankers. Two of PacTow’s fleet of 21 vessels as well as its commercial dive team were involved in the project which also required towage of the replaced hose back to Port Moresby.**

It wasn't the first time PacTow had provided a similar towage service to the Kumul Marine Terminal. In 2019, it towed the existing transfer hose when the facility was being operated by Oil Search. PacTow has also provided ocean towage services to other offshore facilities, including the triple-tug movement of Twinza's Pasca A platform, located further south in the Gulf of Papua.

Neil Papenfus, General Manager of PacTow, described the February project as “relatively straightforward, well-planned, and collaborative.” Other businesses centrally involved in the project included MTIS, Shelf Subsea, Svitzer, and TWL.

Prior to the actual tow, PacTow's commercial dive team set up the hose's mooring system so that it could be assembled in-water in Port Moresby's Fairfax Harbour. Once the hose was secured to the ‘blue water’ tug Waiowa, she and her 250m long trailing cargo were then safely escorted by the PacTow tug Pacific Salvor across Fairfax Harbour and out the Basilisk Passage until she was in clear waters.

Waiowa and her 100 percent PNG crew (including two female officers from one of PacTow's cadetship programs) then completed the open ocean component of the towage project. The five-day project involved a round trip journey of approximately 350 Nautical Miles (i.e., 650 km).

PacTow has provided PNG's oil and gas sector (upstream and downstream – onshore and offshore) with a diverse array of services for more than a decade. The company is Melanesia's only full member of the International Salvage Union and is a member of the International Spill Control Organisation. To learn more about PacTow:

[www.pacifictowingmarineservices.com](http://www.pacifictowingmarineservices.com)



## WORLD ENVIRONMENT WEEK.



### **CHANTELLA AUGWI.**

**Accounts Receivable Officer,  
Consort Finance**

"Nature has been painting infinite pictures of beauty every day for us, it is just that people fail to see what nature has to offer and that is the reason we have occasions like the World Environment Day to remind us of the environment we are living in and how we can manage and protect our environment from dying out or being polluted. It is not enough to do all of this in just a day but make it our lifestyle."



### **ELLIOT DIAU.**

**Posting Officer, Commercial**

"World Environment Day is an important day for me. It reminds us of the vital role that the environment plays in sustaining life on earth. It is a day to reflect on our impact on the planet and take action to preserve and protect it for future generations."



### **MARGARET PUY.**

**Ports Operation Officer**

"A self-reminder, that If I can save my environment, I can save my health & that will be an ultimate game changer."



### **NICK LEWA.**

**Steamships Graduate Trainee,  
Consort Finance**

"World Environment Day reminds us that our life and wellbeing depend entirely on a healthy environment. It is our shared responsibility to protect, preserve and nurture the environment. Challenges like climate change, pollution and biodiversity loss can be minimised when we practice the three 'R's - Reduce, Reuse, and Recycle of biodegradable and non-biodegradable materials."



### **HENRY KELEU.**

**Bookings Manager, Commercial**

"World Environment Day is the time when we (humans) show our appreciation and care for our planet, plants, and other living things on it. We commemorate in little ways like planting trees/plants and do clean up to mark the day."



### **LEAH NIMBIOLA.**

**Container Logistics Manager, Lae**

"A day celebrated of having an environment around us and creating awareness and actions for protection of our environment. We are responsible so let us Dispose rubbish responsibly, avoid using plastic bags and minimise the sea as the dumping place."



# OUR ENVIRONMENT



... DO OUR BIT IN MAKING SURE WE ARE DOING THE RIGHT THING WITH MANAGING OUR WASTE RESPONSIBLY.



## KIMBE TOWN CLEANATHON.

**Kimbe town has never looked cleaner. The Kimbe Logistics division, New Britain Shipping JVPS, East West Transport, Consort, and our sister company, Swire Shipping, have always been active with community engagement programs in and around Kimbe.**



This environment week always sees great initiatives from our teams, ranging from clean-ups along the Kimbe coastline and township, to installing proper rubbish bins with stands around Kimbe town. These initiatives help to make Kimbe cleaner and are all great programs that our teams are proud to be a part of. This year, a cleanathon was organised, as our volunteers walked from Kisere to town, picking up rubbish.



"Our objective was to raise awareness and not only participate in the cleanathon but also to show an example to the rest of the community that we all need to do our bit in making sure we are doing the right thing with managing our waste responsibly," says Henny Taurakava.

Starting as early as 5am, pickups commenced. With leadership from Taurakava, the cleanathon commenced at Kisere and led on to the town center. The turnout was impressive, and the rubbish collection began after being issued their coloured shirts, gloves, garbage bags. All vehicles assigned to escort and collect filled bags followed closely behind. The event was organised by the HSSEQ Committee.

Special thank you to Corry Hannesby, Sandy Toro, Daniel Tama, Peter Wokem, Victor Joshua Kaguhonoma, Lilly Gabina, Willie Dau and Michaelyne Kaizam, for coordinating the successful event. True team spirit was shown by all that took part including family members who joined the program.

## MARINE CONSERVATION AWARENESS AT PACTOW.

**Our Marine teams at PacTow and Consort used World Environment Day as an opportunity to raise awareness on the theme of Plastic Pollution by engaging the Sea Women of Melanesia (SWoM) to run a session on marine conservation. SWoM delivered two training sessions on 5<sup>th</sup> June attended by interested staff members from all departments. Several takeaways were noted in terms of sustainable practices and collective human efforts in the quest against plastic pollution.**

PacTow held a coastline cleanathon later that day to demonstrate the organisation's dedication to protecting the surrounding environment and neighbouring communities from the damaging impacts of plastic waste. The employees of Pactow are realistic and practical in their attempts to combat plastic pollution.





## OUR ENVIRONMENT

# BLUE INNOVATION CHALLENGE.

**In collaboration with UNDP, Steamships was a co-partner in supporting the World Environment Week activities, one of which was held at APEC Haus on the 8<sup>th</sup> June, for the Blue Innovation Challenge organised by CEPA and UNDP.**

Schools across NCD took part in the challenge and presented their innovative solutions to reduce plastic pollution and promote marine conservation to a crowd of experts, sponsors, and stakeholders.

As part of the collaboration, Steamships provided mentorship to one of the participating schools and the competition was attended by guest judge, Carol Aigilo, Group HSSE Manager, on the judging panel.

This event coincided with the World Ocean's Day outlining the theme: 'The Tides are Changing' and enforcing our commitment to #beatplasticpollution. Congratulations to POMNaths for winning the challenge!



# OPERATION CLEAN ELA BEACH.

**Ela Beach front witnessed a thorough clean up on the 3<sup>rd</sup> June, by the Coral Sea Hotel teams based at Ela Beach and Grand Papua.**



The event was aimed at addressing the degradation of ecosystems and restoring ecosystems to achieve global sustainable goals. This initiative was important as it engaged staff to assist in tackling the 2023's World Environment Day theme: to beat plastic pollution. Not only were the staff exposed to the effects of plastic pollution, but they also got the chance to give back to their communities by keeping our beaches clean.

In partnership with the Amazing Moresby – NCDC Youth Development Program, this event allowed the GPH staff to contribute to keeping the world a cleaner and healthier place. It also encouraged staff to see the importance of putting a stop to harmful pollution practices to nature. Our author took the event as a learning opportunity for join hands and bring a positive change to make our Planet Earth making it a healthier, greener, and happier place to live in for future generations to come.

# OUR ENVIRONMENT



## THE 1 MILLION TREES CAMPAIGN.

On June 5<sup>th</sup> 2023, a team of volunteers from Corporate Head Office supported the National Capital District Commission (NCDC) in a tree planting initiative at Sana Park, Independence Boulevard. This was part of a city-wide initiative to increase Port Moresby's urban forest, preserving our natural environment and helping to make the city more resilient to the effects of climate change.

The Sana Peace Park, received its share of #1milliontrees and conservation plans are in place to develop the Park for future recreation activities.

## #BEATPLASTICPOLLUTION

**Sustainability Development hosted its second competition, looking at initiatives at how we can reduce plastic pollution in the workplace, home, and community.**

In line with the global WED theme #beatplasticpollution, the competition encouraged participants to creatively submit photos on ways we reduce plastic pollution. Although the theme was observed worldwide, the photo competition attracted 18 submissions made for the competition varying from Goroka, Kimbe, Lae, and Port Moresby.

Plastic pollution is an eye sore to most communities lacking recyclable means and millions of marine animals die each year from the effects of plastic pollution.

The photos were assessed based on originality, photo technique, and creativity. Congratulations to our winners:

1 <sup>st</sup> Place:	Jeff Reynolds Maino, PPP
2 <sup>nd</sup> Place:	Hane Toua, CHO
3 <sup>rd</sup> Place (tied):	Wendy Tom & Danah Akari, CSH – Goroka





## STEAMSHIPS TRI-SERIES TOURNAMENT RETURNS.

**The Steamships Tri-Series tournament is an annual sporting event, consisting of, mixed netball, rugby 7's and touch rugby. The tournament is a beloved event, encouraging teamwork and fierce competition whilst allowing for our divisions to meet, mingle and enjoy a family day in a secure and safe environment.**

After a 3-year hiatus due to COVID, the tournament returned with a bang, with our divisions, along with Swire Shipping battling out for the title of Mixed Netball Champions 2023.

Netball is a sport that requires together a combination of speed, skill, agility, balance and tactics. This year, 16 teams took part in a round robin tournament with new emerging talent and staff participation at an all-time high. For each team, it was required that at least three men play, removing the stereotype of netball being a "female" sport, encouraging gender balance and inclusivity. Preparations began in April with teams scheduling training for an hour on approved days, as after the working day had been completed.

Steamships hosted the competition at the Port Moresby International School (POMIS) and acknowledge The Right Connections company whose meticulous planning resulted in running an enjoyable and successful event.



The program started with welcome remarks from the Managing Director, Rupert Bray, who led the morning warm-ups and blew the whistle for the opening games.

There were four pools for round robin games. By lunchtime, the round robins had concluded seeing Coral Sea Hotels Team 2 at the top of the leaderboard. The top eight teams proceeded to quarter finals to compete for the prized MD's cup.

CSH Team 2 vs. JVPS Stackers  
EWT Truckies Black vs. PACTOW 1  
Swire Mariners vs. CEL Shippers Lae  
EWT Truckies Gold vs JVPS Wharfies

The games intensified as the stopwatches counted down to full time. CSH Team 2, Swire Mariners, PACTOW 1, and JVPS Wharfies went through to the semi-finals.

Spectators and supporters lined the POMIS indoor courts to see the best of the best finish off the last leg of the tournament. JVPS Wharfies ended up being the victors of the cup, 10 points to 9, beating CSH Team 2. Swire Mariners took third place, beating PACTOW 1 in 11 points to 8.

Awards were presented on the day.

MD's Cup:	JVPS Wharfies
GM's Cup:	CSH Team 2
Manager's Cup:	Swire Mariners
Best Dressed:	EWT
Best Team:	CHO Chiefs
Best Captain:	Ms. Raga Vali





## STC LOGISTICS DARTS & VOLLEYBALL TOURNAMENT.

**Health and wellbeing are fundamental to the peak performance of our employees. JVPS Chief Accountant, Philip Bidar, recognises this and shares a story about a staff sports program.**



The JVPS relocation from Steamships Haus to Baruni in 2019 sparked an idea to start sporting activities for employees during lunch breaks. With Baruni being located far from the city centre and staff still getting used to the new area, it was suggested that there should be some organised activities to keep the staff happy and healthy.

Management agreed and moved the motion to host volleyball games between the months of February to June, at 4:30pm to play an hour of volleyball before clocking out to go home. Interest grew and the competitiveness kicked in as three teams were formed and the Annual Baruni Volleyball competition was born.

The competition is now in its fourth year. A social and sporting committee has been formed, led by Mea Gavera, and supported by Raga Vali and Tuini Ovia. Electric jugs, foldable chairs, eskies, cooler, all items which were useful in the home, were up for grabs as prizes.

In 2022, Consort joined the fold when they moved into the Baruni office. Volleyball was the perfect ice breaker and helped to bridge the gap between the two business units, helping team bond within the shared office space.

“Sport is beneficial for all and created the atmosphere for us to work well together,” says Mea, who believes that the objectives of the event are health, fitness, and team bonding. The Sports committee thanks Logistics Management for the support received thus far, including from COO Tom Bellamy.

This year, Darts was added to the rotation. Grand finale for both darts and volleyball took place on Thursday 15<sup>th</sup> June.

We acknowledge the initiative by Philip Bidar and congratulate Red Dart team and Black Volleyball team for taking out the win for 2023.



## SAFETY TOK.

**Safety is everyone's priority. We share with you a few tips to keep yourselves and your families safe when navigating flood waters.**



### 1. TAKE ACTION

If you are in a flood prone area, move immediately to high ground. When flood warnings are issued, avoid travelling to areas where flooding is imminent or occurring.



### 2. BE AWARE

Stay tuned to flood warnings and media updates. These warnings may be inconvenient, but are alerting you to exercise caution as the flood could lead to situations that threaten life and/ or property.



### 3. BE PREPARED

Keep an umbrella at your workstation. Don't drive if you have a car to areas where flooding has occurred. Trust your instinct. Keep evacuation and first-aid kits, and important documents safe.



### 4. ASSESS RISK

Check risks and mitigate if you can.



### 5. STOP

Never try to walk, cross, or swim through flood waters.



### 6. DON'T DRINK

Don't use contaminated water for consumption.



## OUT AND ABOUT.





# CORPORATE NEWS



## STEAMSHIPS

Send us your stories and high resolution images for publication in Tok Steamies Newsletter. Your stories should be no more than 500 words.

E-mail your stories to [TokSteamies@steamships.com.pg](mailto:TokSteamies@steamships.com.pg)

# 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 co-workers around the world.**

**However use of social media also presents certain risks and carries with it certain responsibilities.**

## **COMMUNICATION IN A COURTEOUS MANNER**

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

## **PROTECT CONFIDENTIALITY**

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

## **BE CONSTRUCTIVE and collegial**

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

## **WHAT COUNTS AS SOCIAL MEDIA?**

1. Social networking sites (e.g., Facebook, LinkedIn, Instagram)
2. Blogging sites (e.g., Twitter, Tumblr)
3. Corporate media
4. Online discussion boards and forums
5. Video sharing sites (e.g., YouTube)
6. Online editable encyclopedias (e.g., Wikipedia)

