Jan - Apr 2018

News Waves

ROXANA SHIPPING S.A.

KRISTEN MARINE S.A.

Edition 2018-01

Contents

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Please recycle

Message from TEK

"We are now aware that engagement is the ticket to culture, is the boosting of chronic unease versus risk normalisation. The principal order "Return Home Healthy all the times, with full basket" is well ingrained into our psyche."

The outset of 2017 marked another deep recession for tanker market. Inspite of this, we have not deviated from our target to engage our staff onboard and ashore in a steady course towards HSQE incident free, effective and efficient operations , thus meeting our customers expectations.

What is worthwhile highlighting at this point is the amazing LTIF of 0 for the whole 2017. Zero lost time incidents is a performance in line with the 0 incidents vision for our Industry . We have been struggling all these years to boost crew engagement, as catalyst to transform mere compliance to commitment and as catalyst to transform training to learning. We are now aware that engagement is the ticket to culture, is the boosting of chronic unease versus risk normalization. The principal order "Return Home Healthy all the times, with full basket" is well ingrained into our psyche.

Focus on boosting engagement has always been in the view, but two years ago a more structured approach was adopted. Management Review Meeting ashore, 3rd party inspections preparation checklist and MoC actions plan per role tasks oriented, top4 meeting for monthly inspection report, top4 daily meeting for TAB Safe and PALI, training ashore and onboard by introducing reflective Learning from Incidents (LFI) and Learning Engagement Tools (LET), crew debate onboard are some of the measures to facilitate crew engagement. Similarly HSQE committee and meeting minutes as of 01Jan17 were introduced with a code of conduct boosting crew engagement.

Soft skills and Resilience are the focus this year and will continue as such for 2019 going forward.

A remarkable number of projects are running to manage all changes necessary for our Company to achieve its short and long term objectives. Vessels are included as project team members, and even if not, the Follow Up Notification (FUN) sent out to the Fleet facilitates crew engagement to all our projects.

In house developed Reflective LFI and LET modules and training videos are some of the projects boosting crew engagement, we are ready to announce the first, company in house made reflective LFI on Navigation in congested waters.

Crew welfare is another priority with BMI and Internet on board two of the related projects.

Smooth navigation in the ECDIS environment is the deliverable of the ECDIS and ENCs and ECDIS NoNO projects.

We are happy to confirm once more the steady course of the Fleet and the Company towards high levels of performance. Clear evidence of this commitment to excellence in terms of safety, environment protection and quality for this period are the KPIs where most of the targets were achieved or even exceeded.

A project was launched on 05May17, using the risk management approach, to identify the high risk "non regular situations" related to each procedure, with the objective to draft a MoC and RM for Vessels' reference. All above are included in the Hot Stuff section, which also contains the vessel top performers for the period.

As an appreciation to our crews efforts and their optimized performance during the vetting inspections and starting from 01Jan17 a revised vetting performance bonus is introduced, which will be in force for 2018. Furthermore a wage scale increase is in the process to be approved by the Board of Directors, with the target to apply this revised wage scale as 01Jul18.

All above are included in the Hot Stuff section.

The Who is Who section this time hosts Chief engineers Shumkov Arkadii Ivanovich and Potyanikhin Andrey Vasilyevich, and Master Simonov

Sergey Mikhailovich, three sea-going colleagues, who have greatly and for long time contributed to the success of Roxana Shipping SA.

Our three offices in Brazil, Athens and Singapore are ensuring that we are covering the full spectrum time zone and we are available for our clients at any given time.

Update on the newbuildings and new acquisitions program is reported in New Ladies on the block section.

The Lessons Learnt section continues to remind us wrong practices that we should refrain from.

All of us should study carefully what we should by all means avoid to do.

Updates on Ballast Water Treatment and Ballast Water Record Book, Global Fuel Sulphur Cup 0.5% in 2020, Chinese ECAS as of 01Jan17 are included in the New Rules section.

Prompt and effective learning process facilitates career development for our employees and ensures the smooth and effective implementation of changes in behavior and operations required due to the fast changing Industry environment. In line with this policy extended shore familiarization with occasional employment in Head Office is offered to selected officers. Details on the above, along with the records of promotions throughout the fleet, are addressed in the Human Resources section.

Other interesting topics are addressed in the remaining sections of this edition.

Enjoy the reading!
Takis E. Koutris
Managing Director

Who is Who

Arkadii Shumkov

Chief Engineer Arkadii Shumkov was born in Sakhalin Region, USSR on the 17th of April 1954. He graduated from Far Eastern High Engineering Marine School in August 1978.
Arkadi received Chief Engineer's Class degree license on September 1988.
His first service with Roxana Shipping S.A./Kristen Marine S.A. was on February 2002 as Chief Engineer on board M/V NAVIGATOR II.
Thereafter Arkadi rendered his services as Chief Engineer on different Company's vessels, bulkers and tankers.
Arkadi has a total sea service of 11.1 years with our Company.
His nephew Anton is serving Company since May 2006, now as 2nd engineer in tankers since November 2011.

Sergey Simonov

Captain Sergey Simonov was born in Sverdlovsk Region on the 7th of December 1956.
Sergey served as seaman in Russian Navy in submarine force during three years and then he graduated from Far Eastern Marine Academy in 1986.
Sergey received Captain's A Class license and was promoted Master in 2005.
On September 2006, Sergey joined Roxana Shipping S.A., where he rendered his services on M/T Ocean Spirit, as Master.
Thereafter Sergey rendered his services as Master on different Company's tanker vessels.
Sergey has a total sea service of 6.1 years with our Company.

Andrey Potyanikhin

Chief Engineer Andrey Potyanikhin was born in Primorsky territory on the 19th of October 1962.
Andrey graduated from Vladivostok Far-Eastern High Engineering Marine Academy in August 1985.
Andrey received Chief Engineer's Class degree license on April 2001.
His first service with Roxana Shipping S.A./Kristen Marine S.A. was on April 2002 as Chief Engineer on board M/V Discoverer.
Thereafter he rendered services on different Company's Kristen Marine S.A. and Roxana Shipping S.A. vessels as Chief Engineer.
His total sea service with our Company is 8.3 Years.
His son Nikolay is serving Company since May 2010, in tankers as 2nd engineer since January 2016.

During the first trimester of 2018 RoKcs extended productively their manning activities providing effectively their manning services.

Totally 50% of RoKcs seafarers are currently onboard their customers' fleet. Despite the slight reduce in tanker fleet RoKcs do their best to maintain their pool at the maximum.

On January 25, well known in Russia as Tatiana's day or Student Day, Capt. Suponin delivered a presentation on RoKcs and our customers at MSU to the new generation 50 of 4-years cadets of Navigational Faculty.

We do hope that in December RoKcs will be entrusted with MSU cadets shipboard training in 2019.

On the 24 of April 2018 as per tradition, new selection of 2nd year cadets of navigation and engineering faculties took place in VMC premises, where it was mutually agreed with VMC for RoKcs to employ the best 9 from 23 navigators and the best 10 out of 38 engineering cadets.

"Crewing Agency Roxana Kristen Crewing Services" LLC was established in 2008 recruiting seamen on Containers, Bulkers and Chemical Tankers"

RoKcs Training Center

Tanker Officers Reflective Learning and Training 28 February - 02 March 2018

Our Managing Director, Mr. Takis Koutris, attended RoKcs premises in Vladivostok from 22nd of February to 3rd of March 2018, in order to conduct a manning office external audit and regular learning courses to the Roxana pool of seafarers.

In particular, the purpose of the tanker crew pool learning courses, which took place on 28th of February till 2nd of March 2018, was to refresh tanker deck & engine Officers' knowledge on the Company's Documented Management System (DMS), Bridge Team Management (BTM) and Engine Room Team Management (ERTM).

Topics like Company Vision, Mission and policies, Health and Safety aspects and management, Environmental aspects and management, Quality management, DMS reporting and document control, Ulysses Doc Manager, Danaos crewing, Management of Change and Risk Management, Career development and appraisals, emergency preparedness, Incident reporting investigation and CPARs, Oil Record Book, Garbage Management, update on last Management Review and KPIs, Cargo Operations, Bunkering procedures, New Rules, Log Book entries, observations from 3rd party inspections and commercial issues were discussed.

All attendees, split in 5 mixed groups, were fully engaged in the training sessions and workshops conducted with following topics:

- Reflective LFI Removing the hazard
- Workshop1 Engagement
- Workshop2 pre-mooring meeting
- Anchoring– mooring
- Workshop3 Collective Normalisation
- Workshop6 Crew debate on TEK case

All proposals were discussed and noted in Training Suggestions Log for further actions.

Particular attention was paid to the crew engagement as ticket to culture and to the Reflective LFI session on risk normalization and crew debate on board as further engagement tools.

The aim of these learning sessions was not to just to watch a video, but to think and talk about the conditions leading to risk normalization as a group. Both individually and as a group, the participants had the opportunity to elaborate on how to keep the chronic unease on board heightened in the future.

The outcome of the Group actions will be considered by Company in an effort to revise procedures and practices, which is in process in view of TMSA3.

The participants were 8 tanker deck Officers and 8 tanker engine Officers (including 4 Electrotech Officers) as listed below:

DMS/ BTM (Bridge Team Management)

Rubanov Valerii	Master
Maltcev Dmitrii	Master
Mikhalev Oleg	Master
Cherepanov Viacheslav	Chief Officer
Korotets Oleg	Chief Officer
Shtyrba Dmitrii	Chief Officer
Shulgin Artem	2nd Officer > Chief Officer
Makarevich Kirill	3rd Officer

DMS/ ERTM (Bridge Team Management)

Shumkov Arkadii	Chief Engineer
Svistunov Evgenii	Chief Engineer
Ovchinnikov Victor	2nd Engineer
Pakhomov Evgeny	3rd Engineer
Ozornin Sergey	El Tech Officer
Ivantcov Eduard	El Tech Officer
Ponomarev Evgenii	El Tech Officer
Yakimov Maxim	El Tech Officer

Roxana Officers ECDIS Type Specific Reflective Learning 01 January and 01 March 2018

ECDIS type specific reflective learning course on Furuno FEA 2107 installation and Konsberg K-Bridge software and operation for Senior and Junior Deck Officers of Tanker Fleet were successfully facilitated by VMC instructors Capt. A. Pilyugin and Mr. Talgat Kenetbaev.

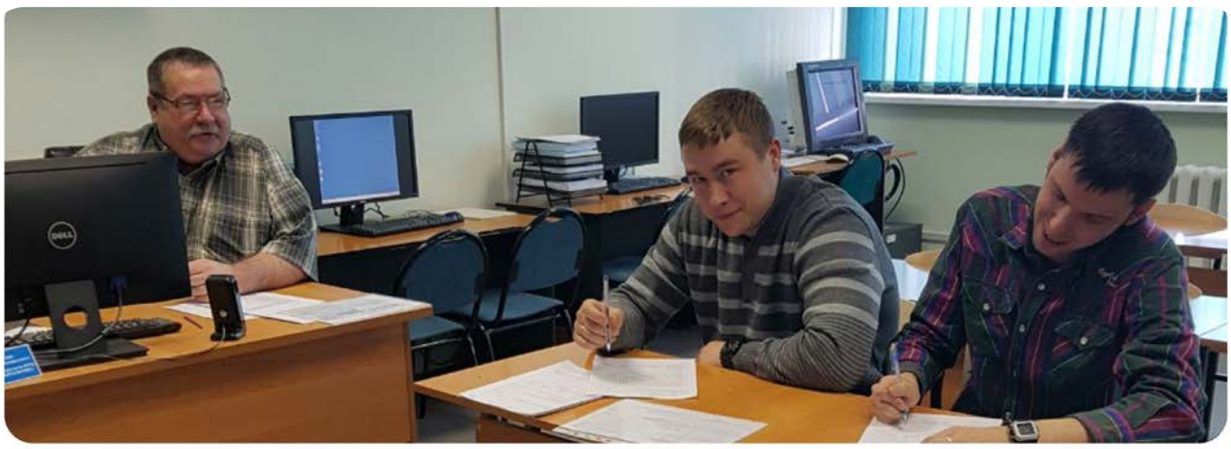
The reflective learning was conducted with participation of the following 14 Deck Officers, who shared their experiences during the sessions:

January 2018

Panasyuk Sergey	Officer 2nd
Gudim Yury	Officer 2nd
Vysotckii Mikhail	Officer 2nd
Demchuk Ian	Officer 3rd
Konishchev Andrey	Officer 3rd
Brezgin Alexander	Officer 3rd
Kobelev Maksim	Officer 3rd
Karipbaev Sergei	Junior 3/Off
Filippov Denis	Junior 3/Off
Bortyakov Sergey	Junior 3/Off

March 2018

Cherepanov Viacheslav	Chief Officer
Korotets Oleg	Chief Officer
Shtyrba Dmitrii	Chief Officer
Makarevich Kirill	Officer 3rd



RoKcs Training Center

Marflex DWP and Konsberg K-Chief 500 Reflective Learning 02 March 2018

Reflective Learning courses for Marflex DWP and Konsberg K-Chief 500 were conducted for Roxana engineers on the 2nd of March facilitated by Roxana Chief Engineer Svistunov Evgenii .

Particular emphasis was given to sharing experiences from system operation and maintenance.

The course were conducted with participation of the following Engine Officers, who shared their experiences during the sessions.

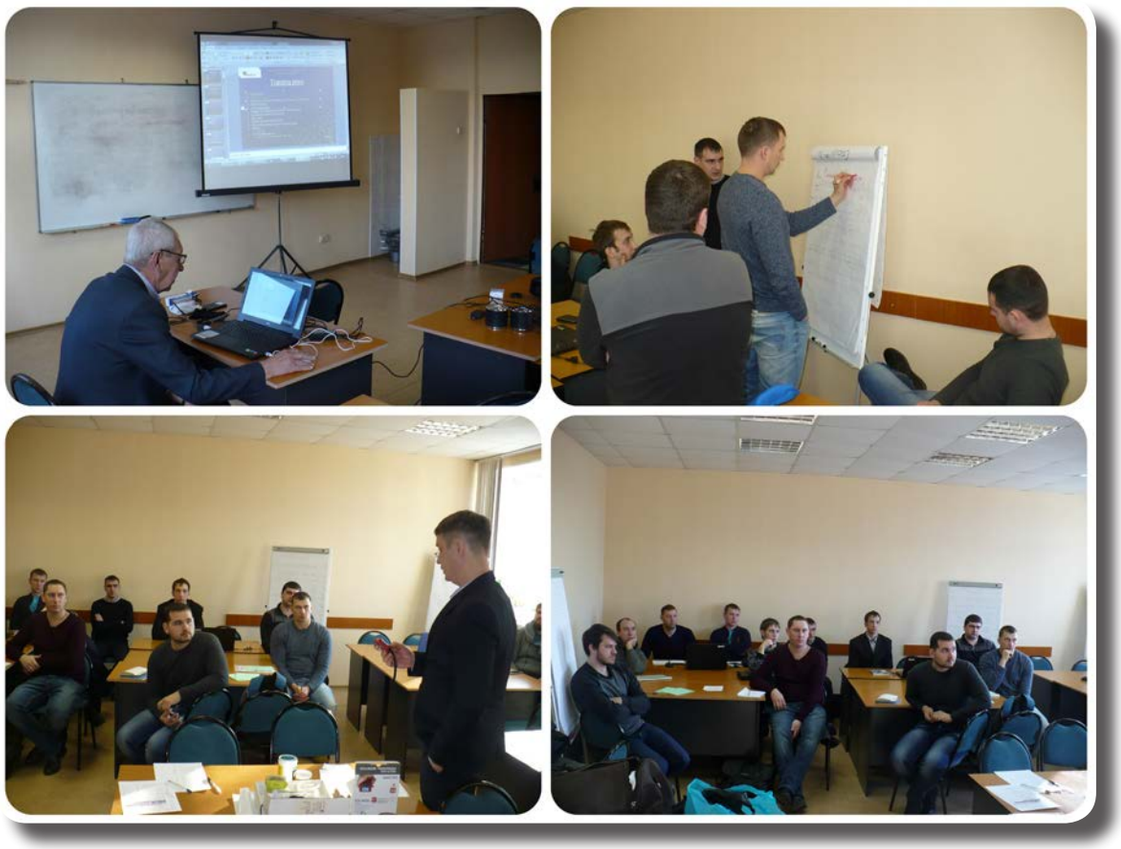
Participants of the reflective learning courses as follows:

Shumkov Arkadii	Chief Engineer
Pakhomov Evgeny	2nd Engineer
Ozornin Sergey	El Tech Officer
Ivantcov Eduard	El Tech Officer
Ponomarev Evgenii	El Tech Officer
Yakimov Maxim	El Tech Officer

Junior Officers Reflective Learning January 2018

Courses on Company's DMS for Junior Officers and Engineers of Roxana fleet were facilitated by RoKcs Training Officer Capt. P. Sidorkin, who also facilitated the Reflective LFI / LET sessions.

Company's Documented Management System (DMS) and Bridge Team Management (BTM) / Engine Room Team Management (ERTM) and Reflective LFI / LET sessions were conducted with participation of 8 deck / 5 engine shipboard personnel respectively on 25th January 2018, as follows:



DMS/ BTM (Bridge Team Management)

Panasyuk Sergey	Officer 2nd
Gudim Yury	Officer 2nd
Vysotckii Mikhail	Officer 2nd
Konishchev Andrey	Officer 3rd
Brezgin Alexander	Officer 3rd
Kobelev Maksim	Officer 3rd
Karipbaev Sergei	Junior Officer 3rd
Filippov Denis	Junior Officer 3rd

DMS/ ERTM (Engine Room Team Management)

Filippov Andrei	Engineer 3rd
Babenko Sergei	Engineer 3rd
Volgin Denis	Engineer 4th
Golovko Andrei	Engineer 4th
Uzhegov Vladimir	Junior Engineer 4th

Pancoast Singapore

Pancoast Trading (Singapore) Pte. Ltd is continuing its strong commercial activities in the East of Suez region. The office in Singapore is strategically located covering the vital market of Indian and Pacific Ocean.

Pancoast's tanker activities has successfully completed 3 years in tankers activities having a vital market presence in this region; Roxana Tanker Pool is now a brand name well known in the tanker segment. The Singapore Office will continue to have a very dynamic and challenging period ahead with most of the spot vessels in East.

Vessels spot trading in East during this period were Athiri, Aligote, Altesse, Asprouda, Miracle, Magic Star and Alice I. Miracle and Magic Star built in Guanghzou, China are Handy Vessels in Dirty product trade, whereas Asprouda, Aligote, Altesse and Asprouda built in Busan, Korea are LR1 Vessels in Clean product trade.

Alice I – Handy tanker built 2007, is on a 2 year time charter with Pancoast Singapore from April 2016 and presently is trading in the East. This vessel is operated by the Pancoast Singapore office.

Fixtures: In 2016 Pancoast office under commercial operational responsibility of Capt. Karthik; Vessels were spot chartered with 30 different Charterers which includes most of the Oil Majors.; the office handled for Roxana Tanker pool more than 50% of the spot fixtures in the Far East region. The commercial activities of the office have an increasing activity from 2014 when it started the tanker desk.

Singapore still remains the main port in the East where almost all the ships call for various repairs, surveys and bunkering ops for which our department have assisted in their preparation and planning and giving logistics support to various departments.

Activities in Singapore: Capt. Karthik, (Operations / Chartering Manager in East) attended a series of meetings with clients(Charterers/Brokers/Agents) which were very successful and vital in strengthening our existing relationships and also creating new commercial opportunities.

Drydock in Singapore: Vessel Asprouda successfully underwent her Drydock in Singapore on March 2018 and was attended by Managing Director Mr. Koutris and Capt. Karthik Kaliappan.

I**nternal audit of Wet Opd, Roxana Singapore** was conducted in March 2018 by Mr. Takis Koutris, as per internal audit plan 2018.

Intercargo Singapore conference took place in March 2018 where Mr. Koutris attended.

Weekly Meetings: Roxana / Pancoast Tanker department weekly meetings are carried out every Thursday to discuss and co-ordinate vessel updates.

Management meetings are carried out twice a year with our esteemed clients.

Employee Roles:

- Capt. Karthik is heading the Pancoast office and is also in charge of the Commercial / operational activities in East covering vessels East of Suez. Apart from his other diversified roles; he also plays a vital part as consultant for the Post Fixture / Claims department for the Tanker Vessels.
- Mr. Alexandros Stathopoulos; is on his 3rd year as Tanker Operator; and plays vital role in day to day operational issues and co-ordination with other departments.

VMC (Vladivostok Maritime College)

VMC and Far Eastern Institute of Communications executed reconstruction and replacement of outdated and phased out offshore equipment that had been installed in the Laboratory of Radionavigation and Electric Radionavigation Appliances and Systems of Technical Aids of Navigation, in line with the plan of institution development.
State of the art Technical Aids of Navigation equipment based on microelectronics and computer advancement has been installed in the lab, ensuring up to date educational standard for all seamen.

The Laboratory currently has the following facilities installed: gyroscope «Tokyo Keiky ES-11A», Doppler log «Furuno DS-80», navigational echosounder «Furuno Fe-700», iron quartermaster «Tokyo Keiky PR-2000 Autopilot», «JRC JMA-3334» radar set.

The lab exposal documentation has been normalized by Drozhezitskiy I.I. with 11 practical and 2 laboratory tests on equipment learning and usage added.

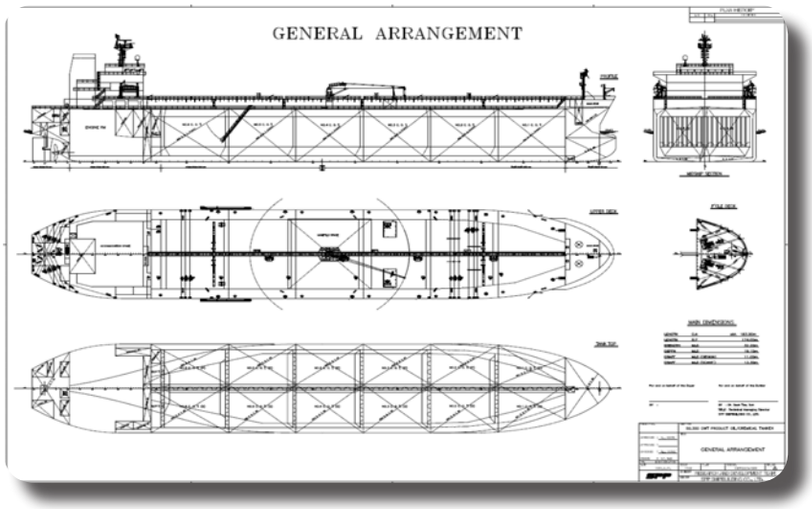
All the academic documentation on practical and lab tests have been reviewed by the chair of navigation of the Far Eastern State Technical Fisheries University professor Karasev V.V. (Candidate of Science) who commended the professional approach, high volume and novel nature of the work done by the lab supervisor and pointed out the compliance of the practical and lab tests to STCW-78 in terms of requirements for seamen.

New Ladies on the Block

Our company is planning the next generation of newbuildings and is following closely the new rules, particularly:

• distillate MGO availability vs the scrubbers
• LNG as propulsion fuel technology and availability network
• air emissions NOx and SOx control technologies and limits
• ECO designs and options
• BWE vs BWT

The next generation of newbuildings will be a challenge for the industry, particularly due to the evolution of LNG as marine fuel and the price level of the conventional and ULS fuel oil.



Furthermore re-activation of Kristen Marine, bulkers and containers management, is already completed, with the short term plan for further review. An extensive plan is currently deployed to the inspection and evaluation of second hand candidates to increase the bulkers and containers fleet of Kristen Marine and the tankers fleet of Roxana Shipping.

ECDIS and ENCs Project

1. ECDIS ENC project has been initiated since 22Apr16, in continuation of the NoNo project of Sep10 till Dec13. Introduction of ECDIS as primary means has drastically changed the mode of operation for the Bridge team in terms of navigation. This ECDIS and ENCs project focused in hardware, in conjunction with ECDIS and NoNo project focused in software, is launched to ensure that navigational performance of the Bridge team in the ECDIS environment will meet the level of excellence set by our Company, i.e., will ensure incident free Navigation.
Measure of this performance remains the navigational incidents and the Navigational observations during navigational audits, internal and 3rd party, TIARE and 3rd party inspections.

2. We are in the era where electronics overwhelm automation and control on board. At the same time electronics technology is developing in a fast and uncontrolled manner. This fact, in combination with the recent introduction of ECDIS and ENCs as primary means of navigation, is a challenge for us to ensure that ECDIS and ENCs technology development is properly dealt with.

3. Project team leader is Cpt. K. Anissis (KNA) and project team members are C. Partsinevelos (CSP), S. Kontozoglou (SAK), Cpt. I. Koloniotis (IK) and Cpt. N. Kassiteropoulos (NDK).
The last project meeting was conducted 02Apr18. During this meeting it was reported that:

3.1 Current Fleet certification is completed, as per ECDIS ENCs status.xls:
ADA-ATH-MCL-MGC-MBC-MLD certified with ECDIS as primary means and C+MAP ENC+ charts by DMC Jeppesen,
ATS-AGT certified with ECDIS as primary means and AVCS charts by Novaco,
SPR-MVL certified with ECDIS as secondary means and AVCS charts by Novaco.
ARN certified with ECDIS as primary means of Navigation and AVCS charts by Novaco.

3.2 All vessels except the vessels trading in Brazilian cabotage, run ECDIS as primary means of Navigation

3.3 All vessels trading in Brazilian cabotage, implement paper chart as primary means of navigation and ECDIS as secondary ones.

3.4 All vessels have the R/O's verification for ECDIS software upgrade.

3.5 All vessels' ECDIS software upgrade to Latest IHO Presentation Library 4.0, has been already verified by the Class Surveyor, according to ECDIS ENC Status xls.

3.6 ATH: New ECDIS FURUNO FMD-3000 replaced the FURUNO FEA 2107 on 03Jan18.

3.7 Roxana Office ECDIS FURUNO FEA 2107 software, upgraded to latest IHO presentation Library 4.0, on 07Feb18.

3.8 RoKcs Office ECDIS FURUNO FEA 2107 software, to be upgraded to latest IHO presentation Library 4.0.

3.7 C-MAP Provider, provides also the AVCS and thus changed the C-MAP ENC+ to CAES and CEES.

3.8 ADA contract with C-MAP will be renewed as above 3.7

3.9 Every renewal of C-MAP contract (ATH, MBC, MCL, MLD, MGC) will be with AVCS

Due to extended verification surveys, change of mode for ARN, change of C-MAP ENC+ to CAES and CEES, the duration of the Project is now extended till 30Jun18.

4. All are prompted to review the plan and contribute with ideas-actions for the successful implementation of the project. To this extent at this phase and with deadline 30Jun18 please:

4.1 KNA:
- Follow up of contract renewal with C-MAP and provide the relevant DVDs to said vessels.
- Renegotiate subscription renewal with Novaco Bridge

4.2 CSP:
- Liaise with FURUNO Technician and SAK, for RoKcs ECDIS software upgrade to latest IHO presentation Library 4.0

4.3 IT/SAK
- Assist the Masters on FFF faced at times related to Hardware.
- Assist Roxana/RoKcs Offices on FFF faced at times related to Hardware.

4.4 RoKcs/AYS
- liaise with CSP and SAK and KNA.

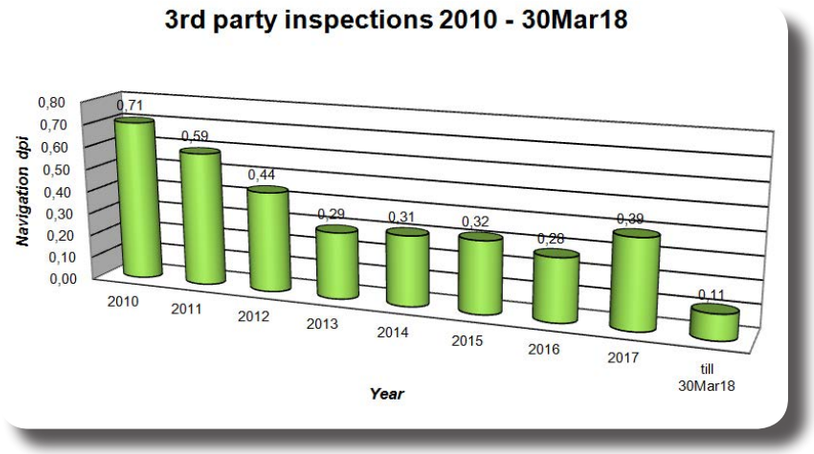
5. Next project team meeting is planned by 30Sep18.

ECDIS NoNO Project

1. Project ECDIS NoNO has been initiated since 22Apr16, in continuation of the NoNO project of Sep10 till 2013, to ensure that by the extended date of 30Dec17 Bridge team Navigational performance on board our fleet remains in the level of excellence, particularly with ECDIS Navigation maturing, i.e., incident free navigation in the ECDIS navigation environment.

2. Having introduced the NoNO project in Sep10 till Dec13 we managed to enhance the Navigational performance and consequently reduce the navigational observations. Introduction of ECDIS as primary means has drastically changed the mode of operation for the Bridge team in terms of navigation.
We are in the era where electronics overwhelm automation and control on board. At the same time electronics technology is developing in a fast and uncontrolled manner.
This fact in combination with the recent introduction of ECDIS and ENCs as primary or secondary means of navigation is a challenge for us to ensure the excellence in performance of the Bridge team.
Measure of this performance remains the navigational incidents and observations during internal and 3rd party navigational audits, TIARE and 3rd party inspections.

3. Project team Leader is Capt K. Anissis and project team members are Capt T. Papatheodorou, Capt. N. Kassiteropoulos, C. Partsinevelos and S. Kontozoglou.
The last project meeting was conducted on 02Apr18. During this meeting it was reported that:
3.1 Only 2 Navigational deficiencies, out of 33 total deficiencies in 18 inspection, were raised by a Vetting Inspector, whilst none is issued from Flag, PSC, within this short period.
3.1.1 We hope that our efforts on board and ashore for meeting the expectations of this project, by 30Dec18, deadline, to reduce the deficiencies to 0.25 deficiencies/inspection.
3.1.2 Due to negative trend a further extension of the project was decided till 30Dec18.
3.2 The Head Office ECDIS software is upgraded to current IHO standard, presentation Library 4.0
3.3 Training
3.3.1 Further to ECDIS software upgrade, new ECDIS Video training DVD were forwarded to all vessels and RoKcs for delivery to VMC, for the Officers on board and ashore training.



4. All are prompted to review the plan and contribute with ideas-actions for the successful completion of the project. To this extent and at this phase and with deadline 30Dec18 pls
4.1 RoKcs/PS:
- SPP vessels except AGT ARN, ATH, are equipped by Furuno FEA 2107 ECDIS,
- GSIs by Kongsberg K-Bridge, SPR, ARN, ATH, AGT by Furuno FMD-3000 series,

so ensure that all Deck Officers are properly certified for:
- ECDIS type specific training in VMC updated as appropriate.
- ECDIS Generic training is properly conducted (IMO Model course 1.27 to be stated).

4.2 SQM/THP/DAK/LPK:
- The Navigational observations detected through the 3rd party inspectors and TIARE to be collated and statistics to be issued on quarterly basis.

4.3 Gr1/THP:
On your attendance on board, pls focus on:
- Officers' familiarization with ECDIS implementation, Officers' proper certification (Generic course to be certified IMO Model course 1.27, type specific on board with trainer's certificate), ECDIS smooth operation and proper certification.
- Digital publications' smooth implementation. Check ADPs and eNPs last week update and ensure they are installed in Communication's and Master's computers or in a Bridge computer if available.

ECDIS NoNO Project (continued)

4.4 IT/SAK:

- Assist the Masters on Digital publications and new editions C-MAP + delivery on board as appropriate.
- Assist the Masters with problems that they may encounter with the Usage of the software for (ENC,ADP,eNP, eBooks etc)
- Familiarize IK , KAK, on the use of Novaco NB+ , for enabling them to check the Master's ENCs' and digital publications' requisitions via web browser.

4.5 CD/KNA:

- Liaise with PUR and IT Dep't for upgrading the VMC ECDIS software.

CP03-01 is revised accordingly.

- Liaise with TD/NDK for updating ECDIS Navigational observations consolidated table and re-submit same to Masters and RoKcs, for Officers' training on board and ashore.

4.6 Vessels' Masters to ensure that:

- All new On-s Officers are properly familiarized on board for the ECDIS Operation, basis on Officers' Familiarization on board checklist, form CP06-03 and FOM01-12.
- Whenever an ECDIS type specific training certificate is issued on board to new Trainees, the trainees certificate must have appended the trainer's type specific training
- All deck officers hold ECDIS generic training certificate, concretely mentioning compliance with IMO model course 1.27
- Officers are properly trained on board according to training videos and Consolidated table of ECDIS Navigational observation by the Industry and Roxana, TIARE and 3rd party inspections
- ECDIS layout and computers for ADPs\eNPs and IMO Publications as instructed above para

5. Next project team meeting is planned by 30Sep18.

ISO 2015 Update Project

1. We remind you that a project has been initiated since 03Nov15 to ensure that all the necessary changes need to be drafted for final evaluation prior to the scheduled for 30Jun18 DMS update.

2. Compliance due date is set for 30Nov18 but for monitoring purposes, completion of DMS revision previously set for 31Dec17 extended till 30Jun18.

3. Project team leader is THP and project team members are TEK, NG, KNA, NDK, SAK, CSP.

The last preliminary project meeting was conducted on 28Feb18 and following were reported:

3.1. Differences between the previous version with the revised ISO clearly defined and listed for reference during the DMS revision process.

3.2. A number of new or subject for revision procedures were drafted for Team members review and consideration prior to the internal distribution for preliminary evaluation.

3.3. Proposed drafted revisions was unofficially presented to the Lloyd's auditor, during the scheduled 1st annual verification, for review and suggestions.

4. All are prompted to review the suggested revisions against the requirements of new or revised elements and contribute with further suggestions and revision proposals in order to successfully finalize the project. To this extent at this phase and with deadline next meeting date please:

4.1 NG, SAK, KA, NDK, CSP: Review the proposed amendments and revert with your kind proposals latest by 30Apr18

4.2 THP: Review the proposed changes and prepare the final draft for submission to the MD latest by 15May18

5. Next project team meeting is planned by 29May18.

MRV Project

1. A project has been launched on 02Dec15 to ensure that by Aug17 our fleet will be implementing an MRV plan in compliance with the European Union (EU) regulation 2015/757 on the monitoring, reporting and verification (MRV) of carbon dioxide (CO2) emissions from maritime transport.

2. IMO has adopted MARPOL AnnexVI for air emissions management, and then introduced the MRV concept for reducing CO2 emissions. This concept was advanced by EU regulation 2015/757, where the MRV regulation has been adopted and has been in force since 1 July 2015.
The MRV regulation mandates ships of 5,000 GT and above to report fuel consumption/CO2 emissions on all voyages to, from and between EU member states ports. In addition, ships should include in their reports the annual total distance traveled, total time spent at sea and at berth, total amount of cargo carried and an assessment of the annual average energy efficiency assessment (suggested as CO2/nm and CO2/transport work ie EEOI).
The specific deadlines under this EU MRV are as follows:

- Every ship should develop a Monitoring Plan which will be approved by Verifiers accredited by EU Member States accreditation bodies pursuant Reg. 765/2008.
- Monitoring Plans should be submitted for approval before 31Aug17 or, for new ships, not later than 2 months after the first call to an EU port.
- First annual Reporting Period will be 1st January - 31Dec18. (Report and present it to Verifiers).
- 30th April each year, ship/company issues the Annual Emissions Report which is submitted to EC and presented to Verifiers.
- 30th June each year, Verifiers issue "MRV Document of Compliance" to ships of which Annual Emission Report was approved. The MRV DoC will be valid 18 months after the end of the reporting period and should be kept onboard. The Verifier informs the EC and the flag Administration that a MRV DoC was issued.
- 30th June each year, EC shall make the relevant data on the Annual Emissions Reports "publically available" (yet to be decided who has access to the reports listed).

3. Project team leader is TEK and project team members are VK, SAK, GAK, PS.
The last project team meeting was held 12Apr18, in the presence of VK, SAK, NG and TEK and out of this meeting following is reported:

3.1 There were no pending actions from last meeting.
3.2 NG was added to the team and was welcome.
3.3 MRV plans for all vessels were approved by LRS on behalf of Administrations well in advance of the 01Jan18 deadline.
3.4 The pilot project for drafting the reference speed consumption curves with PWC-Imarem and Alfa Marine has not been successful, there were big differences from the actual performance.
3.5 Project with Danaos in process for the reference curves and for the Monitoring plan reporting.
3.6 Project was extended till 30Jul18 to incorporate the Monitoring Plan reporting for EU, due for the 2018 year.
Updated MoC plan for the project can be found in K:\POOL\MR 2018-01\Projects\MRV plan

4. All are prompted to review the plan and contribute with ideas-actions for the successful implementation of the project. To this extent and at this phase pls:

4.1 SAK to
- Liaise with Danaos for the pilot project noon messages database

4.2 VK to
- Liaise with Danaos for the pilot project propeller curves and vessels drawings
- Update Alpha marine and Danaos folders in the project folder

4.3 TEK to:
- co-ordinate the release Danaos pilot project
- conclude the contract for the MRV plan reporting and voyage performing evaluation flow on the web

5. Next meeting is planned for 30Apr18.

In house Training Videos Project

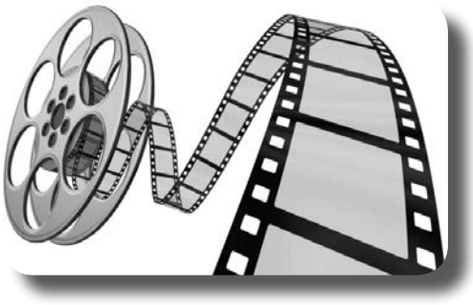
1. In house training videos project has been launched 02Mar15 to ensure that by 30Dec16 a training video is compiled inhouse, covering a safety operation or procedure.

2. M/T Malbec/Master Gringo in Master's review along with Safety Committee meeting of Jan15 proposed the use of inhouse training videos on the operation of certain equipment. This idea was found effective in enhancing the practical and type specific training on board and intention is to have the first video ready for circulation within 2016.

3. Project team leader is TEK and project team members are GAK, GSK and SAK.
The last project team meeting was held 12Apr18, in the presence of SAK, GAK and TEK and out of this meeting following is reported:
3.1 SAK presented the final draft version of training video for local fixed water mist system on board SPP series.
3.2 It was decided that:
3.2.1 Kongsberg ECDIS K-Bridge v7, as prepared by 2nd officer Tsayukov Ivan Vladimirovich, is released to the fleet and RoKcs and incorporated in relevant training plans.
3.2.2 SPP water mist training video is released to the fleet and RoKcs and incorporated in relevant training plans.
3.2.3 With the SPP water mist training video this project is concluded and new projects are launched as per following paragraphs
- GSI water mist training video, project team TEK/SAK/GSK deadline 30Dec18
- SPP lifeboat hook release, project team FDK/VK/CSV deadline 30Dec18

3.2.4 Hook release mechanisms training videos to be prioritized

4. All are prompted to review the plan and contribute with ideas-actions for the successful implementation of the project. To this extent and at this phase pls:



4.1 SAK to
- provide for distribution with credits the final version of the SPP water mist training video
- liaise with AYS for the Russian text and narration, by 30Jul18

4.2 RoKcs/AYS to liaise with SAK for the Russian text and narration, by 30Jul18
4.3 TEK to:
- co-ordinate the release of the training videos to the fleet and Rocks, by 30Jun18
- ensure that the training video is included in the RoKcs training plan and in officers training ashore, by 30Jun18

5. With this meeting this project is at monitoring phase for Russian version and distribution to the fleet and will be followed by other projects as above.

ADV DSR Software Hardware Systems Workup Project

1. A project is launched on 4th Oct 2017 to ensure that by 31th June 2018 we bring the two acquisitions up to the level of the rest of the Fleet with regard to infrastructure and software applications.

2. Reason for Change
To apply the same management system throughout the fleet dry and wet, using uniform software tools.

ADV DSR Software Hardware Systems Workup Project (continued)

3. Project team leader is Stelios Kontozoglou. and project team members are V.Kokkineas , D.Kriali , C.Villas , K.Anissis

3.1 Preliminary list of actions agreed as follows:

- Enable Voice communications by installing or setting up a FleetbroadBand Unit
- Enable full e-mail communications by installing or setting up a FleetbroadBand Unit
- Install Navarino Infinity to manage the vessel , have remote access , and be able to give the Crew Internet Access
- install a Server computer
- sort out any lack in Networking , Workstations , Printers that vessels may have and procure as necessary
- Install Ulysses DMS and PMS, Danaos Crewing Onboard, TechAnywhere software
- Install ECDIS consoles and ENCs, eNPs and ADPs Software, Rulefinder
- Bring up to company standard and configuration other softwares (Office , Utilities , Antivirus , Remote Access , etc)
- Possibly Install Fleet Express, if it is found to be required based on the vessels communication needs

3.2 During the meeting of 13Nov17 all above were discussed and endorsed and further tasks were allocated to team members and update on the status was given as follows:

- Both Vessels: e-mail configuration completed and remote access was set up
- DSR: a new FBB500 was installed and commissioned, ECDIS consoles installed and commissioned
- ADV: the existing FBB500 was attended and commissioned by maker,

4. All are prompted to review the plan and contribute with ideas-actions for the successful implementation of the project. To this extent and with deadline for next meeting 14Apr18.

4.1 IT/SAK:

- Prepare the Fleet roll out schedule to follow up the project

4.2 SQM/KNA

- Propose providers for ENCs, eNPs, ADPs, e-publications

4.3 Gr2/VK

- Liaison with Ulysses for populating PMS database
- Final check and populate PMS database with specific tasks

4.4 SQM/KNA

- Liaise with DAK for populating the Kristen Library

4.5 SQM/DAK

- Liaise with KNA to populate Kristen Library in Ulysses, transfer Kristen DMS in the TA Ulysses platform and final adjustments

4.6 PD/CSP

- to ensure prompt delivery of the equipment as per Fleet roll out schedule.

Internet on Board Project

1. We remind you that a project has been initiated since 01May15 to ensure that by the first Quarter of 2017 internet access is provided to all crew on board.

2. Internet On Board for all crew will satisfy the need to:

- safely provide Crew with E-mail and Internet Access and be able to manage it and add to Crew Welfare
- reduce communication cost for crew (About half cost in Voice Communications)
- reduce the total cost of communications , Voice and Data due to the fact that the usage is ever increasing
- manage the increased message Traffic (ENC updates, Danaos Crew, Ulysses)
- apply a more cost efficient method of Voice Communications between Office Switchboard and Vessel and visa-versa via direct VOIP VOICE communications.
- facilitate the future needs for Synchronization of files between Office and Vessel, Remote Monitoring of vessels Bridge,Engine Systems , Remote access of vessel to Office.
- improve monitoring and analysis of the volume and cost of communications.
- have an easier centralized Management of all the above.
- To have infrastructure in place to handle issues of CyberSecurity

3. Project team leader is Stelios Kontozoglou and project team members are Takis Koutris, Capt. Theo Papatheodorou, Costas Partsinevelos, Vassilis Kokkineas, Fleet Vessels.

The last project meeting was conducted on 13Nov17 and updated MoC plan for the project can be found in K:\POOL\MR 2017-02\Projects\Internet on board - Navarino Infinity.

Internet on Board Project (continued)

During last meeting of 13Nov17 it was reported that :

3.1 Internet on board with Navarino Infinity is already operational on board all Roxana Fleet

3.2 Fleet Express , the new Inmarsat system, has been successfully installed on board the Melody as pilot vessel on 12Apr17 and since last meeting on AGT , ATS and ADA.
and is on order for ATH,ARN,MGC.
This new system offers much greater bandwidth , better coverage with FBB as backup , and much reduced cost of data for

- Company (Unlimited download capacity compared to effective rate of 0,38USD per MB)
- Crew (7 USD per 50MB as compared to 19USD per 50MB)

3.3 Installation schedule for the remaining fleet as per Fleet Rollout Schedule.xls

3.4 Additional VOIP phones are in the process of being installed on the vessels so that in the end the complement will be in Masters Office, in Bridge - Radio Space and in Telephone Booth for Crew Use.
Attached please find the updated VOIP telephone directory showing both vessels and offices extensions.
This will aid VOIP communications between Office and Vessel which does not incur any additional cost.
Also the Master's VOIP phone is a model that supports inbuilt speaker and microphone so that it can be used for Teleconferencing between Vessel and Office. Finally they can of course be used for vessel intercommunication.
VOIP phones for CCR,ECR and Cheng will be considered also to improve vessel intercommunication and redundancy and also to make Shore-Ship intercommunication more direct and simpler.
Due to roll out of additional usages and Fleet Express the team decided to extend the project till 31Dec18.
Furthermore it was decided that Cybersecurity will be disengaged to form a separate project, which will be announced beginning 2018.
The current extended project will focus on Infinity monitoring , Fleet Express and additional usages roll-out and monitoring.

3.6 Additional usages of Infinity so far:

- Calling Vessel through VOIP from Company mobile phones is now tested and has been implemented for office mobile phones .
- New Company VOIP telephone exchange has also been linked to Navarino Infinity so vessels can call Company Offices and be called from there also .
- Teleconferencing is implemented across the Roxana Fleet.
- Danaos Crewing and Ulysses update can be effected via navarino Infinity, without the need to post CDs to Vessels.
- eNP and ADP new editions that were not available in the DVDs present on board vessels are now easily uploaded to vessels
- We increased maximum e-mail size limits for vessels with Infinity (both ship to shore and shore to ship). We will be able to increase further for vessels with Fleet Express.
  Shore to Ship 1MB without Infinity , 2MB with Infinity , 4MB with Fleet Express
  Ship to Shore 2MB without Infinity , 4MB with Infinity , 4MB with Fleet Express
- We provided Vessels limited internet access to a selection of National News Web Sites from on board for free to improve crew welfare
- We provided Vessels access to a selection of Web Sites for Nautical Information , Marine Weather etc from vessels Workstations

4. All are prompted to review the plan and contribute with ideas-actions for the successful implementation of the project. To this extent and with the Fleet Roll-out, as saved in K:\POOL\MR 2016-01\Projects\Internet on board - Navarino Infinity\Fleet Rollout Schedule.xls and with deadline for next meeting date, by 14Apr18:

4.1 Vessels to provide their feedback on the operation of Internet on board and for the countermeasures against i-Isolation and i-Distraction (circulars #737495 and #741249).

4.2 PD/CSP to ensure prompt delivery of the equipment as per Fleet roll out schedule.

4.3 WetOpD to keep SAK continuously posted of remaining vessels movements to ensure smooth implementation and revision, if needed, of the Fleet roll out schedule.

4.5 SQM/THP to elaborate how to enhance LET/LFI sessions with the use of Internet.

4.6 SQM/KNA to liaise with providers and Gr1 to allocate and propose a list of web sites for Vessels access.

5. Next project team meeting is planned by 14Apr18.

Danaos Crewing 2 Project

1. We remind you that a project has been initiated since 24Aug16, in continuation of the Danaos crewing project launched on 31 May 2008, to ensure that by 30Dec17, now shifted to 30Sep18, and selected training records Danaos MGA Software will be fully implemented across the Fleet.

2. The Danaos crewing project rollout in Fleet has been lasting for about one year and is now at monitoring phase. New needs of subroutines have raised inbetween to be incorporated, in view of the internet on board and upgrade of communications. This project is launched to address the need to:

2.1 Have a sequence and continuation with the initial project of Danaos Crewing roll out in the fleet, which is now in the monitoring phase, so monitoring actions are inherited to the new plan.

2.2 Incorporate in Danaos Crewing the MGA module (in line with the Paperless concept adopted, simplify and shorten the administration process, which is now 4 months from the issue date till accounts is updated, and facilitate the effective control and auditing)

2.3 Incorporate Training records in personal cards (at present time certificates for company internal courses are scanned and included in doc set each time). There is no possibility to automatically follow up the expiry dates and there is no possibility for training history and personal training log for career development. In Danaos crewing personal cards such features are embedded. Workload for data entry is practically the same).

3. Project team leader is Eugene Belii and project team members are Stylianos Kondozoglous, Nikolaos Kassiteropoulos and Andreas Danasis.

The Project Team meeting dedicated to MGA Module incorporation into Danaos Crewing Software was conducted on 13Apr18 in presence of EB, SAK, HK.

Out of this meeting following is reported:

3.1 All actions from previous meeting are completed or transferred for completion in the current meeting report. It was agreed to prolong the completion deadline to 30Sep18 due to unexpectedly slow progress of initial phase.

3.2 Vessels already have started to populate Crewing Software with training records

3.3 The way to fill out the contract database per Rank based on Wages Scale was discussed and agreed that this will be completed by EB/HK till 30Apr18.

3.4 Pilot vessel to be chosen / assigned for MGA onboard trials. To be agreed with TD/NG.

3.5 Meeting with Danaos to be arranged to learn actual MGA composing.

3.6 Training records proper entrance update was not addressed this time.

4. All are prompted to review the plan and contribute with ideas-actions for the successful implementation of the project. To this extent at this phase and with deadline next meeting date 15May18 please:

4.1 EB:

- arrange for training conducted by Danaos representatives to train Roxana staff in usage of MGA Module
- liaise with MD to allocate duties shared with RoKcs / Roxana CD related to Training Records entries.
- populate the Typical Contracts database per Rank.
- liaise with TD/NG for pilot vessel assignment and commencement.
- populate the Actual Contracts database per Rank for seamen onboard of pilot vessel.
- to arrange for meeting with Danaos to learn actual MGA composing.

4.2 RoKcs/PS to elaborate on duties allocation for Training Records entries update and verification.

4.3 Fleet Supnts/DPA to verify the procedures onboard and FFF Table of said Project to be continually updated.

5. Next project team meeting is planned by 15May18.

BMI Project

1. The BMI project initiated on 15Jul16 to ensure awareness of Company stuff on board and ashore of the body fitness for personal health and performance and also to manage the worrying increase of BMI with the increase in age and rank, initially set for implementation by 31Dec17 and extended till 31Dec18.

2. The Health and consequently the body fitness of Company stuff is of primary concern for the Company and an initial investigation was carried out with statistics from our crew database. Out of this initial investigation it was detected that for officers there is a constant increase of 1 BMI unit per rank, except for 2nd Officer to Choff and 3rd Eng to 2nd Eng. This means an approximate 3 BMI units from junior to Master or 4th Engineer to Chief Engineer. It was also noted that 1 BMI unit equals to about 3kg for 1.75m height and 3.5kg for 1.9m height. This means an alarming over 10kg increase from junior to Master or 4th Eng to Ch.Eng. Increase in weight can cause health issues/heart fatigue, difficulty in movement on board and ashore, in access to enclosed spaces, ladders with injury hazard, and difficulty in using tools etc.

3. Project team leader is Capt.THP and project team members re-assigned to be Capt.NDK, Capt.FDK and Capt.GPS. The last project meeting was conducted on 11Apr18 in the presence of FDK, GPS, THP and out of this meeting following is reported:

3.1 All actions from last meeting are completed or transferred for completion in the current meeting report.

3.2 The vessels feedback and actions were discussed and particularly the availability, condition and overall status of the basic gym equipment.

3.3 Missing tools and equipment as identified through the updated gym inventory were supplied. Supplies to M/T Marvel was delayed and expected on about 30May18, due to the ship's trading area.

3.4 A new paragraph in FOM07 was added and various posters/instructions will be distributed for posting in vessel's Gymnasium latest by 30Jun18.

3.5 Compliance due date is now set for 31Dec18 due to unexpected delays in assessment of equipment onboard and supplies due to the trading area.

4. All are prompted to review the plan and contribute with ideas-actions for the successful implementation of the project. To this extent at this phase and with deadline next meeting date 04Sep18 please:

4.1 Vessels:

4.1.1 Propose exercises and ideas for improvement.

4.1.2 Regularly report the project effectiveness.

4.2 THP

4.2.1 Propose revision of the Training plan to include a BMI awareness training quarterly.

4.2.2 Monitor the equipment supply per vessel and commencement of BMI implementation onboard.

4.2.3 Get approval and release the agreed for distribution related to BMI Posters.

4.3 NDK:

4.3.1 Co-ordinate with vessels and PD for the supply of the missing basic Gym equipment (Marvel) as per "K:\POOL\MR 2018-01\Projects\BMI\Fleet Schedule.xls"

4.4 SQM/TD/CD/RoKcs

Elaborate on proposals to improve body fitness on board and ashore and locate from the industry any further BMI instructions in addition to those already filed in project's directory, for shipboard use.

5. Next project team meeting is planned by 04Sep18.

Anchoring and Mooring Procedures Revision Project

1. A project has been initiated since 13Jan16 to ensure that by 30Dec16 anchoring and mooring operations performance on board our Fleet achieves the level of excellence, ie incident free operations. The project has been extended till 30Jun17 to add important information and practices.

2. Industry reports quote mooring incidents as one of the top four incidents in the marine Industry. Shell has launched a LFI training module on mooring in an attempt the enhance awareness of its business partners on the issue. A project for revision of Anchoring and Mooring procedures, had been launched 13Jan16 with time frame till 30Dec16 and extended to 30Jun17 to cope with and ensure operational excellence in the high risk anchoring and mooring procedures. Measure of this performance will be the elimination of anchoring and mooring incidents and the reduction in anchoring and mooring observations during 3rd party and internal inspections and audits.

3. Project team leader is Capt. THP and project team members are Capt. GPS, Capt. FDK, Capt. NDK and Mr. NG.
The last project meeting was conducted on 11Apr18 in the presence of FDK, GPS, NG, THP and out of this meeting following is reported:

3.1 All actions from last meeting are completed or transferred for completion in the current meeting report

3.2 No mooring incident and no anchoring incident has happened this year to date. All on board and ashore are committed to continue the good job.

3.3 Vessels suggestions based on the reflective LFI mooring feedback on video part 3, are consolidated, part of them already accommodated in DMS revisions Jun17 and Dec17 and in process to document the pre-mooring meetings for revisions Dec18.

3.4 MEG4 is to be reviewed and all new issues incorporated in our system with revisions Jun18.

3.5 The reflective LFI on anchoring, a different project led by FDK is in good progress and will further boost our awareness on the high risk of anchoring operations

3.6 All actions of last meeting have been completed or transferred to the current meeting report

4. All are prompted to review the plan and contribute with ideas-actions for the successful implementation of the project. To this extent and by 30May18 pls:

4.1 Vessels to ensure:

- chronic unease and commitment of all on board for mooring and anchoring incident free operations
- feedback and any recommendations for further improvement.

4.2 SQM/THP

- Make available various instructions from P&I clubs, H&M underwriters, Flag administration and other resources on mooring incidents. Sample of anchoring and mooring procedures and Compilation of anchoring and mooring observations made available to the team for reference and consideration.
- Work out anchoring and mooring incident statistics and trends

4.3 GR1 to ensure during the shipboard attendances:

- chronic unease and commitment of all on board and ashore for mooring and anchoring incident free operations
- crew familiarization with revised procedures

4.4 RoKcs/TEK to ensure during pre-joining familiarization and learning engagement curses ashore

- chronic unease and commitment of all on board and ashore for mooring and anchoring incident free operations
- crew familiarization with revised procedures process
- feedback and any recommendations for further improvement.

5. Next meeting is planned for 30May18.

Reflective LFI, LET and Resilience Project

1. Shell introduced the reflective LFI/LET concept during the Safety workshop in Nov14, presenting the reflective LFI for mooring. This idea was found effective in enhancing the practical and type specific training on board. Triggered by this and further to our circular outgoing Message 749299 and memo 539579 of 17Aug16 we remind you that a project has been initiated since 02Mar15 to ensure that by 31Dec17, the reflective LFI / LETs are up and running in the fleet by Jul16, and kept updated thereafter. Suggestions for DMS improvement from all the reflective LFI/LET topics have been consolidated and reviewed for consideration during the DMS revision process.

2. As previously explained, the aim of these learning sessions is not to just watch a video, but to think and talk about the incident as a group. The participants reflect on the causes of the incidents involved in the videos and relate what has been happened (or could happen) in similar situations at their own site and both individually and as a group they have an opportunity to elaborate on how to prevent a similar incident from happening at their site in the future and how we can improve as Company.

3. Project team leader is Cpt THP and project team members are TEK, NG, Cpt NDK, Cpt FDK and Cpt PS.
The last project meeting was conducted on 22Feb18 and updated MoC plan for the project can be found in K:\POOL\MR 2018-01\Projects\Reflective LFI.
Out of this meeting, following is reported:

3.1 NG was nominated as project team member.

3.2 Since then, one more LFI, "Removing the Hazard", six extra "Resilience" and three LET modules, relevant to the Life Boat Operations, H2S exposures aand ship to ship operation, are officially deployed throughout the Fleet and incorporated in Multimedia Training Plan, form CP06-33a.

3.3 The latest release of 28Feb18 is distributed to the Fleet including all Reflective LFI, LET and Resilience updates.

3.4 The biggest challenge is to maintain the "chronic unease", as opposed to the "collective normalization" and complacency attitude, due to the repetitive attending the SAME reflective LFI/LET sessions. It was realized that merely knowing a hazard does not reduce its risk. It was decided therefore that Roxana will produce own Reflective LFI modules to highlight the multi faces of the hazards.

3.5 Due to the above, it was decided to extend the project until 30Jun18.

4. All are prompted to review the plan and contribute with ideas-actions for the successful implementation of the project. To this extent and at this phase and with deadline next meeting date, 30May18, please:

4.1 Vessels

- Apply the Reflective LFI, LET and Resilience modules strictly as per Multimedia Training Plan, form CP06-33a.
- Keep records as per latest "Reflective LFI instructions.doc" and "LET intro.doc".
- Records in Danaos Crewing per module, per participant and including facilitator.

4.2 GR1

- Deliver Reflective LFI, LET and Resilience at least once every detailed TIARE and as per Multimedia Training Plan, form CP06-33a, if possible.
- Check vessels' records to ensure implementation of the valid Multimedia Training Plan, form CP06-33a and of the records sent.

Reflective LFI, LET and Resilience Project (continued)

4.3 GR1/FDK
The following Reflective LFI modules, home made, are in progress:
- RX reflective LFI Collective Normalization anchoring,
- RX reflective LFI Collective Normalization Navigation with pilot.

4.4 SQM/THP
- Review and update consolidated proposals for DMS revisions by 30May18.
- Continuous update Reflective LFI, LET and "Resilience" Modules.
- ensure actions of this par4 are completed timely.

4.5 MD/TEK
Create in house the following Reflective LFI module:
RX reflective LFI Collective Normalization supervision communication Bunkering.

4.6 CD/EB
Coordinate and ensure that the training records in seaman's card are properly maintained in Danaos database, as part of the Danaos crewing project.

5. Next project team meeting is planned by 30May18.

Soft Skills and Resilience

We, in Roxana, and the Marine Industry as a whole, have elaborated a lot in defining what to do, tasks, checklists, instructions, procedures, ISM code being the framework for such development.
However, at some point in time it was realized that Marine Industry has paid little attention to "how" to do what is to be done.
The ability to know what to do (hard skill) is different from the ability of how to do it (soft skill) and the combination of the hard skills and soft skills define the level of competence in achieving the target, which is performing effectively and efficiently with zero incidents.
The individual sea or shore employee of the Company is interacting with other humans (colleagues, friends, relatives, people) with hardware (computers, machines, tools, equipment) with software (procedures, processes, software platforms) and with the environment.
Within this context the individual interacting with people, procedures, machines and varying environmental conditions in different teams with different roles per team, even if he is properly qualified and certified and holder of the hard skills, he has to develop various sets of soft skills in order to perform effectively and efficiently in an incident free manner.

To facilitate this development Roxana has since the beginning of 2016 developed three strategic axes, crew debate on board, the Resilience modules and the Soft Skills self-awareness.
Crew debate on board has been introduced along with the Reflective LFI modules, whereby ideas raised during the reflective LFI sessions are subject to debate by 2 appointed opponent crew teams, the remaining crew listening to the argumentation and judging the way ahead. Such crew debate on board sessions was the sperm to facilitate Resilience development, in the context of:
- Appreciation of different perspectives for the same issue
- Acceptance of different approaches to the same problem
- Tolerance to different behavioral styles in a team
- Caring about yourself
- Proper communication

Soft Skills and Resilience Intro (continued)

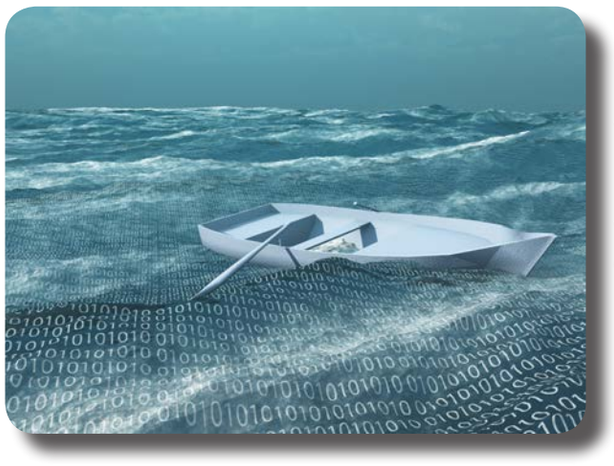
The resilience modules, within the "Partners in Safety" concept in cooperation with Shell, are deployed ashore and on board as mindset to assist the individual in staying calm and resilient even under pressure, even in adverse and unfortunate conditions when performing varying roles in varying teams.
Eleven "Resilience" modules have been distributed and incorporated in Vessels' training plan.
These 11 modules ("What is Resilience", "Take Decisive Action", "Keep Things in Perspective", "Change is Part of Living", "Take Care of Yourself", "Dealing with a Crisis", "Maintaining a Hopeful Outlook", "Making Connections", "Connections to Home", "Gratitude", "Positive Communication") will assist the individual Company sea-going or shore employee in developing the mindset to boost his resilience, in performing efficiently, effectively and in an incident free manner, even under pressure and adverse conditions.

Soft skills self-awareness for Company's employees relates to increasing the awareness on the importance and essence of the soft skills and the related behaviors as reflection of the soft skills.
The 1st workshop for soft skills awareness was delivered during Management Review 2017-01 20May17 by RINA training centre, where one approach and categorization of soft skills was presented. The message we want to convey is that

- Measures of the soft skills are behavioral indices.
- There is no bad and good behavior but behavior achieving or not smooth, effective and efficient operations in an incident free manner.
- There may be for each individual different behavioral styles in different roles and such different behavioral styles are required to achieve smooth, effective and efficient operations in an incident free manner.

This program has been implemented for ashore employees and during the officers ashore learning sessions in Roxana training center throughout 2017 and on board throughout 2018, with plan to be expanded on board within 2019.

Cybersecurity Awareness at Sea and Office



The Maritime Industry and we are becoming more dependent on Information Technology therefore we are also ever more exposed to the multifaceted hazards it brings. \

Within this context cybersecurity is evolving as key issue for our Industry and the society in general.

We at Roxana and Kristen feel that the human element and our employees ashore and onboard awareness on cybersecurity is the most important aspect in combating cyber-crime.

For this reason Roxana and Kristen have fully adopted the policy to support organizations like becyberawareatsea.com in their effort to make people and organizations aware of the problem and the associated hazards.

We truly believe that the best defense against any such hazard is to first know what you are dealing with and also that the human element is the weakest link in the chain.

Cybersecurity is one of the main topics for awareness course ashore in Head Office, RoKcs and RoKcs training centre.

You are welcome to visit the site https://www.becyberawareatsea.com, access to which will be made available directly from vessel via Navarino Infinity from vessels workstations.

Risk Management TMSA3 - Scenarios for MoC and RM

1. All our DMS procedures cover shipboard and office operations, whereby sea-going and shore personnel interact between themselves, with procedures, with software and hardware/machines, always under "usual or regular conditions" (humans, equipment/ software and environment), as anticipated when drafting a procedure. In reality these conditions are not always "usual or regular", therefore quite frequently sea-going and office personnel are called to operate under "non regular" conditions. Consequently all personnel should be prepared to cope with operating under even "non regular conditions", and all relevant procedures should be revised to ensure the "0" incident operations under all conditions. Emergency Preparedness CP07 and Shipboard Emergency Situations FOM05 partly cover this requirement, however in a deterministic manner.

2. A project was launched on 05May17 to identify per Company procedure all probable scenarios of "non regular" situations and propose countermeasures for incident free operations under all conditions. Risk management approach is used to identify the high risk "non regular situations", related to each procedure, with the objective to draft a MoC and RM for Vessels' reference. Deadline for effecting the changes is set for 30Dec18.

3. Project team leader is TEK and project team members are THP, NDK, STK.

4. To this direction we plan to append to all our procedures possible scenarios that we have to operate under "non regular" conditions, and then a RM, recorded in Record of Risk Management Process, form CP24-01 and a MoC, recorded in Management of Change Actions Plan, form CP13-02, should be in place to ensure safety, environmental and quality excellence. These relevant MoC and RM will be in the Ulysses repository per procedure.

5. To this extent, we have asked all Fleet to provide scenarios with RM and MoC for Anchoring, Mooring, Navigation and Port Operations, Bunkering, tank cleaning, Equipment operation and maintenance and more are to follow till the end of the year.

6. We are in the process to consolidate the input and effect revisions to be released with DMS Release Jun18.

Shell TMSA3 Audit

In line with Shell assurance processes, our Company underwent a scheduled TMSA3 audit.

The audit was conducted on the 17-18Apr18 in the Company's premises by Capt. Mark McShane and Mr. Varun Saklani, on behalf of Shell International Trading and Shipping Company Ltd.

All the elements of our DMS were reviewed during this process and the overall Company's performance was confirmed to be in line with and supporting the goals set.

Closing meeting of the TMSA process was also attended by Company's BoD and we were pleased with the Shell auditors appreciation of Roxana's systems and performance.

Official report, including all the observations and deficiencies identified, was sent from Shell in order for us to take all necessary actions for Company's further improvement.

Roxana in Intertanko Meetings

Mr. T. Koutris chaired the Intertanko Safety & Technical Committee 53 (ISTEC) and Bunker Sub-Committee 40 meeting, which took place on 21-23Mar18 at the Waldorf Astoria Hotel in Dubai.

The main topics of the meetings were the fuels for 2020, Ballast Water Treatment, operational maintenance issues and vessel performance monitoring.

This was the last meeting of Mr. Koutris as chairman of ISTEC, having completed successfully the 2+2 years term. Mr. Koutris will continue as member of ISTEC, seconded by Mr. Giampanis our Technical manager.

Mr Koutris also participated in the Intertanko Hellenic Mediterranean Panel Meeting, which was conducted on 19Apr18 at the Stavros Niarchos Foundation Cultural Center in Athens.

This meeting was the last one attended by Mr. Koutris as vice chairman, but he is still one of the eleven elected Intertanko's Council Members.

During the event below highlights were discussed:

- Experience with tanker incidents/accidents since 2000
- Tanker supply and fleet growth trends
- 2020 Marine Fuel Forum

Kristen in Intercargo Meetings

INTERCARGO

Mr. T. Koutris took part in the Intercargo Technical Committee 38 and Executive Committee meetings, which were held on 05-06Mar18 at the Four Seasons Hotel in Singapore.

The main topics of the meetings were the Safe Carriage of Cargoes, Air Emissions (including the Global Sulphur Cap from 2020 and Greenhouse Gases), operational challenges after the Entry Into Force of the Ballast Water Management Convention, the non- availability and adequacy of Reception Facilities for cargo residues and cargo hold washing waters Hazardous to the Marine Environment (HME), Port State Control transparency and anti-corruption practices, Design Standards for Bulk carriers and related equipment.

Marshall Islands Blue Water Vessel Advisory Group

Mr. T. Koutris chaired the Republic of the Marshall Islands Blue Water Vessel Advisory Group Meeting, which took place on 17Apr18 at the Stavros Niarchos Foundation Cultural Center in Athens.

The main topics of the meeting were:

- 2020 Global Sulphur Cap - Regulatory Perceptions, Including the Outcome of the IMO MEPC72 Meeting
- Ballast Water Management
- Code of International Standards and Recommended Practices for a Safety Investigation into a Marine Casualty or Marine Incident (Casualty Investigation Code)

RINA Hellenic Technical Committee

Mr. T. Koutris attended the RINA Hellenic Technical Committee Meeting, which was held on 15Mar18 at Yacht Club of Greece in Piraeus.

Mr. S. Zolotas, RINA Marine Greece & Black Sea Area Director, welcomed the members and thanked them for their continuous support.

The main presentations during the event included:

- An overview of RINA, its financial results of 2017, as well as its new organization dedicated to five sectors (Marine, Energy, T&I, Industry, Certification),
- Information on all the new Rules and Regulations from IACS and IMO,
- The focus of RINA for 2018 and the future years on digitalization and details on its services and strategies in the digital sector.

Spares Delivery Time 2017

One of the most important KPI's of the Purchasing Dpt. is the total delivery time on board for the spares.

This KPI reflects the effectiveness of our Company in ensuring the prompt delivery of proper scope of spare parts on board.

The target for 2017 for the total delivery time on board for the spares was 90 days.

Considering the unpredictable trading patterns of our fleet vessels, the customs limitations and clearance delays in various ports, the freight forwarding constrains (consolidation and less flights available), Makers' consolidations resulting in less options and difficulty to locate ex-stock the required parts, unforeseen delays in parts readiness by suppliers, accessibility to the vessels in ports to effect the deliveries, make this task very difficult.

Despite though the above factors, the spares delivery performance in 2017, is presented as follows:

Total Processed Reqs:	*875*
Cancelled Reqs:	*61*
On Hold Reqs:	*3*
Reqs delivered on board:	*482*
Reqs received Nov/Dec17:	*126*
Ready for Delivery:	*154*
Ordered, Awaiting Readiness:	*94*
Stores or Service Requests:	*17*
Awaiting TD Approval:	*24*
RFQ Stage:	*40 (16 For SPR)*

Therefore, for 482-reqs delivered on board in 2017 the total delivery time is: 109-days, less than the target of 120 days.

Based on the above results and striving for excellence, we will continue stretching our efforts to improve the set targets.

Outstanding 3rd Party Inspections Performance

As we all know 3rd party inspections KPIs and particularly PSC and Vetting KPIs are vital for the tradability of our Fleet.

For PSC inspections absolute target for 2018 is 0 detentions and then 0.9 deficiencies per inspection, the combination of which will keep Roxana / Kristen in the high performance companies, as per the Paris MOU NIR ranking.

For the Vetting inspections the absolute target for 2018 is 100% successful inspections, ie inspections without rejection, and then 3.5 deficiencies per inspection.

Thanks to the effective efforts of our Fleet we are proud for the outstanding performance of the vessels in terms 3rd party inspections as indicated in following table with no detentions:

VESSEL	MASTER	CHENG	FLEET SUPNT	INSPECTION	PORT	DATE	DPI	Target
M/T Asprouda	G. Dimov	A. Vazhenin	-	PSC	Hong Kong	21/02/2018	0	0,9
M/T Asprouda	N. Zenenko	A. Vazhenin	-	PSC	Tuapse	05/01/2018	0	0,9
M/T Aligote	S. Kutsykov	O. Kril	-	Flag	Kaohsiung	01/02/2018	0	2
M/T Aligote	S. Kutsykov	O. Kril	-	Vetting	Kaohsiung	01/02/2018	3	3,5
M/T Aramon	O. Sukhodoev	S. Farkov	N. Kassiteropoulos	Flag	Houston	24/02/2018	0	2
M/T Athiri	A. Verkhovskii	V. Ozerin	-	Vetting	Kerteh	22/04/2018	1	3,5
M/T Altesse	V. Usovich	A. Polkovnikov	-	PSC	Jubail	10/03/2018	0	0,9
M/T Altesse	I. Koshetov	A. Polkovnikov	-	Vetting	Kaohsiung	25/01/2018	3	3,5
M/T Altesse	N. Zenenko	A. Polkovnikov	-	Vetting	Buenos Aires	29/04/2018	3	3,5
M/T Malbec	E. Berillo	A. Mayorov	G. Karavias	PSC	Fawley	21/02/2018	0	0,9
M/T Malbec	A. Gulin	A. Mayorov	-	PSC	Lagos	06/04/2018	0	0,9
M/T Miracle	A. Karelov	L. Negreba	-	Flag	Fujairah	03/01/2018	0	2
M/T Miracle	A. Karelov	L. Negreba	-	Vetting	Colombo	22/01/2018	3	3,5
M/T Magic Star	D. Maltcev	S. Kochnev	-	Flag	Fujairah	27/03/2018	0	2
M/T Magic Star	A. Grinko	S. Kochnev	-	Vetting	Mombasa	19/03/2018	3	3,5
M/T Melody	E. Ivanov	V. Valchun	S. Kavouris	Vetting	Las Palmas	09/01/2018	2	3,5
M/T Melody	E. Ivanov	K. Goncharov	-	PSC	Fredericia	05/03/2018	0	0,9
M/T Melody	E. Ivanov	V. Valchun	-	PSC	Port Gentil	31/01/2018	0	0,9
M/T Ocean Spirit	V. Siniavskii	A. Shumkov	-	Vetting	Angra Dos Reis	25/04/2018	4	3,5
M/V Adventurer	V. Ivanov	P. Gorokhov	G. Stratis	PSC	Rio de Janeiro	27/02/2018	0	0,9
M/V Discoverer	A. Klementyev	A. Ponomarev	-	PSC	Lagos	02/03/2018	0	0,9

Roxana Seamen Average Service Period on Board

One of the most important crew Dept's KPIs is the average service period on board.

This KPI reflects the effectiveness of our Company in ensuring the smooth and consistent implementation of the recruitment plan and the prompt and safe repatriation of all our Seamen.

Considering the unpredictable trading of the vessels, the restrictions with visa arrangements and Immigrations' formalities for Russian Seamen, the consolidation of flights inside Russia and worldwide, this task is very difficult.

Despite the above, the performance for 2017 was successful, as indicated through the below table:

Rank	**Contract's target** Min months	**Contract's target** Max months	**Actual average** Contract months
Master	3	5	4.6
Ch. Officer	3	5	4.5
2nd Officer	4	6	5.3
3rd Officer	4	6	5.7
Jr 3/O	4	6	5.6
Ch. Engineer	3	5	5.0
2nd Engineer	3	5	4.5
3rd Engineer	4	6	5.3
4th Engineer	4	6	5.6
Jr 4/E	4	6	5.5
ETO	3	5	4.6
Bosun	5	7	6.4
A.B	5	7	6.1
O.S	5	7	6.7
Oiler	5	7	6.0
Oiler Welder	5	7	6.8
Cook	5	7	5.7
Mess man	5	7	6.2

With further effort by Company and co-operation of crew ashore and on board we are confident that we will keep and improve this performance for 2018.

Best vessel performers 2017

It was in the Management Review of 2012-02 that the issue of monitoring the individual performance of Vessels and Officers serving in Roxana Fleet was raised.

At that time, KPIs were considered to be LTIF/TRCF, 3rd party Inspection performance and spares ordered vs budget.

The in-house developed software (TechAnywhere) can now monitor the performance for vetting and PSC inspections per Vessel and per individual crew member.

The 2017 statistics for PSC Inspections have indicated:
1st: Aligote: 4 inspections - 0 dpi
2nd: Asprouda: 3 inspections - 0 dpi
3rd: Magic Star - Miracle: 2 inspections - 0 dpi
Congratulations for a job well done to the Masters, Chief Engineers and crew on board of:
Aligote: 01Jan17-02Feb17 Vashchenko Alexander, 03Feb17-02Jun17 Kutsykov Sergey, 03Jun17-30Sep17 Vashchenko Alexander, 28Sep17-31Dec17 Kutsykov Sergey
01Jan17-24Feb17 Ozerin Valeriy, 25Feb17-22Aug17 Vazhenin Andrey, 20Aug17-20Dec17 Potyanikhin Andrey, 17Dec17-31Dec17 Kril Oleg
Asprouda: 01Jan17-07May17 Grinko Alexander, 08May17-02Oct17 Usovich Vladislav, 29Sep17-31Dec17 Zenenko Nikolay
01Jan17-06Jun17 Mayorov Alexander, 07Jun17-30Nov17 Svistunov Evgenii, 29Nov17-31Dec17 Vazhenin Andrey
Magic Star: 01Jan17-08Feb17 Karelov Alexander, 09Feb17-11Jun17 Verkhovskii Andrei, 12Jun17-27Oct17 Maltcev Dmitrii, 25Oct17-31Dec17 Grinko Alexander
01Jan17-28Feb17 Mikhailov Iurii, 01Mar17-09Aug17 Polushkin Nikolai, 10Aug17-16Nov17 Selifontov Boris, 13Nov17-31Dec17 Kochnev Sergey
Miracle: 01Jan17-23Mar17 Zenenko Nikolay, 17Apr17-15Aug17 Mezenin Sergei, 15Aug17-16Dec17 Mikhalev Oleg, 15Dec17-31Dec17 Karelov Alexander
01Jan17-27Jan17 Slinko Evgeny, 28Jan17-14Jun17 Negreba Leonid, 15Jun17-27Nov17 Slinko Evgeny, 08Nov17-31Nov17 Negreba Leonid

The 2017 statistics for Vetting Inspections have indicated:
1st: Asprouda: 4 vetting inspections – 2.5 dpi
2nd: Athiri: 4 vetting inspections - 2.5 dpi
3rd: Altesse: 3 vetting inspections – 2.67 dpi
Congratulations for a job well done to the Masters, Chief Engineers and crew on board of:
Asprouda: 01Jan17-07May17 Grinko Alexander, 08May17-02Oct17 Usovich Vladislav, 29Sep17-31Dec17 Zenenko Nikolay
01Jan17-06Jun17 Mayorov Alexander, 07Jun17-30Nov17 Svistunov Evgenii, 29Nov17-31Dec17 Vazhenin Andrey
Athiri: 01Jan17-15Mar17 Simonov Sergey, 16Mar17-27Jul17 Rubanov Valerii, 28Jul17-18Dec17 Simonov Sergey, 17Dec17-31Dec17 Verkhovskii Andrei
01Jan17-23Jan17 Motrenko Alexey, 24Jan17-03Jul17 Trukhachev Evgeny, 04Jul17-30Nov17 Ozerin Valeriy, 29Nov17-31Dec17 Trukhachev Evgeny

Altesse: 01Jan17-16Jan17 Dimov German, 17Jan17-10May17 Koshetov Igor, 11May17-15Sep17 Dimov German, 15Sep17-31Dec17 Koshetov Igor
01Jan17-10Apr17 Potyanikhin Andrey, 11Apr17-12Aug17 Polkovnikov Alexey, 13Aug17-10Dec17 Mikhailov Iurii, 07Dec17-31Dec17 Polkovnikov Alexey

Best vessel performers 2017 (Continued)

The 2017 statistics for LTIF/TRCF have indicated:
Ocean Spirit, Ocean Dignity, Malbec, Melody, Magic Star, Aramon, Altesse, Asprouda, Athiri, Aligote with zero accidents and incidents.
Congratulations for a job well done to the Masters, Chief Engineers and crew on board of:

Aligote: 01Jan17-02Feb17 Vashchenko Alexander, 03Feb17-02Jun17 Kutsykov Sergey, 03Jun17-30Sep17 Vashchenko Alexander, 28Sep17-31Dec17 Kutsykov Sergey
01Jan17-24Feb17 Ozerin Valeriy, 25Feb17-22Aug17 Vazhenin Andrey, 20Aug17-20Dec17 Potyanikhin Andrey, 17Dec17-31Dec17 Kril Oleg

Asprouda: 01Jan17-07May17 Grinko Alexander, 08May17-02Oct17 Usovich Vladislav, 29Sep17-31Dec17 Zenenko Nikolay
01Jan17-06Jun17 Mayorov Alexander, 07Jun17-30Nov17 Svistunov Evgenii, 29Nov17-31Dec17 Vazhenin Andrey

Athiri: 01Jan17-15Mar17 Simonov Sergey, 16Mar17-27Jul17 Rubanov Valerii, 28Jul17-18Dec17 Simonov Sergey, 17Dec17-31Dec17 Verkhovskii Andrei
01Jan17-23Jan17 Motrenko Alexey, 24Jan17-03Jul17 Trukhachev Evgeny, 04Jul17-30Nov17 Ozerin Valeriy, 29Nov17-31Dec17 Trukhachev Evgeny

Altesse: 01Jan17-16Jan17 Dimov German, 17Jan17-10May17 Koshetov Igor, 11May17-15Sep17 Dimov German, 15Sep17-31Dec17 Koshetov Igor
01Jan17-10Apr17 Potyanikhin Andrey, 11Apr17-12Aug17 Polkovnikov Alexey, 13Aug17-10Dec17 Mikhailov Iurii, 07Dec17-31Dec17 Polkovnikov Alexey

Aramon: 01Jan17-25Mar17 Pilgun Anatoly, 26Mar17-13Aug17 Borisov Igor, 14Aug17-14Dec17 Pilgun Anatoly, 15Dec17-31Dec17 Sukhodoev Oleg
01Jan17-17Jan17 Dolgopolov Igor, 18Jan17-16Jun17 Farkov Sergey, 17Jun17-28Oct17 Shevchik Alexander, 29Oct17-31Dec17 Farkov Sergey

Magic Star: 01Jan17-08Feb17 Karelov Alexander, 09Feb17-11Jun17 Verkhovskii Andrei, 12Jun17-27Oct17 Maltcev Dmitrii, 25Oct17-31Dec17 Grinko Alexander
01Jan17-28Feb17 Mikhailov Iurii, 01Mar17-09Aug17 Polushkin Nikolai, 10Aug17-16Nov17 Selifontov Boris, 13Nov17-31Dec17 Kochnev Sergey

Malbec: 01Jan17-07May17 Chernobrovkin Andrey, 08May17-18Sep17 Gavrilenko Andrey, 19Sep17-31Dec17 Berillo Evgenii
01Jan17-27May17 Kochnev Sergey, 28May17-16Nov17 Dolgopolov Igor, 17Nov17-31Dec17 Mayorov Alexey

Melody: 01Jan17-12Jan17 Sheludko Viacheslav, 13Jan17-27May17 Ivanov Eduard, 28May17-20Oct17 Sheludko Viacheslav 21Oct17-31Dec17 Iavnov Eduard
01Jan17-18May17 Valchun Valerii, 19May17-30Sep17 Goncharov Konstantin, 01Oct17-31Dec17 Valchun Valerii

Ocean Dignity: 01Jan17-07Apr17 Tereshchenko Alexey, 08Apr17-25Aug17 Sukhodoev Oleg, 26Aug17-31Dec17 Chernobrovkin Andrey
01Jan17-15May17 Bushtruk Alexander, 16May17-31Dec17 Shumkov Arkadii

Ocean Spirit: 01Jan17-09Feb17 Siniavskii Vasilii, 10Jan17-23Jun17 Khairullin Oleg, 24Jun17-23Oct17 Siniavskii Vasilii, 24Oct17-31Dec17 Khairullin Oleg
01Jan17-12Mar17 Lesnoy Vladimir, 13Mar17-01Sept17 Kril Oleg, 02Sep17-31Dec17 Bushtruk Alexander

Slip on Stairs – Two Month Recovery

While at sea the crew were mustered for various emergency drills, including the shipboard oil pollution emergency plan (SOPEP), followed by an abandon ship drill and then a fire drill.
After the abandon ship drill, a crew member was proceeding to his fire muster station on the poop deck, with his lifejacket in his hand. He was using the external companionway ladder, as this was the shortest route. On his way down one flight of stairs, he slipped and fell along the stairs and to the deck below. The vessel was rolling slightly and pitching due to sea and swell and there was salt deposit and moisture on the steps and railing of the companion ladder.
He was given first aid on board the vessel and after several days sent ashore for more examinations. He was diagnosed with a contusion of the left shoulder and repatriated. The injury was expected to take about two months to heal completely.

Lessons learned
- Carrying a lifejacket in one hand while coming down the stairs means you probably cannot maintain a three-point contact with the companionway ladder.
- Outside stairs on vessels are often slippery because of dampness and salt deposits. Caution and deliberate attention to safe technique is required.
- While emergencies and drills can be stressful and by their nature require immediate action, this does not mean one should rush impetuously and forget best practices.

Editor's note: This relatively innocuous event happens more often than we care to admit. Most times the consequences are not serious, but in this case it cost the seaman two months recuperation. Why roll the dice when it comes to your safety on stairs? Use both hands and both railings.

Source: MARS

EGE Fire

While at sea a crew member aboard a container vessel noticed sparks coming from the main engine funnel. The exhaust gas economiser (EGE) gas outlet high temperature alarm activated shortly afterwards. An EGE fire was declared and the main engine was stopped. After an adequate cooling down period, crew opened the inspection door of the EGE and found extensive damage to the tubes, tube support and fins of the upper steam generator. Some of the tubes were cracked and deformed, and the fins were melted (see picture). Although temporary repairs were carried out to maintain operations, a large-scale permanent repair was scheduled for the next dry dock. The company investigation suggests that inefficient soot blowing probably caused soot accumulation on the tubes, resulting in the soot fire. It appears that soot blowing was often carried out using air pressure but without increasing the engine load.

Fire damage to EGE

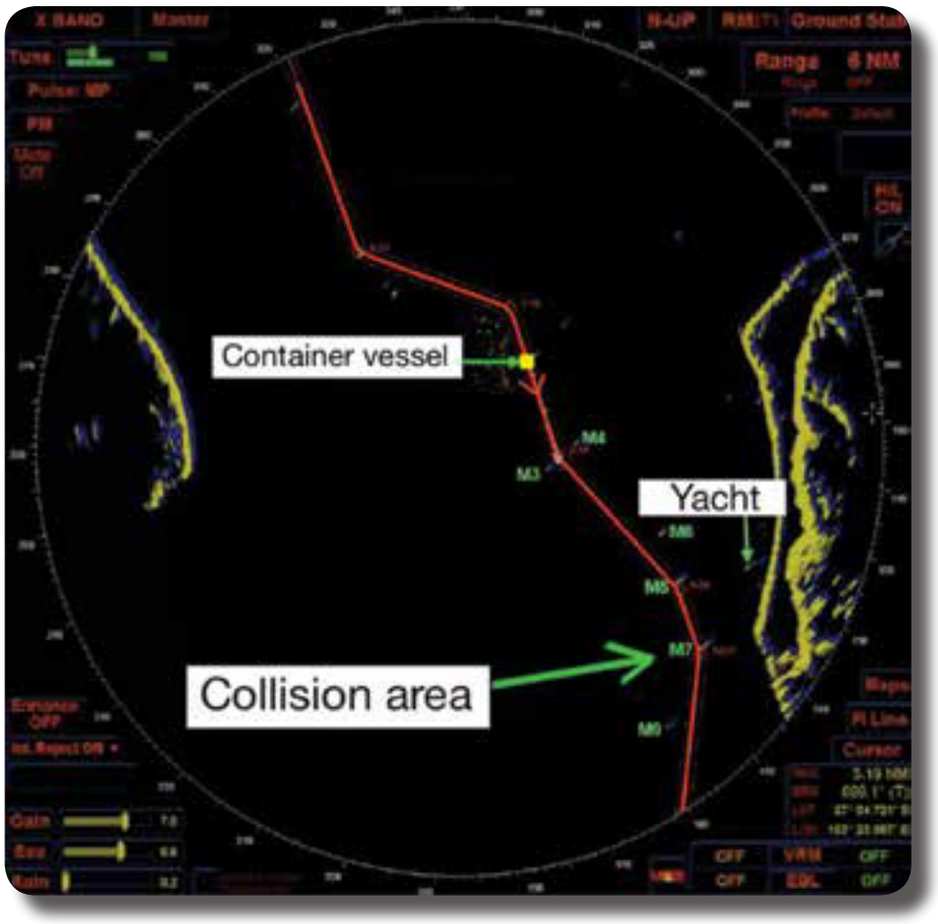
Lessons learned
- Regular soot blowing should be carried out on board vessels with EGEs.
- When carrying out soot blowing, best practice is to increase engine load.
- Monitor soot accumulation on tubes by opening the manholes at regular intervals. Additionally, review the operational data on a daily basis (EGE draught loss, outlet temperature, steam damp valve openings, available power, etc).

Source: MARS

No one Saw Anyone

As edited from official ATSB report 311-MO-2014-006

A container vessel was under pilotage in coastal waters in darkness at about 17 knots. Besides the pilot, the bridge team included an OOW, a junior officer and a helmsman. The vessel was being conned by the pilot in a buoyed channel while the junior officer was plotting positions and the OOW was observing the radar. Visibility was good. Meanwhile, a 13.4m steel sailing yacht was transiting the area under power, making about 4.5 knots. With a crew of two, the yacht was not using a radar nor AIS receiver so lookout possibilities were restricted to visual means. The route of the yacht cut across the buoyed shipping channel and the crew did not see the oncoming container ship. Only at the last minute did the yacht helmsman see the vessel. He quickly put the rudder over to port and the engine throttle to full in an attempt to get clear of the ship. The yacht remained alongside the container vessel for about 30 seconds, bumping and scraping against its hull, until clear of the stern.



On board the container vessel no one had observed the yacht, either visually or by other means, and the crew were unaware of the collision. Yet, the investigation showed that the steel yacht appeared on the container vessel's radar at least 20 minutes before the collision, as shown below.

Although the steel yacht was showing on the radar and was visible to the eye, the official investigation identified many factors why the yacht was not observed by the bridge team, including;

- No dedicated visual lookout was posted;
- Background shore lights made it difficult to distinguish the yacht;
- The bright lights of a nearby dredger caused distraction;
- Relatively low visual and radar detection range of the yacht;
- Yacht's radar echo was not identified and actively monitored;
- Bridge team workload (four course changes in 22 minutes before collision and watch change);
- Bridge team members focused on individual tasks during that period of high workload;
- Inattentive lookout for small craft, although these could reasonably be expected in this area

Lessons learned

- Small craft are notoriously difficult to detect on radar, but if constant and diligent attention is applied these vessels can usually be detected at the 2–3nm range.
- While some small craft are fitted with AIS transceivers, not all have them, nor are they required to do so.

Source: MARS

New Channel, New Risks

Edited from UK P&I Club Circular 003/2017

A new channel was dredged and buoyed in a river waterway, allowing a straighter route to a commercial port. However, several groundings in the new channel over a short period of time revealed that there were risks that were apparently unaccounted for.

Initial investigations found some possible contributing factors including:

- Charts did not correctly reflect the new channel;
- The navigation aids initially installed were not sufficient to cover the new area;
- The strength of the current, which is considerable;
- Pilots lacked experience of the new channel.

After consultation it was decided to decrease risks by adding three additional reen side buoys in the new channel.

Lessons learned

- New configurations, new ways of working, or changes in the status quo bring new risks that need to be carefully evaluated.
- Redouble your vigilance when something new presents itself. Ask yourself, what can go wrong?

Source:MARS

Illusion of Safety

Edited from CHIRP Maritime Feedback Issue No49 12/2017

The crew were rigging the gangway, using inertia wire rope safety lanyards clipped to the webbing straps of their life jackets as fall protection. They believed they were acting safely. However, objective observations show that safety, in this case, was an illusion:

- The lifejacket was not of a type designed for fall arrest. (The lanyard was clipped around the lifejacket strap and the strap around the torso.)
- The inertia wire rope unit was not directly above the worker. If a crew member had fallen, they would have suffered a pendulum effect.
- The wire was passed over a sharp coaming.
- The inertia unit was secured to handrails that were in poor condition.

Lessons learned

- The design of gangways and associated areas is often less than adequate to allow crew to safely rig or stow the gangway. Evaluate your gangway arrangements to see if there are improvements to be made.
- If the lifejacket is not designed for fall arrest – and few are – then ensure the safety line is attached to a proper fall arrest harness. These will typically have specific 'D' clips on strong points either in front, in back or both, and have leg anchor straps.
- A false sense of security, as in this case, is a dangerous situation. It is an accident waiting to happen.

Source: MARS

Defective Lifejacket Lights

Edited from US Coast Guard Safety Alert 09-17

Several sources have indicated that the water activated flashing lifejacket light on Alcares models Jack A1-ALK and Jack ARH-ALK may have operational problems before their advertised expiration dates. Inspections have discovered over 3,000 such lights with leaky batteries (see photo). Additionally, some had incorrect battery expiration labels. The US Coast Guard recommends that lifejackets with lights, especially those with automatic lights, be stored in environments where temperature and humidity are controlled. Visual inspections and tests must be conducted in accordance with vessel carriage requirements and manufacturer manuals. Vessel owners/operators should check their lifejacket lights to verify that they are operational at the nearest opportunity.

Lessons learned

- Check your lifesaving equipment as if your life depended on it. It does.
- Correct storage conditions for lifesaving equipment are crucial to ensure longevity and operational readiness.

Source: MARS

Heave up? Not so Fast

The vessel, a regular caller at the port, was slipping mooring lines. The usual procedure for the release of lines had the Officer in Charge (OIC) standing at a vantage point or close to the rails to ensure proper visual contact with the shore and his crew. The OIC and crew communicated directly with the shore linesmen with visual signals. The crew lowered the forward breast lines for release by the shore linesmen. The OIC, assuming that the lines had been released, gave the signal to the winch operator to heave in. The winch operator commenced heaving, but the OIC then realised that one of the mooring lines was in fact still on the shore mooring post. He signalled to the winch operator to stop heaving and to release the tension. The line was then released by the linesmen and the un-mooring operation continued.

An analysis of the close call found that the OIC was not standing at the proper location for the task, nor was he acting in a supervisory role. He had become personally involved with retrieving the lines on deck. Because he could not properly see what was going on, he did not have positive assurance that all lines were released. Instead, he made an assumption that the lines had been released from shore, based on the elapsed time. Another aggravating factor was that the winch was operating at high speed instead of the standard practice of starting at slow speed. As a result, when the signal to stop was given the winch drum took longer to stop.

Lessons learned

- Before giving winch orders, ensure the action is indeed appropriate. Never assume.
- As an extra precaution when letting go, always wait for the linesmen to leave the immediate vicinity of the bitts before heaving in.
- If you are overseeing an operation, resist the temptation to get involved yourself. You will lose your overall appreciation of the situation.

Editor's note: In this incident, no one was injured or killed and no machinery was damaged, yet it was reported as a close call and important lessons were learned. This illustrates the importance of a strong reporting culture; we should not have to wait for dire consequences in order to learn lessons from the events. For more insight, readers are invited to read the Seaways article April 2013 on Reporting Culture, which can be found in the April 2013 issue, or at the following URL: http://safeship.ca/uploads/3/4/4/9/34499158/creating_a_reporting_culture.pdf

Source: MARS

Lessons Learnt

PPE for Cooks too

On a vessel underway, the cook was in the galley preparing meals. One of his tasks was to skin and cut poultry. While attending to this job he accidentally cut a finger on his left hand. The investigation revealed that although the chicken was tested for appropriate tenderness before cutting and the knife used was properly sharpened and the correct size for the task, the cook was not wearing a protective 'cut glove' on his left hand.

Lessons learned

Using a protective 'cut glove' on the hand that holds the item to be cut is not always the first choice for cooks, but it should be. Just as hard hats and steel-toed boots are now the norm on deck and in the engine room, in the kitchen appropriate PPE should become part of the culture.

Source:MARS

Improvised pressure test causes injury

Two engine room crew were about to undertake a pressure test of an auxiliary engine air cooler. To this end, the sea water outlet pipe of the cooler was sealed using a large wooden plug and a piece of cloth acting as an improvised gasket. The air cooler was partially filled with water and then air pressure of about 4 bar was applied to the cooler from the sea water inlet side. Suddenly, the wooden plug shot out like a bullet with tremendous force and speed. After bouncing off a casing the plug hit one crew member on his helmet, then ricocheted and hit the other crew on his forehead. While the first crew was unhurt, the second was injured, suffering swelling of the forehead with severe pain. Fortunately, the injury was not serious.

Red arrows show trajectory of plug

Lessons learned

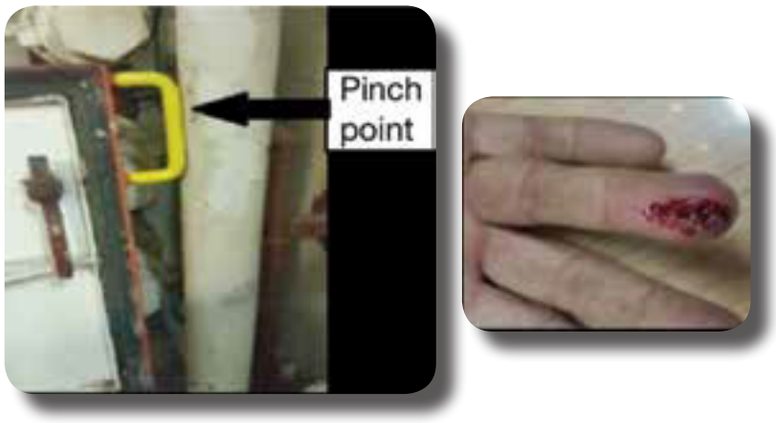
- Wooden plugs or other improvised methods that do not ensure positive and secure closing should never be used for pressure testing.
- Other than on pressure vessels like boiler shells or compressed air bottles, pressure tests should be carried out by hydrostatic means, by filling the appliance with water and creating a head of pressure appropriate for the required test.

Source: MARS

Pinch point Discovered the Hard Way

As edited from IMCA Safety Flash 04/16

A crewman needed to lift an escape hatch cover from the machinery spaces. He grabbed one of the yellow handles and raised the hatch, but he was unaware of a pinch point that existed between the handle and a nearby pipe.
As he brought the hatch to the upright position his finger was caught in the pinch point causing a serious injury to his finger.



Lessons learned

- Risk assessments should be done on your vessel and pinch points should be targeted. If possible, these hazards should be eliminated.
- If it is physically impossible to eliminate certain pinch points, they must be clearly indicated and should form part of the vessel's familiarisation checklist.

Source:MARS

Four-metre Fall from Embarkation Ladder

A Chemical tanker had arrived at the terminal. While in port, it was planned to launch and manoeuvre the rescue boat as part of a series of emergency exercises. The drill began with crew rigging the embarkation ladder from the rescue boat stowage deck.
The rescue boat was lowered without personnel. The crew then used the ladder to climb down to the boat and unlock the hook. After executing some manoeuvres on the water, the boat crew returned to the retrieval hook and made the connection. Three crew successfully climbed back up the embarkation ladder. As the fourth crew member was climbing, he suddenly felt exhausted and fell back into the water from a height of some 4 metres, hitting his back on the rescue boat. He was quickly recovered and first aid was administered. The victim was later taken to hospital ashore. He was declared unfit for sea service due to a back injury and was subsequently repatriated. The company investigation revealed that the embarkation ladder does not rest firmly against the ship's side when rigged at the boat station, due to the flare of the stern. Climbing up a hanging ladder is very difficult and requires much strength and stamina.

Lessons learned

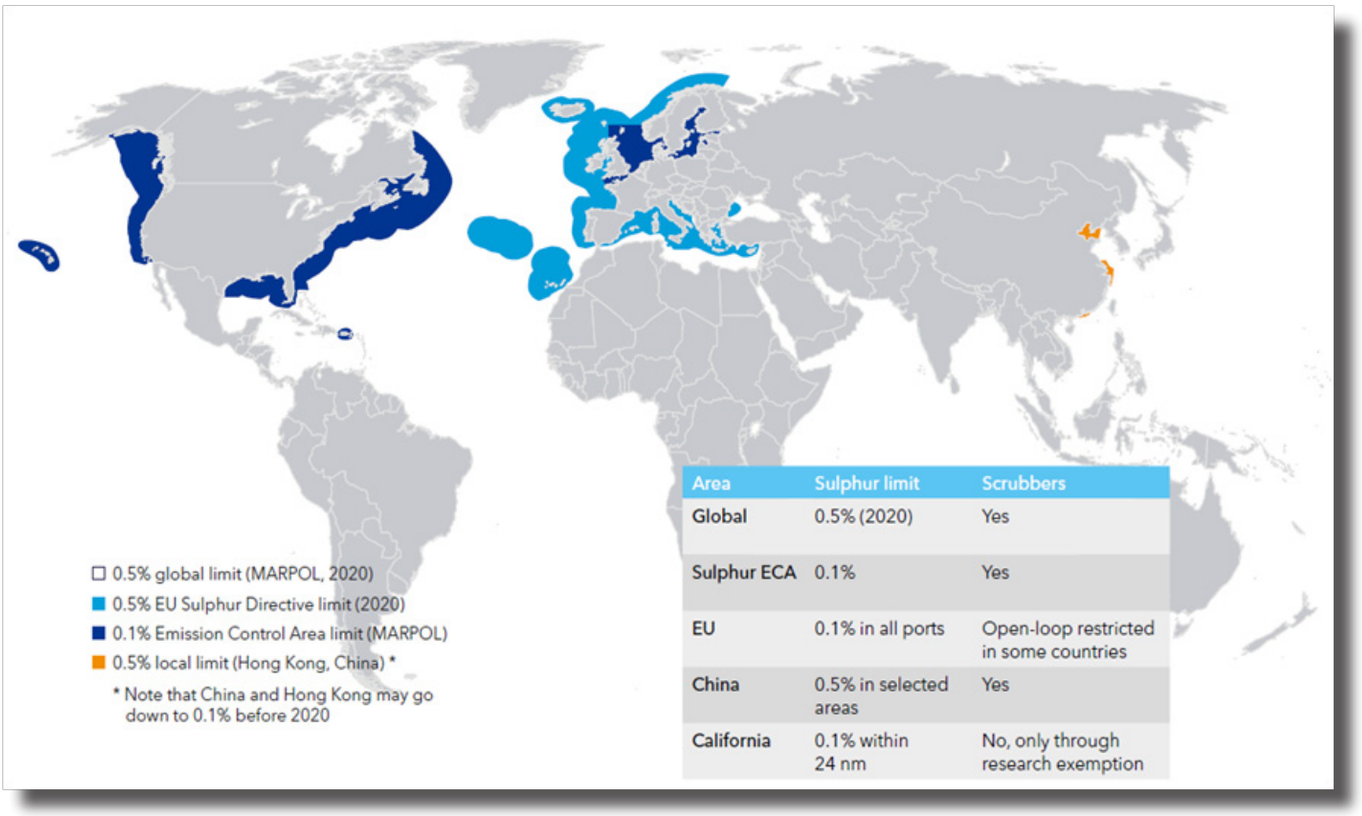
When using a boarding ladder or pilot ladder, ensure it is properly installed and that it is resting against the ship's hull.

New Rules

Global Fuel Sulphur Cup 0.5% in 2020

After a review of the outlook of the availability of compliant low sulphur fuel oil in 2020, the IMO has decided that the global fuel sulphur limit of 0.5% should enter into force in 2020. This requirement is in addition to the 0.1% sulphur limit in the North American, US Caribbean, North Sea and Baltic Emission Control Areas (SECA).

A complicating factor is the regional and local regulations, which in some cases stipulate stricter requirements and in others, prohibit certain compli-ance options.
The European Union Sulphur Directive stipulates a maximum 0.5% sulphur content for ships in all EU waters by 2020, and a 0.1% limit in ports. In certain EU countries, it should also be noted that the Water Framework Directive is putting constraints on the discharge of scrubber water. Belgium and Germany have in essence prohibited the discharge of scrubber water in most areas, severely constraining the opera-tion of open-loop scrubbers. Other EU countries are following suit to a lesser or greater degree, with no common EU practice likely to be agreed.
Currently Hong Kong has a 0.5% sulphur limit for ves-sels at berth. China has recently published regulations for domestic SECA-like requirements in the sea areas outside Hong Kong/ Guangzhou and Shanghai, and in the Bohai Sea. China is taking a staged approach, ini-tially requiring maximum 0.5% sulphur content in fuel burned in key ports in these areas, gradually expand-ing the coverage, and culminating in applying the requirements to fuel used in the sea areas from 2019 onward. There is the possibility that the requirement will be tightened to 0.1% in 2020, and that a formal ECA application may be made to IMO.
California's Air Resources Board (ARB) enforces a 0.1% sulphur limit within 24 nautical miles of the Californian coast. The regulation does not allow any other compliance options than low sulphur marine gas or diesel oil (DMA or DMB). A temporary research exemption may be granted allowing the use of a scrubber. The application has to be sent before en-tering Californian waters. A sunset review is expected in 2018 which may conclude that the ECA regulations are sufficient.



Area	Sulphur limit	Scrubbers
Global	0.5% (2020)	Yes
Sulphur ECA	0.1%	Yes
EU	0.1% in all ports	Open-loop restricted in some countries
China	0.5% in selected areas	Yes
California	0.1% within 24 nm	No, only through research exemption

Ballast Water Record Book Entries Guidelines

Further to the introduction of the Ballast Water Record Book (BWRB) in company's vessels since Oct2017, further guidelines for correct BWRB entries, to be always attached to BWRB, were released as follows:

1. No records of ballast operations in Bridge or engine Log book, from now on
2. Fill in the cover page as requested.
3. In the first page please make a sketch with the arrangement of the ballast tanks. Please refer to the attached sample and copy same in your Ballast Record Book. The tank identification and capacities should be exactly as described in the ship's Ballast Water Management Plan and relevant certificates; No changes, up or down, are allowed.
4. All Ballast Record Book Entries should be in line with the ballast water reporting form.
5. The operational letter code and item number shall be inserted in the appropriate columns and the required particulars shall be recorded chronologically in the blank spaces (record of operations). Operations should be recorded in chronological order as they have been executed onboard.
6. Where date is required to be inserted (3.1.1., 3.2.1, 3.3.1, 3.4.1, 3.4.2, 3.5.1), this date must be recorded in both the first column and in the record of operation column. Dates should be entered in ddmonthyyyy format, e.g. 20MAR2018, in order to avoid any misunderstandings
7. The time has to be both in LT in 24Hrs format (i.e.15:30LT)
8. Each completed operation shall be signed by the Chief Officer.
9. Each completed page shall be countersigned and numbered by the Master of the ship.
10. In case that a wrong entry has been recorded, it should be struck through with a single line in such a way that the wrong entry is still legible. The wrong entry should be signed and dated, with the new correct entry following.
11. Do not leave any full lines empty between successive entries.
12. Where the time and coordinates are requested, then the time and the coordinates of the completion of the operation should be recorded.
13. Quantities should be recorded in cubic meters.
14. For the sequential method no further record apart from total volume is required
15. Under the code 3.2 should be made entries for ballast water treatment onboard (D-2 standard) or entries for ballast circulation. As of today 20Feb2018 none of the vessels in the fleet are fitted with ballast water treatment plant.
16. Code 3.3 is to be used for the sequential method, which generally is the method when the ballast tanks are emptied and re-filled with new ballast.
17. For the sequential method an entry for EACH tank is required.
18. For your easier reference please refer to the below examples of the flow through & sequential methods:

18.1 Flow through method example, as applied in IBWM certificate.

DATE	ITEM	RECORD OF OPERATION/SIGNATURE OF OFFICERS IN CHARGE
06DEC18	3.1.1	06DEC18, 1200LT, FUJAIRAH ANCHORAGE "C", OR (IF OUTSIDE PORT) LAT 40 38.2' N LONG 036 42'E, DEPTH 100MTR
	3.1.2	14000M3
	3.1.3	CH. OFFICER'S NAME AND SIGNATURE
08DEC18	3.3.1	12DEC18, 1600LT, JUBAL OIL TERMINAL OR LAT 40 38.2' N LONG 036 42'E
	3.3.2	14000 M3, REMAIN 0 M3
	3.3.3	YES
	3.3.4	CH. OFFICER'S NAME AND SIGNATURE

18.2 Sequential method example, as applied in IBWM certificate. (Should be recorded the emptying and refilling of all individual Ballast tank):

DATE	ITEM	RECORD OF OPERATION/SIGNATURE OF OFFICERS IN CHARGE
06DEC18	3.1.1	06DEC18, 1200LT, FUJAIRAH ANCHORAGE "C", OR (IF OUTSIDE PORT) LAT 40 38.2' N LONG 036 42'E, DEPTH 100MTR
	3.1.2	30165.611 M3
	3.1.3	CH. OFFICER'S NAME AND SIGNATURE
08DEC18	3.3.1	08DEC18, 1300LT, LAT 40 28' N LONG 036 42'E, DEPTH 200M
	3.3.2	2098.615 M3, REMAIN 28066.996 M3
	3.3.3	YES
	3.3.4	CH. OFFICER'S NAME AND SIGNATURE
08DEC18	3.3.1	08DEC18, 1300LT, LAT 40 28' N LONG 036 42'E, DEPTH 200M
	3.3.2	2100.534 M3, REMAIN 25966.462 M3
	3.3.3	YES
	3.3.4	CH. OFFICER'S NAME AND SIGNATURE
08DEC18	3.1.1	08DEC18, 1700LT, LAT 41 35.2' N LONG 037 32'E, DEPTH 200MTR
	3.1.2	2098.615 M3
	3.1.3	CH. OFFICER'S NAME AND SIGNATURE
08DEC18	3.1.1	08DEC18, 1700LT, LAT 41 35.2' N LONG 037 32'E, DEPTH 200MTR
	3.1.2	2100.534 M3
	3.1.3	CH. OFFICER'S NAME AND SIGNATURE
08DEC18	3.3.1	08DEC18, 1900LT, LAT 41 28' N LONG 038 42'E, DEPTH 200M
	3.3.2	2100.534 M3, REMAIN 25966.462 M3
	3.3.3	YES
	3.3.4	CH. OFFICER'S NAME AND SIGNATURE
08DEC18	3.1.1	08DEC18, 1900LT, LAT 41 28' N LONG 038 42'E, DEPTH 200M
	3.1.2	2281.506 M3
	3.1.3	CH. OFFICER'S NAME AND SIGNATURE
09DEC18	3.1.1	09DEC18, 0100LT, LAT 42 34.2' N LONG 037 42'E, DEPTH 180MTR
	3.1.2	2100.534 M3
	3.1.3	CH. OFFICER'S NAME AND SIGNATURE
09DEC18	3.1.1	09DEC18, 0100LT, LAT 42 34.2' N LONG 037 42'E, DEPTH 180MTR
	3.1.2	2281.506 M3
	3.1.3	CH. OFFICER'S NAME AND SIGNATURE

BWM in Australia - recent developments:

Brief background:
The Biosecurity Act 2015 (Biosecurity Act) commenced on 16 June 2016 and contained a standalone ballast water chapter which has been drafted to implement the International Convention for the Control and Management of Ships' Ballast Water and Sediments (BWM Convention). From 16 June 2016, Australia accepted the use of BWMS which have received Type Approval through IMO process, in addition to BWE. Ships which use a BWMS need to carry an approved BWMP, and be surveyed and issued with a BWM Certificate in accordance with the BWM Convention requirements. Please see attached relevant BWM.2/Circ.59 issued at that time.

Recent developments:
A new communication issued by the Government of Australia regarding Australia's implementation of the BWM Convention and ballast water exchange requirements. The Australia Government introduced new legislation that from 8 September 2017 implements the BWM Convention.

From this date, the Biosecurity Act 2015, as amended by the Biosecurity Amendment (Ballast Water and Other Measures) Act 2017, describes how BW shall be managed in Australian seas. Please see attached relevant BWM.3/Circ.1.

The recently issued "Australian Ballast Water Management Requirements" attached for easy reference explain how to comply with the requirements of both the Biosecurity Act and Amendment Act.
Failure to do so before discharging ballast water may result in civil penalties for the operator of the vessel.

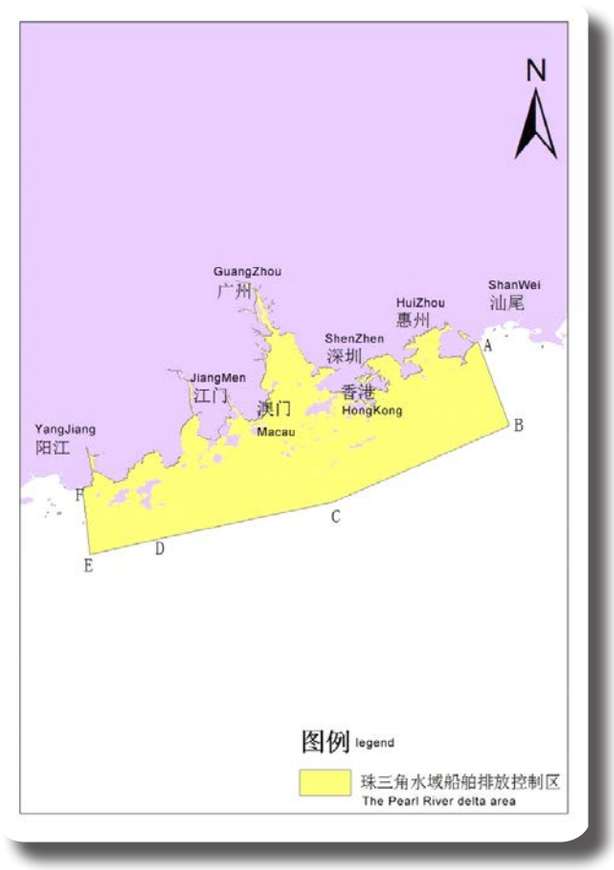
Implementation Plan on Domestic Emission Control Areas in Waters of the Pearl River Delta, the Yangtze River Delta and Bohai Rim (Beijing, Tianjin, Hebei)

I. Objectives
The Domestic Emission Control Areas (hereinafter referred to as DECAs) are designated to control the emissions of SOx, NOx and particulate matter from vessels and to improve the air quality of coastal areas and regions along the rivers, and in particular, of port cities in China.

II. Principles
The DECAs are designated following the principles of:
(I) Focusing on key areas for joint control of air pollution;
(II) Maintaining fair competition among the ports in the areas, and encouraging earlier implementation of DECAs by major ports;
(III) Taking into account ship traffic density and economic development level; and
(IV) Complying with international and domestic laws

III. Applicable vessels
The Plan applies to vessels navigating, anchoring or operating in the DECAs, excluding military vessels, sport vessels and fishing boats.

Figure 1: Pearl River Delta DECA



IV. Geographic Scope of DECAs
(I) Pearl River Delta DECA
The Pearl River Delta DECA includes:
(a) the seas enclosed by geodesic line connecting the 6 points of A, B, C, D, E, F (excluding waters under the jurisdiction of Hongkong and waters administered by Macao)
A) The joining point of coastlines of Huizhou and Shanwei
B) The point where the seaward extension of 12 nautical miles from Zhentouyan terminates
C) The point where the seaward extension of 12 nautical miles from Jiapengliedao terminates
D) The point where the seaward extension of 12 nautical miles from Weijiadao terminates
E) The point where the seaward extension of 12 nautical miles from Dafanshi terminates
F) The joining point of coastlines of Jiangmen and Yangjiang
(b) navigable waters of the rivers under the jurisdiction of 9 cities including Guangzhou, Dongguan, Huizhou, Shenzhen, Zhuhai, Zhongshan, Foshan, Jiangmen, and Zhaoqing.
The core ports within this DECA are Shenzhen, Guangzhou and Zhuhai.

(II). Yangtze River Delta

The Yangtze River Delta DECA includes:

(a) the waters enclosed by geodesic line connecting the 10 points of A, B, C, D, E, F, G, H, I and J;

A) The joining point of coastlines of Nantong and Yancheng

B) The point where the seaward extension of 12 nautical miles from Waikejiao terminates

C) The point where the seaward extension of 12 nautical miles from Sheshandao terminates

D) The point where the seaward extension of 12 nautical miles from Haijiao terminates

E) The point where the seaward extension of 12 nautical miles from Dongnanjiao terminates

F)The point where the seaward extension of 12 nautical miles from Liangxiongdiyu terminates

G) The point where the seaward extension of 12 nautical miles from Yushanliedao terminates

H) The point where the seaward extension of 12 nautical miles from Taizhouliedao (2) terminates

I) The point where the seaward extension of 12 nautical miles from the joining point of coastlines of Taizhou and Wenzhou terminates

J) The joining point of coastlines of Taizhou and Wenzhou

(b) navigable waters of the rivers under the jurisdiction of 16 cities including Nanjing, Zhenjiang, Yangzhou, Taizhou, Nantong, Changzhou, Wuxi, Suzhou, Shanghai, Jiaxing, Huzhou, Hangzhou, Shaoxing, Ningbo, Zhoushan and Taizhou.

The core ports within this DECA are Shanghai, Ningbo-Zhoushan, Suzhou and Nantong.

(III). Bohai Rim (Beijing, Tianjin, Hebei) DECA

The Bohai Rim (Beijing, Tianjin, Hebei) DECA includes:

(a) the waters within the line connecting the joining point of coastlines of Dalian and Dandong and the joining point of coastlines of Yantai and Weihai; and (b) navigational waters of the rivers under the jurisdiction of 13 cities including Dalian, Yingkou, Panjin, Jinzhou, Huludao, Qinhuangdao, Tangshan, Tianjin, Cangzhou, Binzhou, Dongying, Weifang and Yantai.

The core ports within this DECA are Tianjin, Qinhuangdao, Tangshan and Huanghua.

V. Implementation Arrangements

(I) All vessels shall meet the requirements of international conventions and domestic laws and regulations of China on emission control of SOx, NOx and particulate matter on and after 1 January 2016. Where appropriate, the ports within the DECAs may

impose higher requirements including requiring vessels to use fuel of not more than 0.5% m/m sulphur content while berthing.

(II) The sulphur content of any fuel oil used on board vessels berthing at the core ports in the DECAs (excluding the first hour after arrival and the last hour before departure) shall not exceed 0.5% m/m on and after 1 January 2017.

(III) The sulphur content of any fuel oil used on board vessels berthing at all ports in the DECAs shall not exceed 0.5% m/m on and after 1 January 2018.

(IV) The sulphur content of any fuel oil used on board vessels entering the DECAs shall not exceed 0.5% m/m on and after 1 January 2019.

(V) An assessment on the effect of the aforementioned control measures will be conducted before 31 December 2019 to decide whether:

1. to introduce the requirement of 0.1% m/m sulphur content in the DECAs.
2. to extend the geographical scope of DECAs.
3. to introduce other control measures.

(VI) Vessels can take alternative measures equivalent to the aforementioned control measures, such as, using shore power and clean energy, and treatment of exhaust gas.

Familiarization, Roxana Shipping - Kristen Marine 01 Jan - 30 Apr 18

Name	Rank	Vessel	Join Date	Photo
Sidorov Alexandr	Ch/Off	MCL	03/01/2018	
Klementyev Anatoly	Master	DSR	18/01/2018	
Rarov Valentin	Ch/Off	ARN	18/01/2018	
Usovich Vladislav	Master	ATS	07/02/2018	
Slinko Evgeny	Ch/Eng	MCL	06/03/2018	
Bekirov Vitaly	Master	ADV	06/03/2018	
Teplyakov Andrey	Ch/Eng	DSR	29/03/2018	
Kosianchuk Aleksan	Ch/Eng	ADV	29/03/2018	

Promotions, Roxana Shipping - Kristen Marine 01 Jan - 30 Apr 18

Name	Rank	Promotion Date	Photo
Sidorov Alexander	Ch/Off	11/01/2018	
Rarov Valentin	Ch/Off	24/01/2018	
Konishchev Andrey	2nd/Off	20/04/2018	
Snytko Ivan	2nd/Off	20/02/2018	
Prakht Aleksei	3rd/Off	25/01/2018	
Rapovka Vsevolod	3rd/Off	19/03/2018	
Minchik Evgeny	3rd/Off	17/04/2018	
Azamov Mukhammadsodik	Junior 3rd/Off	11/03/2018	

Human Resources Management

Promotions, Roxana Shipping - Kristen Marine 01 Jan - 30 Apr 18

Name	Rank	Promotion Date	Photo
Avdeev Roman	2nd/Eng	24/03/2018	
Goncharuk Aleksandr	2nd/Eng	05/01/2018	
Semenikhin Maxim	4th/Eng	06/04/2018	
Uzhegov Vladimir	4th/Eng	12/04/2018	
Kobyltsov Boris	4th/Eng	17/04/2018	
Kaplaukh Timur	4th/Eng	10/03/2018	
Shtefan Aleksandr	ElectroTec/Off	26/02/2018	
Sidorenko Iurii	O.S.	06/02/2018	
Isakov Alexander	O.S.	14/02/2018	
Dubovenko Maksim	Wiper	17/03/2018	

George Alafouzos's resignation

We hereby announce that Mr. George Alafouzos submitted his resignation, effective as of 01Mar18.
George has been working with the Company for the last 1,5 year, holding the position of Fleet Superintendent, contributing to the successful expansion of the Company.
We wish him good luck in his new endeavors.

Mrs Marialena Vatopoulou transfer to Kristen Marine Operations Dept.

We are pleased to advise you that Mrs. Marialena Vatopoulou reallocated to Kristen Operations Dept., directly reporting to Capt. Dimitris Karagiorgis, as of 15Jan18.
In 2012 Marialena graduated from the University of Piraeus holding a BSc degree in Maritime Studies.
On 01Dec14 she joined Roxana Shipping where she worked as SQM and Technical coordinator till Sep17. Then she joined Wet Opd as coordinator, where she has been working till now.
The transfer of Marialena to Kristen Operations dept. is in line with our management of change plan for re-activating our Bulkers management operation.
All of us know the skills, devotion and loyalty of Marialena, who will definitely add value in our team and will help us meet the short and long term objectives set out by the Company.
And of course all of us will assist her to accomplish her new tasks with success.

Job Opportunities

In view of the planned for 2016 Fleet expansion following new positions are announced for 2016:

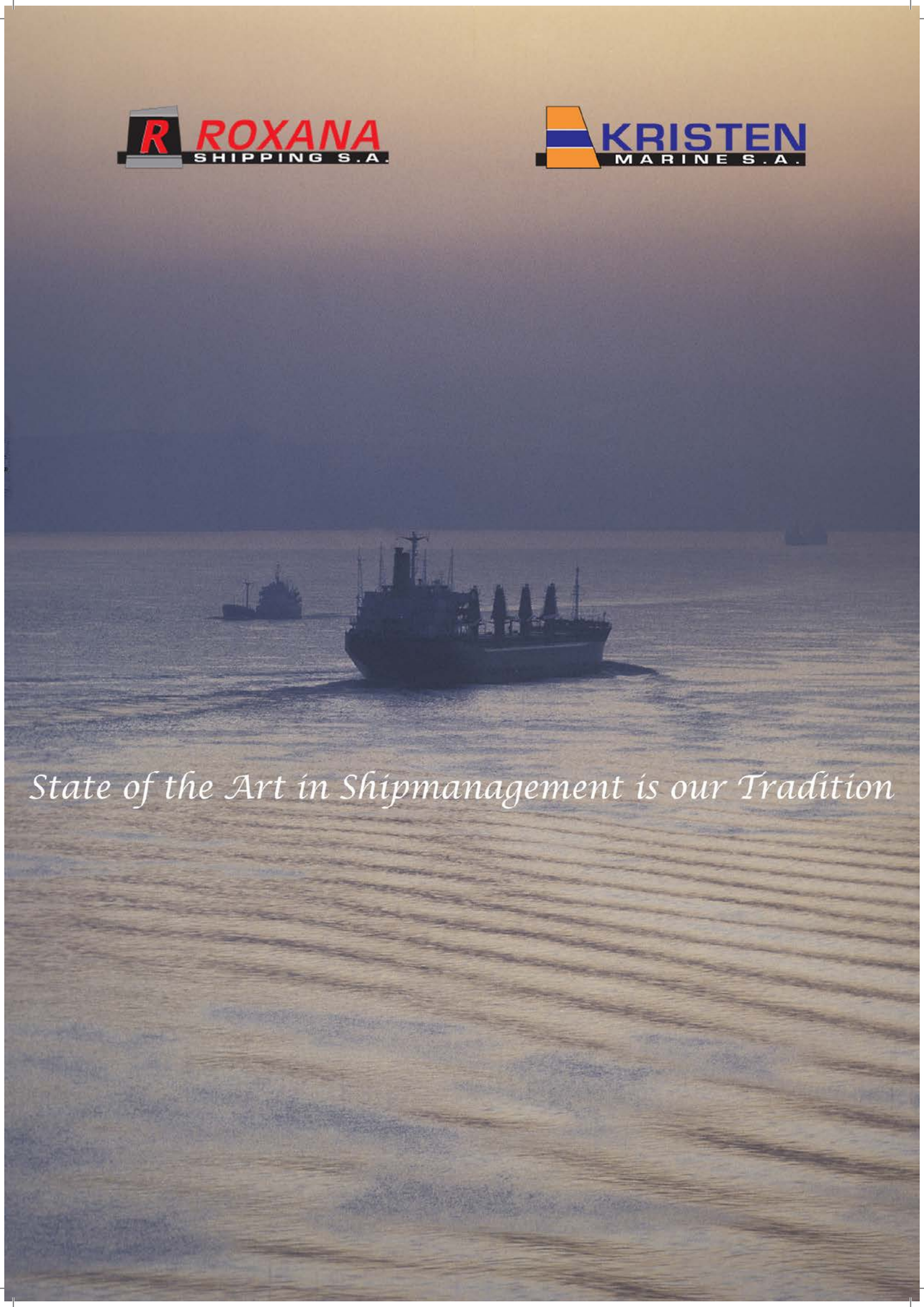
Fleet superintendent, ex Chief Engineer
He will be based in Athens or Singapore, belonging to a Fleet Group, reporting to Headoffice, responsibilities as per CP01, fluency in English and computers desirable, Ex Chief Engineer in Kristen/Roxana Fleet will be also desirable.
Attractive benefits package.

Fleet superintendent, ex Master
He will be based in RoKcs office, Vladivostok and/or Singapore, belonging to a Fleet Group, responsibilities as per CP01, fluency in English and computers desirable, Ex Master in Roxana Fleet will be also desirable.
Attractive benefits package.

Operator, ex Master
He will be based in Athens and/or Singapore office, reporting to Headoffice, responsibilities as per CP01, fluency in English and computers desirable, Ex Master in Roxana Fleet will be also desirable.
Attractive benefits package.

ROXANA SHIPPING S.A.

KRISTEN MARINE S.A.



State of the Art in Shipmanagement is our Tradition