

News Waves

Jul - Sep 2023

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“ Focused in our Vision, undistracted, we restlessly continue working to consolidate the culture of an open and fearless organization, where all of us will be comfortable and fearless to speak up our concerns, share our ideas, our success and failures and actively listen to others in our team.”

The continuing war and sanctions regime is still a heavy burden for crew allotments and travel as well as for the delivery of goods on board. Of course, we have been prepared all the previous years for these non routine operations and we are committed and resilient for IF EffEff operations in terms of crew management, supplies of stores / spares and ship attendances, inspections and audits in this challenging environment.

It was a pleasure for me to attend two of our ships during this period, interact with our colleagues on board and share the lessons learnt from our success and failures the recent period.

Focused in our Vision, undistracted, we restlessly continue working for consolidating the culture of an open and fearless organization, where all of us will be comfortable and fearless to speak up our concerns, share our ideas, our success and failures, actively listen to others in our team.

The new wage scale and the enhanced internet on board are already implemented and the e-wallet platform is now for more than 6 months used across the fleet, successfully coping with the Russian banks sanctions.

2023 will be the year where we will take advantage of the advanced communications technology to enhance the ship- shore communication.

Performance monitoring and remote surveys are the projects we plan to conclude this year.

Performance monitoring will assist us reduce the Company environmental footprint.

Committed to ensure for our seamen undistracted port operations, we continue to push through our shipping

associates the concept of remote surveys, and we focus in installing the equipment and the software, which will enhance the communication capabilities, video and audio.

In 2023 we will see the 1st phase for our system consolidation completed, resulting in simpler and easier to understand, and follow, procedures.

The learning engagements program will continue the path designed in 2022, with focus in human performance and learning from success, which in fact means learning from normal work. The concepts of “fearless ego for success”, the most important “me”, take care about myself and

my team, Return Home Healthy all times! and the human-centric S.H.E.L.L model, the three pillars (CPAR Incident reporting and investigation, corrective and preventive actions, MoC management of change and RM risk management) and engagement, will continue to be in focus.

We are also focused in the OCIMF SIRE2 project, a learning engagement module with a Google questionnaire has been released and effectively enhances the awareness of employees on board and ashore on the new concept introduced by SIRE 2.0. SpaceX Starling is a game changer in ship-shore communications, and we are well in the course to deploy it in our fleet. Furthermore, a remarkable number of projects are running in parallel to manage all changes necessary for our Company to achieve our short- and long-term objectives. Ships 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.

All above and other interesting topics are included in the Hot Stuff section.

The New Rules section contains updates on Hong Kong convention, EU ETS, FuelEU maritime and biofuels.

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

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

Pantelis Koutselakis has joined Technical dept as fleet sup/nt and Antonis



Margaritis has joined our IT dept. Details on the above, along with other human resources related matters, 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

Chief Engineer Artamonov Vladimir

Vladimir Artamonov was born in Nakhodka city, Primorskiy region, on 15Mar85.

He is a graduate of Far Eastern Technology College since 2004. In April 2021, he received the Chief Engineer's License.

Vladimir joined Roxana Shipping S.A., on 31Mar08, where he offered his services on MT Ocean Spirit as oiler.

Since that time, he is offering his services on Roxana Fleet vessels under various ranks. He has a total sea service of 8.5 years with our Company.

He was promoted to Chief Engineer on 02Apr22, where he joined our MT Miracle.

He is married to Mrs. Maria and they have a daughter. Vladimir enjoys fishing.

For the time being, he is offering his services on our MT Magic Star, as Chief Engineer.

We wish to him calm seas, safe and successful trips.



Captain Anastasiadi Andrei

Anastasiadi Andrei was born in Kholmsk Town, Sakhalin Region, on 10Jan86.

He graduated from the Maritime State University, named after admiral g.i Nevelskoyin, in 2010, while he received the Master's License on 24Aug22. Andrei joined Roxana Shipping S.A. in May 2010, as Junior Officer on Ocean Dignity.

He has a total sea service of 7 years with our Company.

Captain Andrei is married to Irina and he has 1 child.

He enjoys travelling and ping pong.

He is currently ashore, on vacation.

We wish him to enjoy his vacation with his Family and having fully charged his batteries, to return back for rendering his services on another Company's ships.

Chief Alexander Overchuk

Alexander Overchuk was born in Rostov on 06Sep75.

He is a graduate of Far Eastern Technical Institute since 1999, and received the Master's License in 2010.

Alexander joined Roxana Shipping S.A. on 06Jul22, as Master onboard our MT Aramon. He has a total sea service of 1 year with our Company.

He is married to Natalia and they have 1 child. He enjoys working with our Company indeed.

Captain Alexander is currently ashore, on vacation.

We wish him to enjoy his vacation with his Family and having fully charged his batteries, to return back for rendering his services on another Company's ships.



For the time being, RoKcs pool consists of 292 tanker seafarers, excluding cadets, and 264 seafarers from ROKS Maritime and V. Ships pool.

Under these hard circumstances due to post-COVID era, world crisis and sanctions, RoKcs continues its successful cooperation with V.Ships Greece, in crew management of five ex. Olympic bulkers.

In April, RoKcs visited the new medical establishment “Medspavka”, which provides service of PEME. In June, gentlemen agreement was concluded and therefore we have 3 clinics for pre-voyage medical examinations with prices adjusted for our seafarers.

Furthermore, we are happy to mention the forming of crew for the new delivery in ROKS Maritime Inc. We wish in the end of summer that we will be managing crew for 10 tankers and 9 bulkers, as we did in the past.

In the 3rd week of June, traditionally State Final Exams took place in VMC, and the 28th of June traditional ceremony of graduation was held. The guests were Capt. D. Verkhoturov, E. Pafnutyev (Fescontract-International), Y. Mamontov (FESCO). The full article will be available in VMC section in next magazine issue.



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

RoKcs external learning engagements and training activities

RoKcs in liaison with Roxana and ROKS, were active as usual in identifying useful webinars for the pool of officers and ratings. During the period 01Jul23 – 30Sep23, following learning engagements were facilitated:

BIMCO

• The link with the recorded “BIMCO 15+15” weekly webinars, as well as the upcoming ones, was distributed to all officers ashore, as follows:

[Events by BIMCO or with BIMCO participation](#)

These webinars cover various shipping trends, with the following topics:

- o Decommissioning in Brazil: what is on the horizon?
- o New EU sustainability regulations: Compliance or creating long-term value?
- o Panama Canal operations under the current water level challenges
- o Are Checklists for Compliance, Safety, or Both?
- o Force Majeure in Shipbuilding – basics and practices

DNV

• A new PSC Concentrated Inspection Campaign (CIC) started on 01Sep23 and expected to end on 30Nov23, initiated by Paris and Tokyo MOU, with the participation of all MOUs. It is focusing on fire safety, both from a technical and operational aspect. DNV prepared a webinar with topic “Port State Control – prepare for the CIC on fire safety starting September”, which was held on 16Aug23. The webinar was based on a questionnaire which was published at the beginning of August by the Paris MoU and Tokyo MoU. Our seafarers joined the webinar, where they had the chance to meet DNV and PSC experts, who presented insights into how to prepare for the CIC.

The main topics of the workshop are listed below:

- o Background to all questions of the CIC on fire safety
- o Updated DNV PSC Planner
- o Q&A session

EMSA (European Maritime Safety Agency)

• EMSA facilitated a webinar on the Extension of the EU Emissions Trading System (ETS) to maritime transport that took place on 22Sep23 via Webex. Totally 34 of our officers ashore joined the webinar via VPN.

Our officers ashore were given the chance to get updated on the above topics, in a more relaxing atmosphere ashore.

Tanker/Bulker senior and junior Officers & Ratings remote reflective learning engagements Sep23

The reflective learning engagements of senior & junior Officers & Ratings ashore were conducted remotely with the use of Zoom platform for 57 senior officers (43 Tanker and 14 Bulker), 45 junior officers and 53 ratings (45 Tanker and 8 Bulker), on 27-29Sep23. All learning engagements were facilitated by our Managing Director T. Koutris, with the assistance of RoKcs Training Officer capt Pavel Petrovich Sidorkin and General Manager capt Denis Valentinovich Verkhoturov.

In particular the purpose of the learning courses, which took place in September 2023, was to refresh senior & junior Officers & Ratings’ knowledge on the Company’s Documented Management System (DMS), Bridge Team Management (BTM) and Engine Room Team Management (ERTM).

Topics like the “fearless ego for success” concept, Company Vision, Mission and policies, the S.H.E.L.L model, the three pillars and engagement (Incident reporting investigation and CPARs / Management of Change / Risk Management), Health and competence for performance, Human performance principles, Fair and Just for no blame culture, Health and Safety aspects and management, Environmental aspects and management, Quality management, DMS reporting and document control, Ulysses Doc Manager, Danaos crewing, Career development and appraisals, emergency preparedness, Oil Record Book, Garbage Management, Security management, Cyber security 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.

Four workshops were conducted with the aim to boost the development of a Fair and Just for No Blame culture for a fearless organization, where all of us feel comfortable to speak up his concerns and his ideas and actively listen and consider the others in his team.

Tanker/Bulker senior and junior Officers & Ratings remote reflective learning engagements Sep23

The four workshops, which were conducted, are listed below:

Topic	Officers	J.Officers	Ratings
Workshop Communication for Resilience and Care - Let's talkx	x	x	27Sep23
Workshop Take care of myself and my team - Leading my team's wellbeing	x	x	27Sep23
Workshop Learner Mindset	x	x	27Sep23
Workshop SIRE 2.0	28-29Sep23	28-29Sep23	x

Upon completion of each workshop all attendees filled in on-line questionnaires and course evaluation forms.

Links with the responses analytics of the questionnaires were distributed to all participants for their review and a further discussion was carried out on the analytics.

Conclusions, suggestions and action plan per workshop is reported below.

Our Managing Director T. Koutris confirmed that, all going well, we plan for next year the engagements to be along with physical meetings, and that all issues raised this time will be considered for the next workshops.

Finally, all participants were encouraged to contact their facilitator, their managers, RoKcs/ capt Pavel Petrovich Sidorkin and capt Denis Valentinovich Verkhoturov, and their managing director T. Koutris, anytime for any idea or concern.

The workshops conducted this time are analytically described below.

1 Workshop: "Communication for Resilience and Care – Let's talk"

The workshops "Communication for Resilience", renamed "Communication for Resilience and Care", supplement the "Take care of myself and my team" workshops, using incidents and everyday engagements and consolidate proposals for:

- *developing a culture of connection, thank you and positive communication as an evidence of care, appreciation and respect*
- *increasing the awareness for all participants why and how EffEff communication in a team boosts the individuals and the team's mental health and resilience, hence team's HSQE IF EffFff operations.*

The questionnaire is designed for us to:

- *increase the awareness and reduce the stigma of mental health*
- *introduce the ALL ACT drive AskLookListen ActCheckbackTakecareofyou*
(Feel touch taste and smell is also valid ALL FACT)
as a means to approach a colleague suffering.
- *empower EffEff communication, particularly better conversations about mental health*

1 Appreciation

Thank you all, 53 Tanker & Bulker ratings, for your reflective learning engagements in the workshop "Communication for Resilience and Care – Let's talk" and for:

- ▶ the prompt and proper fill in of the questionnaire
- ▶ your further proposals to improve the way we approach a struggling colleague and show our genuine interest

2 Background

2.1 The series of workshops "Communication for Resilience", renamed "Communication for Resilience and Care", delivered since Jun18, supplements the "Take care of myself and my team" series of workshops.

2.2 This workshop:

- ▶ Based on
 - the 4 PnS Resilience modules of Making connections, Connection with home, Gratitude and Positive communication,
 - the Shell PnS Letstalk course (as of MR20-02)

Tanker/Bulker senior and junior Officers & Ratings remote reflective learning engagements Sep23

2.3 During the “Communication for Resilience and Care, LetsTalk” workshop the facilitator and his team had the opportunity to:

- ▶ Review the Resilience Vol2 and Vol3
- ▶ Go through the PnS “Let’s talk” module, available off-line and in Russian as follows:
 - Module 1 Online - We all have a State of Mental Health
 - Module 2 Online - Support Structures
 - Module 3 Online - ALL ACT. Supporting Others
 - Module 4 Online - Promoting Positive Mental Health and Reducing Stigma, along with the Stigma awareness video

Mental health is increasingly recognised within the shipping industry as an important issue. There is a growing awareness that our seafarers suffer a higher level of mental health issues and suicide compared to land-based workers. However, we may find mental health issues difficult to talk about.

3 Purpose

These workshops aim to:

- ▶ reduce the stigma of mental health in shipping,
- ▶ empower seafarers to have better conversations about mental health together and help them to know how to access professional support when it is needed.
- ▶ and introduce the ALL ACT drive **AskLookListen ActCheckbackTakecareofyou**
(Feel touch taste and smell is also valid ALL FACT)
as a tool of communication for resilience and care for your team and for a team performing IF EffEff.

4 Key messages

The key messages of the course, as passed on to the participants:

- ▶ We can all help each other at the human level, feeling confident to ask your colleagues: “Are you ok? What could be done to make you feel better?”
- ▶ Using ALL ACT is a structured way to open a conversation and support our colleagues
- ▶ Be aware of the help available to support our colleagues and make sure to take care of yourself too.

5 Records

5.1 Concluding the workshop

- ▶ the relevant questionnaire was filled out online, verifying the knowledge obtained and keeping a record of each one’s personal commitments.
- ▶ the evaluation questionnaire filled out online, with evaluation, topics and proposals for improvement of the workshop

5.2 A thorough list of questions and methods of approach for starting a sustainable conversation with a struggling colleague is saved in the records of the workshop.

6 Actions and follow up

- ▶ Out of the workshop questionnaire the following were highlighted:

the value of approaching a colleague with mental health issue and how to do it in the proper manner

- The fact that you do not need to be a psychologist or a counselor or a doctor to apply the ALL (F)ACT approach and help a colleague with mental health issues and the value of EffEff communication.
- The fact that take care about myself means take care about my team too, is clear for the majority of participants, who understand also that through the hints and tips of this workshop our common principle “Return Home Healthy” can be achieved.
- As a conclusion of the workshop, the vast majority of the participants have promised themselves to start from the other day to be more observant, sensitive and empathetic for the other team members as well as to apply the ALL (F)ACT model.

We will continue to work on these workshops and the communication and mental health concepts introduced to ensure that the equation take care about myself = take care of my team is clearly understood and is driving our behaviour to ensure IF EffEff operations for our team.

2 Workshop: Take care of myself and my team – Leading my team's wellbeing

The “Take care of myself and my team” workshop introduced since Jun18, is elaborating on actual accidents(different scenarios), passing the message Take Care of myself = Take Care of my team, help each other to perform IF EffEff and all return Home Healthy.

This workshop is now further developed to the “Take care of myself and my team, Leading my team's wellbeing”, with focus on the Shell Pns Leadership Skills for Crew Wellbeing module, designed for us to elaborate on the why:

- a leader's, and a team's member, key priority is his team's wellbeing
 - a fearless organisation, where all feel comfortable to share their success and failures and are open to learn from each other, is prerequisite for a team's wellbeing
- and relate the Roxana 3x3x3 soft skill model, and particularly EffEff communication, the human performance principles and how the qualities of a leader or a team member are applied to ensure his and his team's wellbeing and IF EffEff operations.

The related questionnaire is a tool for each individual, in any role, to understand:

- the level of his understanding on the wellbeing topics of the workshop
- how HE feels fearful and open to contribute to his team's wellbeing (self assessment)
- his own perception on how his leader and his team are boosting the fearless organisation for the well being (360° assessment) .

1 Appreciation

Thank you all, 53 Tanker and Bulker Ratings, for your reflective learning engagements in the workshop “Take care of myself and my team – Leading my team's wellbeing” and for:

- ▶ the prompt and proper fill in of the questionnaire
- ▶ your further proposals to improve the way we lead our team's wellbeing.

2 Background

2.1 The “Take care of myself and my team” workshop is introduced since Jun18, based on the relevant PnS resilience modules and is elaborating on actual accidents(different scenarios), passing the message Take Care of myself = Take Care of my team, help each other to perform IF EffEff and all return Home Healthy.

This workshop is now further developed to the “Take care of myself and my team, Leading my team's wellbeing”, with focus on the Shell Pns Leadership Skills for Crew Wellbeing module.

2.2 Based on

- ▶ the 4 modules of Shell PnS Resilience vol1, in Russian also, Change is a Part of Living, Looking at Situations in a Different way, Take care of yourself, Take Decisive Action
- ▶ Leadership Skills for Crew Wellbeing Shell PnS module
- ▶ the Roxana “Fearless Ego for Success” concept
- ▶ the Roxana 3x3x3 soft skills model

this workshop has been developed for Captains and Chief Engineers to help them develop their leadership skills in order to create a learning culture and transparency in workplace where crew feel confident to talk about health and wellbeing.

However the same concepts apply for any leader or team member of any team and team's wellbeing (health, physical and mental).

2.3 During the “Take care of myself and my team, Leading my team's wellbeing” workshop the facilitator and his team had the opportunity to elaborate on the Leadership Skills for Crew Wellbeing, based on the 3 video modules in information onsite, running the videos offline as well elaborating on what sort of leader is required to best manage the well being of his team, by creating:

- ▶ a workplace where the well being of the team is one of the key priorities
- ▶ an environment of open and without fear communication

Tanker/Bulker senior and junior Officers & Ratings remote reflective learning engagements Sep23

3 Purpose

This workshop is designed for us to elaborate on why:

- ▶ a leader's, and a team's member, key priority is his team's wellbeing.
- ▶ a fearless organisation, where all feel comfortable to share their success and failures and are open to learn from each other, is prerequisite for a team's wellbeing
- ▶ the Roxana 3x3x3 soft skill model, particularly EffEff communication, and the human performance principles are related and how the qualities of a leader or a team member are applied to ensure his and his team's wellbeing and IF EffEff operations.

The related questionnaire is a tool for each individual, in any role, to understand:

- ▶ the level of his understanding on the wellbeing topics of the workshop
- ▶ how HE feels fearful and open to contribute to his team's wellbeing (self assessment)
- ▶ his own perception on how his leader and his team are boosting the fearless organisation for the well being (360deg assessment).

4 Key messages

Key messages of the course were passed on to the participants a leader, even a team member, is required to:

- ▶ appreciate that the most important asset for a leader, along with himself, is his team
- ▶ best manage the well being of his team, not by intimidation, command and control, but by creating:
 - a workplace where the well being of the team is one of the key priorities
 - an engaging environment for open and fearless communication
- ▶ be emotionally fit, his emotional fitness is pre-requisite to manage his team well being, to ensure that:
 - state of mental health of the individuals is assessed and managed
 - the state of the team's well being in our environment can be assessed
 - The AllLookListen (Feel) ActCheckbackTakecareofyourself principle applies to manage the mental health

And at the same time be aware of the principles of human performance, ie:

- Human errors happen, but they are opportunities to learn, blame fixes nothing
- Humans want to do a good job, humans are not to blame although reckless conduct is not tolerated
- Human error reflects to system error, systems to be continually revised to be more error tolerant, and more engaging, considering that context drives behavior

5 Records

Concluding the workshop

- ▶ the relevant questionnaire was filled out online, verifying the knowledge obtained and keeping a record of each one's personal commitments.
- ▶ the evaluation questionnaire filled out online, with evaluation, topics and proposals for improvement of the workshop

6 Actions and follow up

▶ Out of the workshop questionnaire following is concluded:

- The vast majority of our colleagues feel comfortable to share their failures and success with their team and are ready to learn from each other
- Emotional fitness of the individual and his teams in most cases is good
- The majority of seafarers feel free and comfortable to share their wellbeing status (physical and mental) with the other people on board, on a daily basis.
- The Lost Time Injury (LTI) of the deck rating and the related CPAR, highlighted the importance of the PALI principle, the care about myself and the proper supervision in conducting all tasks in HSQE incident free manner, effectively and efficiently
- EffEff communication is still a challenge, with room for improvement, although the majority of participants are committed for the other day to contribute for boosting the other team members' wellbeing onboard.
- our organisation is in a steady course, in line with our IDEA Vision, towards a fearless organisation

It was highlighted that:

- ▶ The most important asset for a leader and a team member, along with himself, is his team
- ▶ As a leader what I say, what I prioritise, what I measure, what I do reflect on my team
- ▶ Fear is freezing the mind of team members, reducing their capacity to think and act IF EffEff
- ▶ Isolation, distraction, bad mood, anxiety, stress and depression are signs of poor mental health

We will then restlessly work in providing the context that a fearless organisation can flourish for the sake of our wellbeing and IF EffEff operations.

Tanker/Bulker senior and junior Officers & Ratings remote reflective learning engagements Sep23

3 Workshop: Learner mindset

The Learner Mindset is a skill set introduced as a tool for everyone to grow their ability to share and learn from mistakes and successes and speak up openly in a safe environment.

This workshop is designed for us to introduce the Learner Mindset as a tool towards the fearless organization, where all of us are open to admit failures, acknowledge success, ask, learn and improve.

The relevant questionnaire is developed for each one to:

- *Verify the awareness of the Learner mindset concept*
- *evaluate to what extend he is performing on Learner's mindset (self evaluation)*
- *evaluate to what extend his peers, his superiors and the organisation is performing on learner's mindset (360° assessment).*

1 Appreciation

Thank you all, 53 Tanker and Bulker Ratings, for your reflective learning engagements in the workshop "Learner mindset" and for:

- ▶ the prompt and proper fill in of the questionnaire
- ▶ your further proposals and feedback, evaluating the workshop in terms of more to learn, most impact
- ▶ recording your personal commitments for next day actions so that you consistently adopt the Learner's mindset in your everyday life.

2 Background

2.1 In the "Learner Mindset" workshop we had the chance to elaborate on:

- ▶ The Roxana "Fearless Ego for Success" concept, representing Company Governance, particularly , the most important ego, the 3 Human performance principles, the reflective learning engagements, the Fair and Just for no Blame culture, as boosting an environment where all of us feel comfortable to speak up and learn from failures and successes.
- ▶ the Company IDEA vision, as introduced since 2019, consolidating the core values when conducting business, particularly Innovation and thinking outside the box, Dialectic in respecting diversities and harmonizing opposite ideas, Excellence in reaching where you cannot, Aristocracy in modesty are some of the core values adopted.
- ▶ the Communication for Resilience and Care, and the Communication for success workshops, based on the Resilience and Leading my team well being modules of Shell PnS, highlighting the value of the communication skills set for a team to perform in a fearless environment
- ▶ our revised Communications policy and process, as introduced in Jun19, along with the Roxana 3x3x3 soft skills model, incorporating the communications skills as pre-requisite for IF EffEff performance for a team leader and a team member.
- ▶ the Shell Pns introduced Learner Mindset, as a tool for everyone to grow their ability, learn from mistakes and successes and speak up openly in a safe environment.

3 Purpose

3.1 This workshop is designed for us to introduce the Learner Mindset as a tool towards the fearless organization, where all of us are open to admit failures, acknowledge success, ask, learn and improve.

3.2 The relevant questionnaire is developed for each one to:

- ▶ Verify the awareness of the Learner mindset concept
- ▶ evaluate to what extend he is performing on Learner's mindset (self evaluation)
- ▶ evaluate to what extend his peers, his superiors and the organisation is performing on learner's mindset (360deg assessment).

4 Key messages

Key messages of the course were passed on to the participants, ie the Learner Mindset is:

- ▶ pre requisite for the IDEA vision values of the Company
- ▶ Facilitating tool for the Mission statement of the Company
- ▶ Going along with a fearless environment, grown in the Fair and Just for No Blame culture

Tanker/Bulker senior and junior Officers & Ratings remote reflective learning engagements Sep23

5 Records

5.1 Concluding the workshop

- ▶ the relevant questionnaire was filled out online, verifying the knowledge obtained and keeping a record of each one's personal commitments
- ▶ the evaluation questionnaire was filled out online, with evaluation, topics and proposals for improvement of the workshop

6 Actions and follow up

- ▶ Out of the workshop questionnaire responses:
 - the level of understanding of the topic of the workshop is very satisfactory for all participants.
 - related to adopting the Learner Mindset vs the Fixed Mindset in our working environment the Learner mindset is reported prevailing, as follows:

Learner mindset	Myself (%)		Superior (%)		Master (%)		Organization (%)	
	LM	50/50	LM	50/50	LM	50/50	LM	50/50
R	70	20	20	50	20	20	30	30

It was highlighted that:

- in a Fair and Just for No Blame environment employees are encouraged to take greater personal responsibility for their actions, considering that reckless conduct is not tolerated.
- We will continue to:
- focus on developing a fearless environment for the Learner Mindset to thrive
 - advocate the Learner Mindset for the fearless organization to thrive

4 Workshop: SIRE 2.0 update

Vetting inspections and Company inspections (reported in TIARE) is considered as one of the key processes in ensuring ship's condition and IF EffEff operations up to the Company standards.

OCIMF introduced in 2022 the new SIRE 2.0 project adopting a radically different approach than VIQ7.

DMS and our TIARE are revised reflecting the changes introduced with SIRE 2.0.

This workshop:

- *elaborated on the new SIRE 2.0 concept*

particularly the Subject and Nature of Concern, SoC and NoC.

The related questionnaire was a tool for each individual, in any role, to understand:

- *The SIRE2.0 concept, the questions structure and the inspection regime*
- *The TIARE, form CP09-01 as harmonized with SIRE 2.0*

1 Appreciation

Thank you all, 43 Tanker and 14 Bulker Officers, as well as 45 Junior Officers, for your reflective learning engagements in the workshop "SIRE 2.0 update" and for:

- ▶ the prompt and proper fill in of the questionnaire
- ▶ your further proposals and feedback, evaluating the workshop in terms of more to learn, most impact
- ▶ recording your personal commitments for next day actions so that you consistently adopt the Learner's mindset in your everyday life.

Tanker/Bulker senior and junior Officers & Ratings remote reflective learning engagements Sep23

2. Background

In the “SIRE 2.0” workshop we had the chance to elaborate on:

2.1 SIRE 2.0 - Industry:

2.1.1 OCIMF's Ship Inspection Report Program (SIRE 2.0)

- ▶ In 2017, OCIMF established a Ship Inspection Program (VIP) Steering Group and convened specialist Working Groups to review and improve upon OCIMF's Ship Inspection Report Program (SIRE), as tanker risk assessment tool.
- ▶ OCIMF's Ship Inspection Project team developed an enhanced and risk-based ship inspection program (SIRE 2.0), that is going to supersede the existing SIRE program and is planned to become operative in Q2 2024.
- ▶ During the 2nd quarter of 2022, the OCIMF's updated and enhanced Ship Inspection Report Program 2 (SIRE2 and VIQ7) has been launched.

2.2. SIRE 2.0 - Roxana

2.2.1 TIARE, form CP09-01 and SIRE 2.0

- ▶ Vetting inspection and Company inspections (reported in TIARE) is considered as one of the key processes in ensuring ship's condition up to the Company standards, and our DMS and our TIARE should therefore be revised reflecting issues raised above.
- ▶ In view of these updates and considering that in our DMS the inspection and auditing reporting codification is since 16Oct20 harmonized with the VIQ, we have launched a SIRE2.0 project to facilitate the smooth transition to the new SIRE 2.0 system, a basic challenge been:
 - the adoption of the newly introduced SIRE2 concepts in our DMS.
 - the TIARE, form CP09-01 adaptation to the new SIRE2.0/VIQ7.
 - the prompt familiarisation of all on board and ashore with the changes.
- ▶ One of the basic tasks of this project is to ensure the awareness of all employees on board and ashore of the SIRE 2 and the revolutionary concepts introduced along with it.
- ▶ To this extend three updates have been delivered in 2022 and 2023.

2.2.2 SIRE 2.0 workshop May23

- ▶ This workshop was conducted for the officers ashore in May23 with twofold objectives:
 - increase the awareness for the SIRE2 concept, principles and changes introduced
 - review and amend the TIARE references to what the inspector will look for, evidence required and grounds for observations.
- ▶ Focus was given to:
 - the recently released by OCIMF SIRE2 documentation, i.e.:
 - Training videos on Human Factors: <https://www.ocimf.org/programmes/sire-2-0/sire-2-0-videos>, particularly:
 - Human factors in SIRE 2.0 all crew briefing and additional officers briefing modules 1-4
 - Human factors in SIRE 2.0 owner operator modules 1-6
 - The SIRE2 opening and closing meetings
 - SIRE 2.0 - Negative Observation Module Explanation - Version 1.0 and the structure of SIRE 2 questions

3. Purpose

Vetting inspections and Company inspections (reported in TIARE) is considered as one of the key processes in ensuring ship's condition up to the Company standards.

OCIMF introduced in 2022 the new SIRE 2.0 project adopting a radically different approach than VIQ7.

DMS and our TIARE should therefore be revised reflecting the changes introduced.

This workshop:

- ▶ elaborated on the new SIRE 2.0 concept
- ▶ introduced the revised TIARE, form CP09-01 as harmonized with SIRE2.

The related questionnaire was a tool for each participant to understand:

- ▶ The SIRE2.0 concept, the questions structure and the inspection regime
- ▶ The TIARE, form CP09-01 as harmonized with SIRE 2.0

4 Key messages

- ▶ Participants elaborated on the recently released by OCIMF SIRE 2.0 documentation, i.e.:
 - training videos on Human Factors
 - the SIRE2 opening and closing meetings
 - SIRE 2.0 - Negative Observation Module Explanation - Version 1.0 and the structure of SIRE 2 questions
- ▶ Participants were refreshed in concepts such as human performance and success, principles of human performance, the S.H.E.L.L model
- ▶ Participants familiarized with the terms SoC (what is reported on) and NoC (what has been observed) concerning the observations

Tanker/Bulker senior and junior Officers & Ratings remote reflective learning engagements Sep23

5. Records

Concluding the workshop

- ▶ the relevant questionnaire was filled out online, verifying the knowledge obtained and keeping a record of each one's personal commitments
- ▶ the evaluation questionnaire was filled out online, with evaluation, topics and proposals for improvement of the workshop

6. Actions and follow up

6.1. Out of the questionnaire responses:

- ▶ the level of understanding of the topic of the workshop is very satisfactory for all participants
- ▶ all participants reviewed and understood:
 - the Negative Observation Module Explanation - Version 1.0 as well as the training videos on Human Factors.
 - the opening and closing meeting checklists.
 - the Negative Observation Module Explanation - Version 1.0 as well as the training videos on Human Factors.
- ▶ the majority of the participants were in position to identify the SoC and the NoC for each SoC, at each inspection question presented in the questionnaire.
- ▶ Related to the feedback section of the questionnaire, the material provided was satisfactory for all the participants, while it was generally requested to provide them with more training, so as for them to adopt smoothly in the evolving regulatory landscape.

Tanker and Bulker Ratings Groups:

Gr 1 Name	rank	Gr 2 Name	rank	Gr 3 Name	rank	role
Tankers						
Danin Nikolai	3rd Off	Gontar Aleksei	3rd Off	Strom Vladislav	3rd Off	Facilitator
Goriunov Viktor	Bosun	Astafev Evgenii	Bosun	Komogortsev Sergei	Bosun	Flipchart
Mordovskoi Aleksandr	Bosun	Ponkrashev Sergey	Bosun	Goncharov Artem	A/B	Presenter
Plekhanov Vladimir	Bosun	Zenzin Ruslan	Bosun	Duplava Aleksei	A/B	PC Operator
Gunchenko Alexander	A/B	Ivanov Evgenii	A/B	Bogomolov Sergei	A/B	
Chevtayev Aleksei	A/B	Olennikov Alexey	A/B	Bunin Aleksei	A/B	
Nikitin Sergey	A/B	Nianko Maksim	A/B	Aleksandrov Evgenii	A/B	
Samoylenko Alexander	A/B	Yudin Il'ya	A/B	Semennikov Anatolii	A/B	
Bykov Alexander	A/B	Belikov Aleksandr	A/B	Kozlov Sergei	A/B	
Chevtayev Aleksei	A/B	Rebiakov Sergei	A/B	Litvinov Alexander	A/B	
Epov Alexander	A/B	Bokov Ilya	A/B	Semennikov Anatolii	A/B	
Bykov Alexander	A/B	Belikov Aleksandr	A/B	Shakirov Rafael	A/B	
Kopylov Aleksei	Oiler	Polushkin Vitaly	A/B	Tsyrlunikov Oleg	Oiler	
Shelepyuk Alexander	Oiler	Kotenok Vasilii	Oiler	Baraboshkin Maksim	Oiler	
Zaliznyak Alexander	Oiler	Khrabrov Alexander	Oiler			
		Rudenko Leonid	Oiler			
PS		PS		PS		Roxana
Bulkers						
Sokolov Mikhail	2nd Off					Facilitator
Matveev Pavel	Bosun					Flipchart
Monakhov Maksim	A/B					Presenter
Kharchenko Roman	A/B					PC Operator
Kurilenko Evgenii	A/B					
Skorobogatov Aleksei	A/B					
Onishchuk Evgenii	A/B					
Boikov Maksim	A/B					
DV						ROKS

Tanker/Bulker senior and junior Officers & Ratings remote reflective learning engagements Sep23

Tanker Officers groups:

Gr 1		Gr 2		Gr 3		
Name	rank	Name	rank	Name	rank	role
Khristovich Timofey	Master	Popov Artem	ChOff	Karasev Leonid	Master	Facilitator
Verkhovskii Andrei	Master	Dimov German	Master	Chernobrovkin Andrey	Master	Flipchart
Overchuk Alexander	Master	Krdzhatsyan Romik	ChOff	Bykov Denis	Master	Presenter
Sidorov Alexander	ChOff	Lozovoi Pavel	ChOff	Rarov Valentin	ChOff	PC Operator
Okolo-Kulak Aleksei	ChOff	Emelianov Dmitrii	ChOff	Volobuyev Alexander	ChOff	
Mikhailov Iurii	ChEng	Farkov Sergey	ChEng	Sergeichev Aleksei	ChEng	
Pakhomov Mikhail	ETO	Trukhachev Evgenii	Cheng	Orevskiy Sergey	ChEng	
Epishin Stanislav	2nd Eng	Kalkaev Aleksei	2nd Eng	Nilov Aleksandr	2nd Eng	
Potyanykhin Andrey	ChEng	Snegurenko Pavel	ETO	Avdeev Roman	2nd Eng	
				Savchuk Ivan	ETO	
				Ozerin Valeriy	ChEng	
Gr 4		Gr 5				
Name	rank	Name	rank			role
Okolo-Kulak Andrey	Master	Shakirov Ruslan	ChOff			Facilitator
Maltcev Dmitrii	Master	Okolo-Kulak Alexey	ChOff			Flipchart
Korotets Oleg	ChOff	Goncharov Konstantin	ChEng			Presenter
Skribchenko Ale-ksandr	ChOff	Baykov Alexander	2nd Eng			PC Operator
Pushkar Sergei	ChOff	Besshtannov Boris	ETO			
Polkovnikov Alexey	ChEng					
Kulik Roman	ChEng					
Selifontov Boris	ChEng					
Serous Igor	ETO					

Bulker Officers groups:

Gr 1		Gr 2		Gr 3		
Name	rank	Name	rank	Name	rank	role
Demchenko Aleksandr	Master	Lukianov Stanislav	Master	Ivanov Victor	Master	Facilitator
Iagodin Dmitrii	Master	Kabakov Yury	ChEng	Matveev Victor	ChOff	Flipchart
Kardopoltsev Mikhail	ChOff	Rogozhnikov Aleksandr	2Eng	Mishakov Gennady	ChEng	Presenter
Podkorytov Pavel	ChEng	Danilov Evgeny	2Eng	Levin Dmitry	2nd Eng	PC Operator
Pak Andrey	2nd Eng			Nechepurenko Aleksandr	ETO	

Tanker/Bulker senior and junior Officers & Ratings remote reflective learning engagements Sep23

Junior Tanker Officers groups:

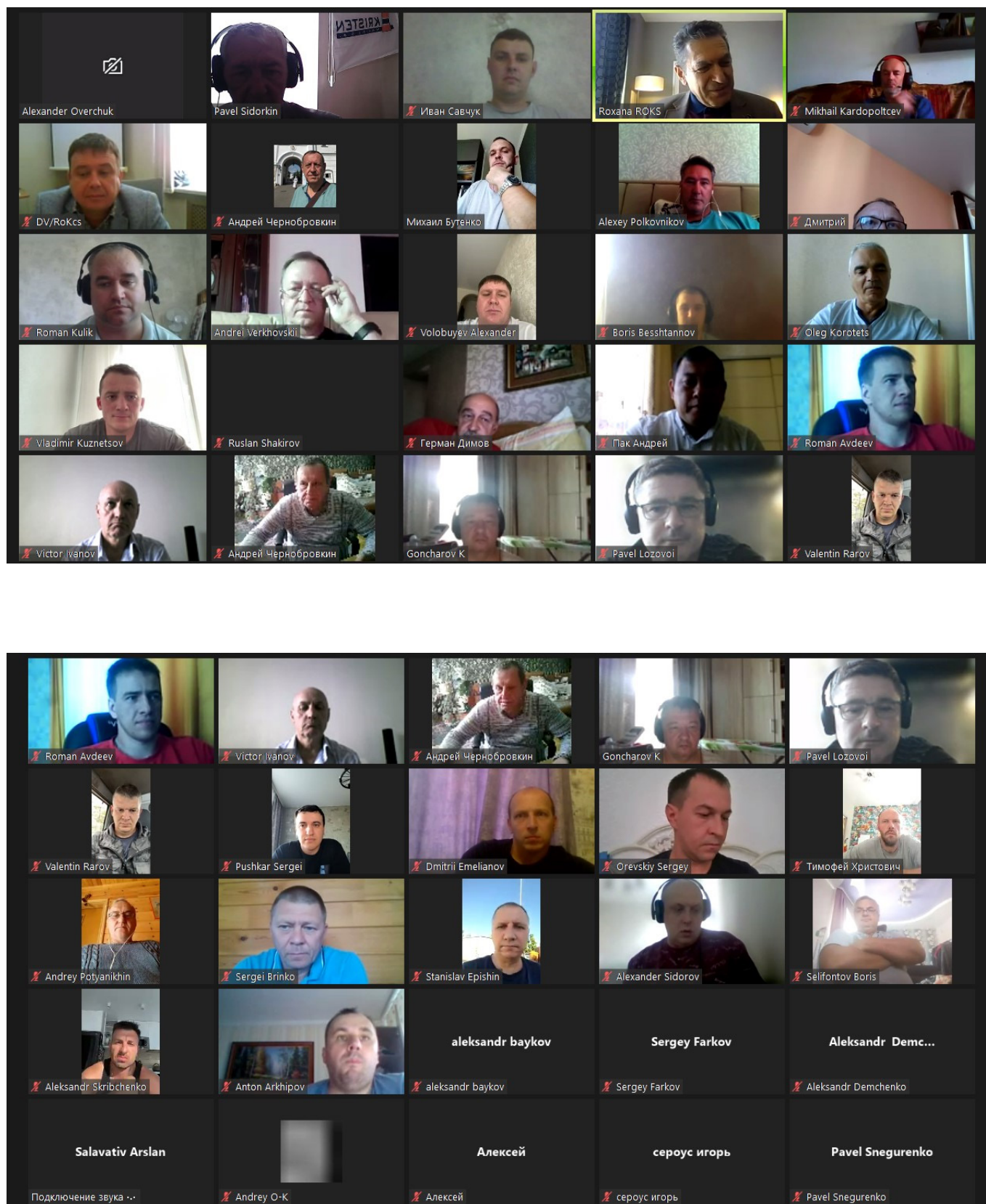
Gr 1		Gr 2		Gr 3		
Name	rank	Name	rank	Name	rank	role
Lozovoi Dmitrii	2nd Off	Serykh Ivan	3rd Off	Makarevich Kirill	2nd Off	Facilitator
Novikov Roman	3rd Off	Saadudinov Ramazan	4th Off	Minchik Evgeny	2nd Off	Flipchart
Bychkov Gennadii	4th Off	Rusin Andrei	3rd Eng	Gontar Aleksei	3rd Off	Presenter
Prokhorikhin Maksim	3rd Off	Somov Vladimir	4th Eng	Lavrenov Evgenii	3rd Off	PC Operator
Kalenchenko Aleksandr	3rd Eng	Tretiak Andrei	5th Eng	Drobysh Vladimir	3rd Off	
Chugainov Evgenii	4th Eng	Ianovskii Evgenii	4th Eng	Kiniaikin Andrei	4th Eng	
Kazantsev Aleksei	4th Eng	Shevchenko Egor	5th Eng	Loginov Vadim	4th Eng	
Zhukov Ilia	5th Eng	Marunchenko Andrei	4th Off	Golovushkin Aleksei	5th Eng	
Selifontov Vadim	5th Eng			Mustaev Damir	5th Eng	
Gorbovskoi Nikolay	4th Eng					
PS		PS		BPS		Roxana
Gr 4		Gr 5				
Name	rank	Name	rank			role
Snytko Ivan	2nd Off	Danin Nikolai	3rd Off			Facilitator
Brezgin Alexander	2nd Off	Ponimaskin Vasilii	4th Off			Flipchart
Iusupov Viacheslav	4th Off	Vorozhchenko Andrei	3rd Eng			Presenter
Shalimov Nikolai	3rd Eng	Volgin Denis	3rd Eng			PC Operator
Kovalenko Nikita	5th Eng	Plakunov Dmitrii	4th Eng			
		Manzhela Dmitrii	5th Eng			
		Samokhvalov Maksim	3rd Off			
PS		PS				Roxana

Junior Bulker Officers groups:

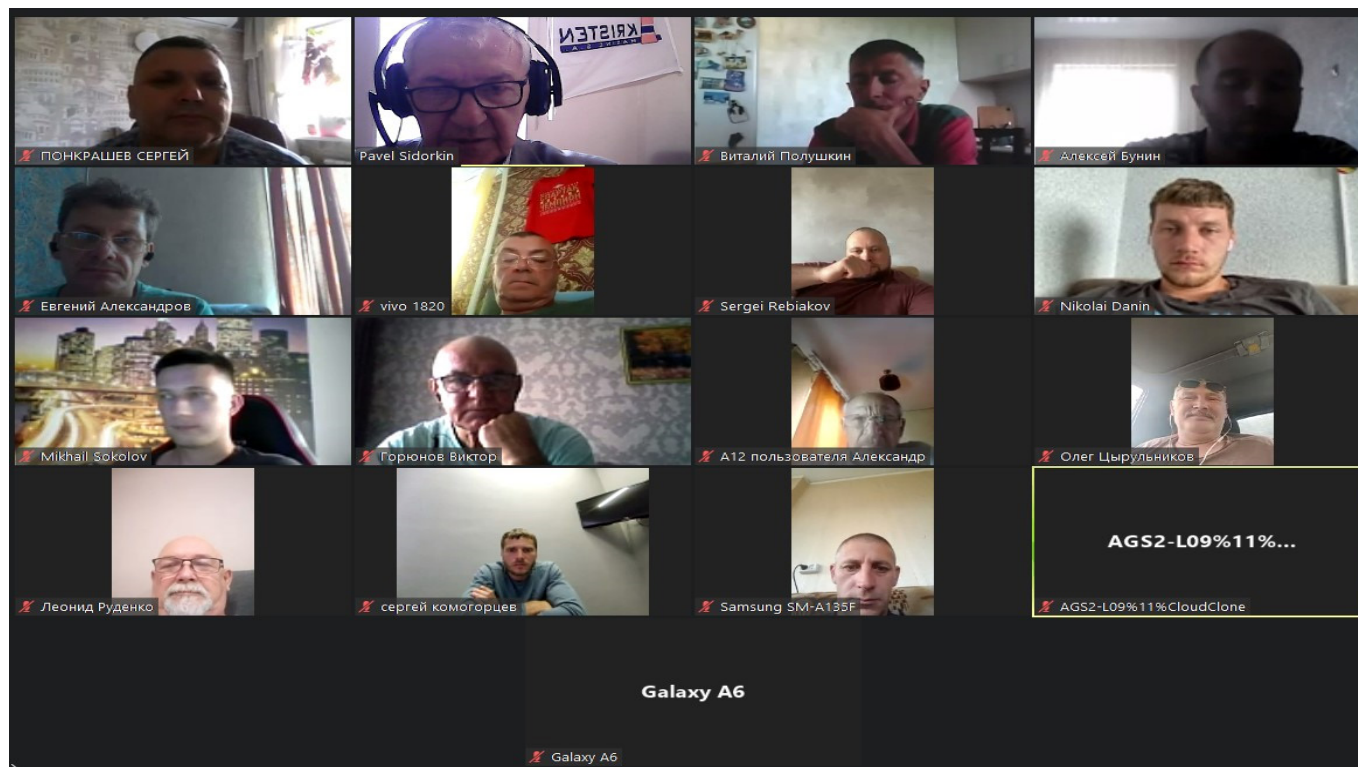
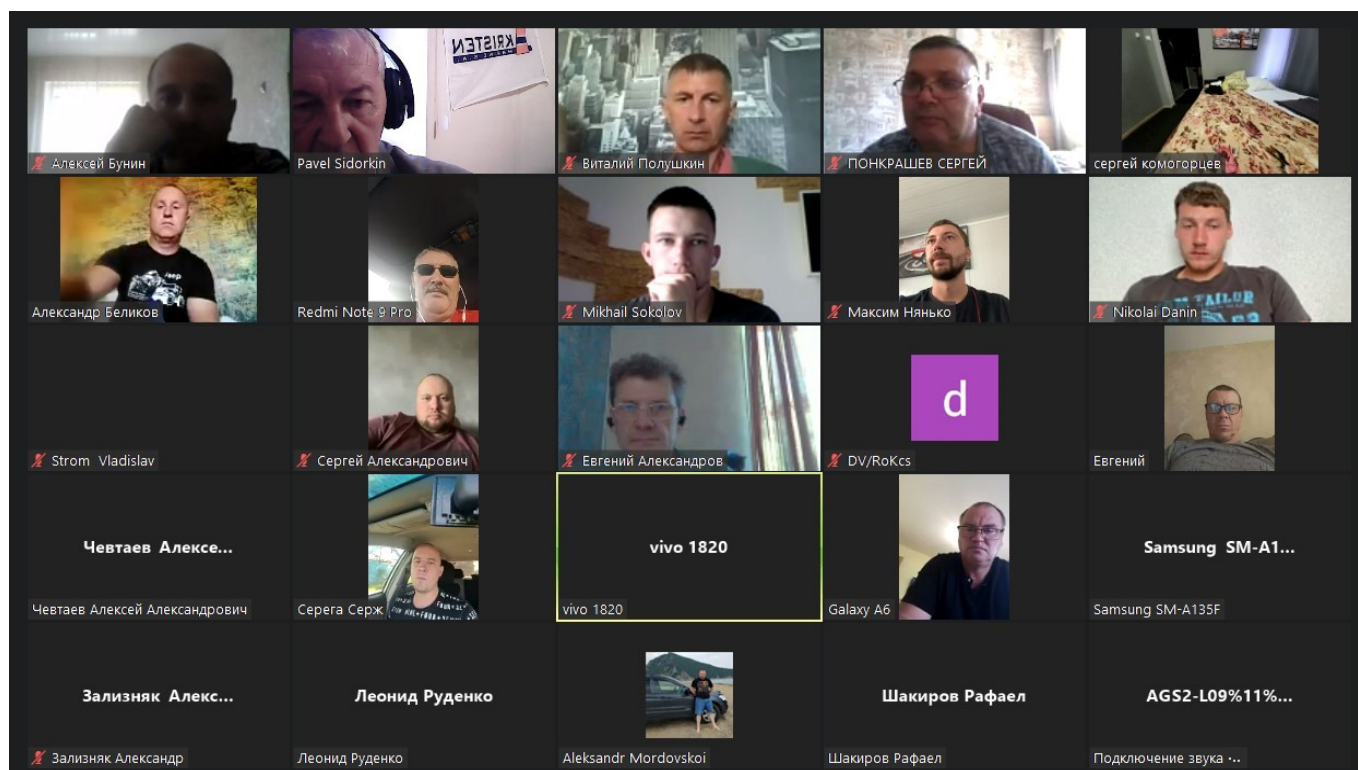
Gr 1		
Name	rank	role
Gavrysh Roman	2nd Off	Facilitator
Urbanovskii Andrei	3rd Off	Flipchart
Babenko Dmitrii	3rd Eng	Presenter
Rakitin Artem	3rd Eng	PC operator
Bogun Gleb	3rd Off	
Bakin Konstantin	4th Off	
DV		ROKS

RoKcs Training Center

Tanker/Bulker senior and junior Officers & Ratings remote reflective learning engagements Sep23



Tanker/Bulker senior and junior Officers & Ratings remote reflective learning engagements Sep23



Pancoast Trading (Singapore) Pte. Ltd. Update 01Jul23-30Sep23

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 9 years in tankers activities having a vital market presence in this region; The office representing Roxana Tanker Pool is now well known in the tanker segment. The commercial activities of the office on behalf of Roxana Tanker Pool have an exceptional increasing activity from 2014 when it started the tanker desk. The Singapore Office will continue to have a very dynamic and challenging period ahead with spot vessels in East and recently in the West too following the strong market changes.

Vessels operated by the office during this period included Miracle, Melody, Marvel, Magic Star and Malbec which are Handy Vessels in Dirty product trade.

Fixtures: In 2023, Q3 Period: Pancoast office under commercial operational responsibility of Capt. Karthik were spot chartered with different Charterers including Oil majors.

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.

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

Management meetings: Capt Karthik participates in virtual meetings with Management team at Athens and discuss about the performance of the vessels managed by our company.

Management review: Our office participates in Meetings/Workshops for personal/team development as part and in preparation for our next Management Review meeting.

Employee Roles:

- Capt. Karthik is heading the Singapore office of Pancoast Trading and is also in charge of the Commercial / operational activities of Pancoast Singapore as agent for Roxana in East of Suez market. Apart from his other diversified roles; he also is heading the fleet - Post Fixture / Claims department of Pancoast Singapore for the managed Tanker Vessels.

- Mr. Alexandros Stathopoulos; entered his 8th year as Tanker Operator; and plays vital role in day to day operational issues, assisting with Pre-Post Fixture / Claims and co-ordination with other departments.

We thank everyone for the support given to our office and the phenomenal success achieved was due to your guidance & cooperation.

We thank with all our heart our Seafarers on board during this difficult sanctions time for their resilience and patience.



Graduation of cadets from the Vladivostok Maritime College

On June 28, 2023, the next graduation of cadets from the Vladivostok Maritime College took place. The official event on this occasion was attended by teachers and staff of the college, parents, administration of the educational institution, friends, girlfriends of graduates and guests. But the main heroes of the occasion were, of course, the 4th year cadets, graduates who successfully passed all state exams and defended their diploma theses in the specialties: "Navigation" and "Operation of Ship Power Plants".

Numerous guests came on stage with warm congratulations and wishes to the graduates for a successful career in Maritime industry. The following persons addressed a welcoming speech to all those present and congratulated the young sailors on entering a new life: VMC Director V. Manko, Deputy Director of the Far Eastern Institute of Communications for Legal Affairs M. Gerasimov, as well as specially invited persons: RoKcs LLC General Director D. Verkhoturov, E. Pafnutiyev, Deputy General Director of Fescontract International; Yu. Mamontov, head of the crew department of the Far Eastern Shipping Company; P. Sidorkin training officers of RoKcs LLC; Mrs. Polina Voinova, specialist in work with educational institutions of the crewing department of the Far Eastern Shipping Company. On behalf of the curators, Marina Vladimirovna Barinova gave a touching speech.

According to a long-standing tradition, the participants watched a video and photo report about the cadet life of the graduates. Mr. Kuzin Roman, a college graduate since 2011, delivered a musical, singing a song about nostalgia from the period he was studying at VMC. After the "reply speech" of the cadets, or rather, already accomplished naval specialists - Saadudinov Ramazan and Novyi Yuri, a solemn presentation of diplomas and memorable gifts took place. The best graduates of the VMC class of 2023 were recognized and received personalized commemorative gold nameplates: Ramazan Saadudinov and Nikita Kovalenko. In addition, Ramazan Saadudinov received a 50% discount on tuition fees for higher education programs at the Far Eastern Institute of Communications. We once again congratulate our beloved graduates who have linked their destiny with the sea. We wish them success in the difficult field of sailors and great luck! Keep it up! We are proud of you guys!

On September 5, 2023, Vladivostok Maritime College and the Far Eastern Institute of Communications were visited by Smolin Oleg Nikolaevich, deputy of the State Duma, first deputy chairman of the State Duma Committee on Science and Higher Education, doctor of philosophical science, academician of the Russian Academy of Education, chairman of the All-Russian Social Movement "Education is for everyone."

A meeting of the deputy with a team of teachers and cadets was organized in the assembly hall. After the meeting, a tour of the educational institution was held.

At the meeting, Oleg Nikolaevich gave a speech about the importance of obtaining a professional education and how education helps develop self-esteem and confidence in the career development. Oleg Nikolaevich noted the significant role of the college and institute in obtaining high-quality vocational education for children from low-income families.

During the excursion, Oleg Nikolaevich visited the classrooms of special and general technical disciplines, the premises of the training center, and talked with students of advanced training courses. At the end of the excursion, Oleg Nikolaevich highly appreciated the state of the material and technical base and the qualifications of the college and institute staff.

At the end of the meeting, commemorative ceramic plaques with the symbols of the college and the institute by the famous Vladivostok artist Yusuf Askarov was presented to the guest of honor.



In the 1st photo from the 2nd row, from left to right: Skutelnik Vasilina, Deputy Director of the VMC for educational work; Mikhail Gerasimov, Deputy Rector of FEIC for Legal Affairs; Manko Vladimir, director of VMC. In the center: Oleg Smolin, deputy of the State Duma of the Russian Federation; Gerasimova Anastasia, director of FEIC.

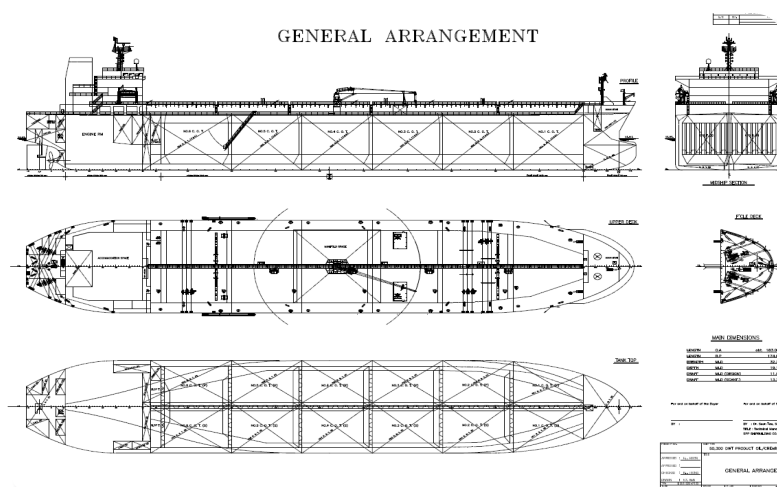
New Ladies on the Block

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

- Alternative fuels, particularly methanol and LNG
- Carbon capture technologies
- ECO designs and options

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

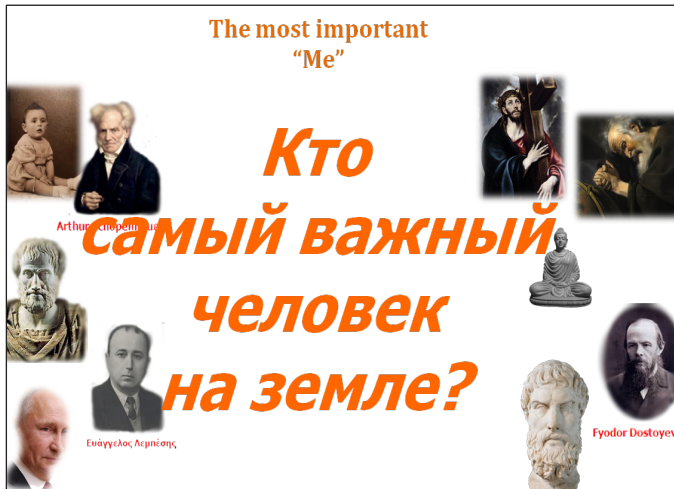
Furthermore, there is an increased activity evaluating options and opportunities in the second hand market, with the recent addition of CommanderK and more to follow soon.



The fearless ego for success

Inspired by the Partners in Safety project the Roxana "Ego" tree was launched end of 2016, finally introduced after the management review of May 2019 and was further developed to the Roxana "fearless ego for success" tree.

Each one of us elaborated on a basic question who is the most important person for me on earth.



The embarrassment, even blame of "egoism", was a drawback in getting to the obvious answer.

The assistance from our God came the right moment to show us show us the obvious answer:

I am the most important person of earth



Based on this conclusion the principal order was introduced:

Return Home always Healthy!

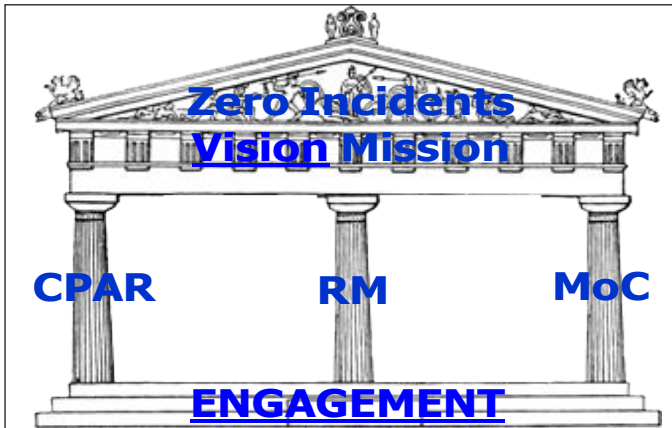
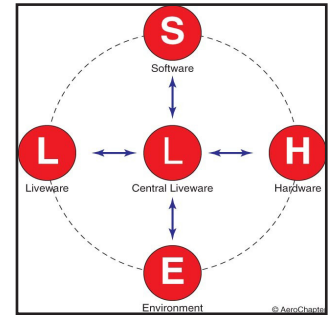
God by instructing us to love our neighbor as we love ourselves also guided us to the next conclusion that care about myself means care about my team.

If I care about myself I should care about my team so that all of us return home healthy.

The fearless ego for success (Continued)

The **SHELL** model was introduced in our system at the same period to facilitate our understanding and classifying of the factors we are in interface with, ie Software (procedures, instructions) hardware (equipment, systems, tools) environment (time and space) and Liveware (human factor).

Human centric Applicable to: Soft skills and Resilience, Investigation (classifying factors), **Causation analysis** (classifying causes), **Risk Management** (classifying hazards and threats)



Starting from the Roxana “fearless ego for success” concept we are developing our system in three axes of activity: the 3 Pillars and Engagement, the Human Performance and the Reflective Learning.

The 1st activity axis is addressing the Fearless engagements, the Risk management and the Management of Change as the three pillars, with engagement being the basement of our system, towards commitment to our Values and our policies for zero incidents.

The 2nd axis of activity elaborates with Health (physical and mental) and Competence (hard and soft) as pre-requisites for Performance, performance being the measure of Incident Free, Effective and Efficient (IF EffEff) operations.

The 3rd axis of activity is related to creating an open environment for

reflective learning engagements for all levels in our organisation.

Separate articles in this magazine elaborate on the above three axes of activity, who ensure the Incident Free, Effective and Efficient (IF EffEff) operations throughout our organization ashore and on board.

Fearless Ego for Success



The 3 pillars and engagement

Late 2107 we introduced the three pillars and engagement principle, as the backbone of our system development to meet our Zero Incidents target, in compliance with our IDEA Vision and Mission.



The three pillars were identified as

- Fearless engagements - CPAR: procedure CP08 Control of Non- Conformities, Accidents & Near Misses
- Failing Healthy and Less - RM: procedure CP24 Risk Management
- Relaxing in change - MoC: procedure CP13 Management of Change

Engagement was introduced as the foundation in this process, as the ticket to shift mere compliance to commitment, as a ticket to Company culture Fearless engagements is about creating a working environment where all colleagues at all levels feel comfortable to intervene and

- stop work, when an unsafe act or condition is identified
- speak out their success, mistakes, concerns or new ideas, without any fear of been blamed or disregarded
- feel an active and appreciated member of the team

An environment of open reporting, of a fair and just for no blame culture during investigation and causation analysis are the guarantees that the team will learn from its success and that mistakes are opportunities for system improvement.

Procedure CP08 is documenting the above issues.

Failing healthy and less is all about managing the risk of the identified hazards, as addressed procedure CP24.

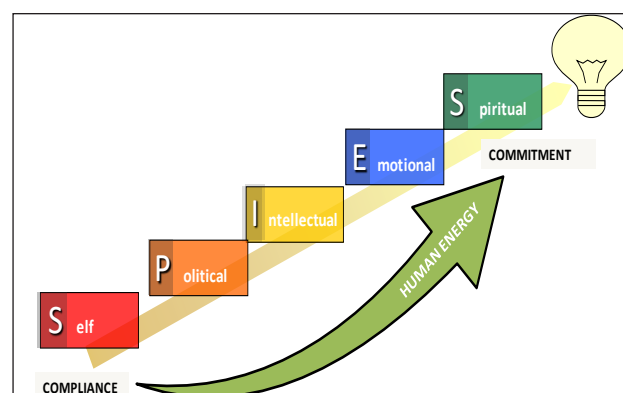
It is our Innovation value that dictates the relax in change, change is a way of living and is addressed in procedure CP13.

We all know normal conditions are not always the case and therefore, we have to be prepared to operate also under “not normal” conditions, the so called non routine operations.

Since 2017 colleagues from all levels within the organization have been engaged in a series of workshops with the objective to incorporate, when applicable and if practical, in all critical operations the concepts of the three pillars, the reflective learning and training and non routine operations.

Procedures format, as documented in CMSM ch3, is revised to reflect the above.

Since the beginning of 2022 we have initiated a project to simplify our procedures thus boosting the engagement and facilitating the commitment to our system.



Herakleitos team with Dostoyevsky to make $2+2=5$

Dostoyevsky's hero in the "Notes from the Underground" is for 4 pages struggling in despair denying to accept the mathematical certainty $2+2=4$, concluding in excitement that $2+2=5$ is sometimes a very charming thing.



Fyodor Dostoyevsky

ChIX.....

But yet mathematical certainty is after all, something insufferable. Twice two makes four seems to me simply a piece of insolence. Twice two makes four is a pert coxcomb who stands with arms akimbo barring your path and spitting. I admit that twice two makes four is an excellent thing, but if we are to give everything its due, twice two makes five is sometimes a very charming thing too.....

Записки из подполья, Глава IX

Но дважды два четыре — все-таки вещь пренесносная. Дважды два четыре — ведь это, по моему мнению, только нахальство-с. Дважды два четыре смотрит фертом, стоит поперек вашей дороги руки в боки и плюется. Я согласен, что дважды два четыре — превосходная вещь; но если уже все хвалить, то и дважды два пять — премилая иногда вещица.

«... οὐ ταύτόν ἐστι τὰ μέρη καὶ τὸ ὅλον ...» (150a15-16).

"THE WHOLE IS NOT THE SAME AS ITS PARTS"



2000 year before Dostoyevsky a pure mathematical paradox was quoted

The whole IS NOT the same as its parts, may be smaller or bigger than the addition of its parts!

Herakleitos team with Dostoyevsky to make $2+2=5$ (Continued)

«...ΤΟ ΑΝΤΙΕΘΟΝ ΣΥΜΦΕΡΟΝ ΚΑΙ ΕΚ ΤΩΝ ΔΙΑΦΕΡΟΝΤΩΝ
ΚΑΛΛΙΣΤΗΝ ΑΡΜΟΝΙΑΝ...ΚΑΙ ΠΑΝΤΑ ΚΑΤ' ΕΡΙΝ ΓΙΝΕΣΘΑΙ...»
THE OPPOSITES ARE BENEFICIAL AND FROM THE DIFFERENTS THE
BEST HARMONY... EVERYTHING IS DEVELOPED IN DISPUTE...

It was 2500 years before Dostoyevsky's wish for $2+2=5$ that one of the Humanity's greatest genius, Heraclitus, identified the added value of harmonizing the opposites, the *dialectic* value, which is included in our Company's Vision.

A team:

- having team members gifted with teamworking skills
- having a leader gifted with leadership and managerial skills will produce the added value

***will make the $2+2=5$ possible
will keep Dostoyevsky satisfied!***

The $2+2=5$ concept was developed while elaborating on the TeamWorking soft skills and facilitated our understanding of the added value of a team where differences are harmonized.

The teams concept is introduced

- There is no operation or even task on board or ashore that can be completed Incident Free, Effectively and Efficiently by one individual alone.
- There is no individual who can complete alone any operation ashore or on board Incident Free, Effectively and Efficiently.



The S.H.E.L.L. model

The S.H.E.L.L. model was first developed for the aviation by Elwyn Edwards (1972) and later modified into a 'building block' structure by Frank Hawkins (1984). The model is named after the initial letters of its components (software, hardware, environment, liveware) and places emphasis on the human being and human interfaces with other components of the aviation system.

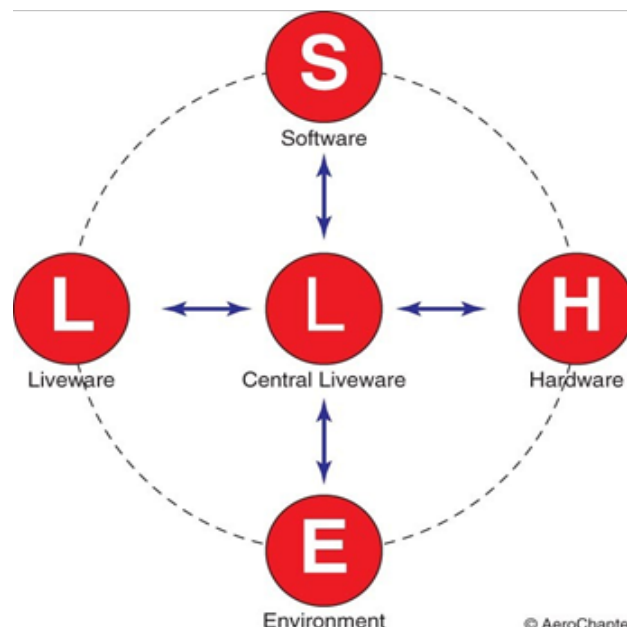
The S.H.E.L.L. model is a conceptual model of human factors that clarifies the scope of aviation human factors and assists in understanding the human factor relationships between aviation system resources / environment (the flying subsystem) and the human component in the aviation system (the human subsystem).

The S.H.E.L.L. model adopts a systems perspective that suggests the human is rarely, if ever, the sole cause of an accident. The systems perspective considers a variety of contextual and task-related factors that interact with the human operator within the aviation system to affect operator performance. As a result, the S.H.E.L.L. model considers both active and latent failures in the aviation system.

The anthropocentric principle of the S.H.E.L.L. model pretty much fits into the Company commitment to place and engage the human in the centre of activities.

The S.H.E.L.L. model is adapted to the Company DMS CMSM par3.6, and S.H.E.L.L. factors are extensively used when applying processes, amongst others, like the:

- 1 interview (interrelation of the candidate with S.H.E.L.L.)
- ▶ investigation (classification of factors to investigate in S.H.E.L.L.)
- ▶ causation analysis (classification of causes in S.H.E.L.L.)
- ▶ hazards and threats identification (classification of hazards and threats in S.H.E.L.L.)



The holy three and Roxana 3x3x3 soft skills model

OCIMF ITK Behavioral Competency Assessment and Verification for Vessel Operators was released in Nov18, introducing the 6 soft skills domains in conducting HSQE incident free operations, effectively and efficiently, IF EffEff, namely Teamworking, Communication and influencing, Situation awareness, Decision making, result focus and Leadership and managerial.

During the relevant workshops in 2018 and 2019 we considered the holy three concept:

- the simpler the process the more engaging for the stakeholders it is
- the human brain is geared to think the dialectic way, 3 issues at a time
- key findings of recent Harvard university studies (N. Cowan -2010) suggests the limit of working memory capacity between 3 and 5 chunks of information.

During the previous workshops as above par2 we realized that:

- Teamworking, Leadership and managerial, Communication and influencing soft skills sets are meaningful only in a team environment (interpersonal skills)
- Decision making, result focus, Situation awareness soft skills sets apply for an individual, even not within a team (intrapersonal skills)
- Communication skills are prerequisites for Teamwork and for Leadership skills
- Situation awareness is prerequisite to proper Decision making and result focus skills

Considering the above we decided to modify the 6 soft skill domains to 3, by:

- Fusing communication and influencing to team working and leadership/managerial
- Fusing situation awareness to decision making and result focus
- Merging decision making and result focus

The holy three and Roxana 3x3x3 soft skills model (Continued)

Ending up to 3 soft skills sets

- Team working
- Leadership and managerial
- Decision making and Result focus

We further considered 3 categories to each of the 3 soft skills domains and three sets of behavioral indicators per category, as per Roxana's 3x3x3 soft skills model below.

Since 2017 colleagues from all levels within the organization have been engaged in a series of workshops with the objective to incorporate, when applicable and if practical, in all critical operations the dimension of the soft competence, the soft skills.

Procedures format, as documented in CMSM ch3, as well as CP05 recruitment and appraisal process are revised to reflect the above.

1. Team Working	
Works effectively in a team, clearly and precisely and gives and receives communication in a convincing manner to both, groups as well as individuals at all levels, including senior/line managers, colleagues and subordinates, building productive working relationships through cooperation with colleagues, treating others with respect, facilitates resolving conflicts among team members and balancing individual and team goals, interacting with others in a sensitive and effective way in a risk- and time-sensitive environment.	
1.1. Participation and supporting others	
1.1.1.	Actively participates in team tasks: <ul style="list-style-type: none"> - Helps other crew members in demanding situations - Actively seeks and acts upon feedback.
1.1.2.	Establishes an atmosphere for open communication and participation: <ul style="list-style-type: none"> - Clearly puts forward views and personal position while listening to others. - Encourages input and feedback from others. - Builds rapport and establishes a common bond with others. - Encourages idea generation. - Shares expertise with others.
1.1.3.	Communicates effectively <ul style="list-style-type: none"> - Uses the right mode, time and medium to deliver the message (spoken, written, body signals, sentence structure, terminology and speed of delivery etc) to suit the message and the intended recipients. - Clearly discusses plans, expectations and roles with each fellow team member, ensuring that all understand them the same way - The amount of communication is appropriate and clear for the situation in hand.
1.2. Inclusiveness and consideration of others	
1.2.1.	Helps people feel valued and appreciated. <ul style="list-style-type: none"> - Welcomes and includes others - Receives feedback constructively and acts accordingly. - Notices the suggestions of other crewmembers. - Gives clear, detailed and constructive personal feedback. - Gives clear and concise briefings and updates at appropriate times.
1.2.2.	Demonstrates respect for people and their differences. <ul style="list-style-type: none"> - Shows understanding of others' perspectives and personal situations. - Acknowledges cultural diversity when communicating.
1.2.3.	Communicates in a way that elicits appropriate action from others. <ul style="list-style-type: none"> - Asks questions and observes others to confirm their common understanding
1.3. Conflict resolution	
1.3.1.	Keeps calm in conflicts and suggests solutions to resolve conflicts.
1.3.2.	Receives feedback constructively and expresses disagreement constructively by giving alternative or different perspectives.
1.3.3.	Influences others resulting in acceptance, agreement and/or behaviour change.

The holy three and Roxana 3x3x3 soft skills model (Continued)

2. Leadership and Managerial skills	
Clearly and precisely gives and receives communication in a convincing manner to both, groups as well as individuals at all levels, inspiring, motivating and empowering his colleagues to perform at their best to achieve goals. Adjusts leadership style to situations, including those which develop suddenly and change rapidly, interacting with others in a sensitive and effective way in a risk and time-sensitive environment.	
2.1. Setting directions, providing and maintaining standards	
2.1.1	<p>Communicates clear expectations.</p> <ul style="list-style-type: none"> - Considers the bigger picture and longer term needs prior committing to a course of action. - Translates the vision into clear strategies and work programmes. - Uses the right medium to deliver the message (face-to-face, radio, email, telephone, etc). - Uses language appropriately (e.g. in sentence structure, terminology and speed of delivery). - Uses a range of communication methods (e.g. spoken, written, hand signals, etc) to suit the message and the intended recipients. - The amount of communication is appropriate and clear for the situation in hand. - Communicates in a way that elicits appropriate action from others.
2.1.2	Demonstrates commitment to Company values, ethical and moral standards, setting a personal example of what is expected from others.
2.1.3	Ensures compliance with Company system and standards and intervenes in case of deviations by other crew members
2.2. Authority, assertiveness and empowerment	
2.2.1	<p>Creates a culture that enables challenge and participation of crew members while maintaining the given command authority</p> <ul style="list-style-type: none"> - Encourages crew members to review, raise concerns or challenge plans of actions. - Creates a safe and trusting environment for crew members of open and frequent communication with clear and direct flow of information, supporting them to openly share lack of knowledge and/or to speak up without hesitation. - Recognises, appreciates, and supports contributions of people. - Receives feedback constructively.
2.2.2	<p>Takes command if the situation requires.</p> <ul style="list-style-type: none"> - Takes decisive actions as required. - Advocates own position. - Clearly puts forward views and personal position whilst listening to others. - Influences others resulting in acceptance, agreement and/or behaviour change.
2.2.3	<p>Supports people to have a level of independence in how they do their work</p> <ul style="list-style-type: none"> - Develops cooperative and respectful relationships with people. - Understands the needs of crew members and cares about their welfare - Acknowledges cultural diversity when communicating. - Creates a feeling among the crew members of achieving results together as one team - Asks questions and observes others to confirm their understanding. - Actively seeks and acts upon feedback. - Encourages people to acquire new skills and develop themselves.
2.3. Planning, co-ordination and Workload management	
2.3.1	<p>Organises tasks, activities and resources.</p> <ul style="list-style-type: none"> - Sets achievable goals, makes concrete plans, and establishes measurable milestones with timescales and quality standards. - Encourages shared understanding and participation among crew members in planning and task completion. - Clearly explains plans, expectations, and roles to each person, ensuring that they understand them - Defines clear roles and responsibilities for crew members for both normal and non-normal situations, including workload assignments. - Prioritises and manages primary and secondary operational tasks. - Distributes tasks appropriately among the crew, balancing the needs of every team member.
2.3.2	<p>Challenges current processes to find new and innovative ways to improve work of the team and the vessel</p> <ul style="list-style-type: none"> - Uses appropriate tools and notifications when dealing with non-routine operations. - Uses available external and internal resources (including automation) to accomplish timely task completion.
2.3.3	<p>Monitors plans for the achievement of targets.</p> <ul style="list-style-type: none"> - Gives and asks for clear and concise briefings and updates at appropriate times. - Recognises work overload, signs of stress and fatigue in self and others, acting promptly to deal with it. - Delegates in order to achieve top performance and to avoid workload peaks and troughs. - Reviews and communicates plans and intentions clearly to the whole crew, changing plans if necessary. -

The holy three and Roxana 3x3x3 soft skills model (Continued)

3. Decision making and Result focus	
<p>Accurately perceives all SHELL factors on-board, at sea and ashore and projects their status in the future, reaching systematic and rational judgements or chooses an option based on relevant information by analysing issues and by developing effective strategies to manage HSQE threats.</p> <p>Demonstrates a readiness to make decisions and originate action, focusing on achieving desired results and how best to achieve them by taking conscientious action, using initiative, energy and demonstrating flexibility and resilience.</p>	
3.1. Awareness of SHELL factors and their risks for problem definition and options generation	
3.1.1.	<p>Maintains awareness of SHELL factors.</p> <ul style="list-style-type: none"> - Monitors, cross-checks, acknowledges and reports changes in all SHELL factors. - Gathers information and identifies the problem and its causal factors in the 3 dimensions of time. - Consults and shares information with specialist expertise or local knowledge on all SHELL factors when required, environment included.
3.1.2.	<p>Problem definition</p> <ul style="list-style-type: none"> - Encourages idea generation and challenges existing norms, accepted risks, processes or measurements - Generates multiple responses to a problem or alternative courses of action.
3.1.3.	<p>Risk assessment for option selection</p> <ul style="list-style-type: none"> - Uses all available resources to manage threats. - Considers options generated by external advisors (e.g. pilot) and retains decision making responsibility and accountability. - Considers and shares the risks of alternative courses of action. - Anticipates present and future threats and their consequences. - Assesses risks and benefits of different responses to a problem through discussion.
3.2. Outcome implementation and review	
3.2.1.	<p>Selects and implements timely the best response to the problem.</p> <ul style="list-style-type: none"> - Checks the outcome of a solution against the predefined goal or plan, reviews the quality of the decision made. - Takes timely and mindful actions.
3.2.2.	<p>Confirms selected course of action and implements in a timely manner.</p> <ul style="list-style-type: none"> - Stays focused on tasks and meets productivity standards, deadlines, and work schedules. - Shows up to work on time, and follows instructions, policies, and procedures. - Goes the "extra mile" beyond job requirements in order to achieve objectives. - Takes personal responsibility for the quality and timeliness of work, and achieves results with little need for supervision.
3.2.3.	<p>Has a sense of urgency about solving problems and getting work done, and pushes self and others to reach milestones.</p> <ul style="list-style-type: none"> - Effectively manages the time and resources to accomplish tasks, prioritising the most important ones. - Identifies what needs to be done and initiates appropriate actions - Looks for opportunities to help achieve team objectives.
3.3. Determination and emotional toughness	
3.3.1.	<p>Recovers quickly from setbacks and responds with renewed and increased efforts.</p> <ul style="list-style-type: none"> - Persists in the face of difficulty, finds alternative ways to complete tasks and goals. - Exerts renewed and increased effort to achieve goals, persisting even in the face of problems. - Handles high workloads, competing demands, vague assignments, interruptions, and distractions with composure. - Willingly puts in extra time and effort in crisis situations. - Stays calm and maintains focus in emergency situations.
3.3.2.	<p>Adapts to changing business needs, conditions, and work responsibilities.</p> <ul style="list-style-type: none"> - Shows others the benefits of change. - Adapts approach, goals, and methods to achieve solutions and results in a changing environment. - Responds positively to change, embracing new ideas and/or practices to accomplish goals and solve problems.
3.3.3.	<p>Discusses contingency strategies and takes timely and mindful actions.</p> <ul style="list-style-type: none"> - Acknowledges and corrects mistakes, taking personal responsibility as appropriate. - States alternative courses of action, implements new ideas, and/or better ways to do things and/or implements potential solutions to problems

Energy Institute publishes the 72nd Statistical Review of World Energy



The EI and its precursor bodies date back more than a century. With their partners KPMG and Kearney, the continuing involvement of Heriot-Watt University and with enormous thanks to bp for seven decades' work building one of the world's most respected energy data sources, the Energy Institute 72nd Statistical Review of World Energy is opening a new chapter in the story of the Statistical Review.

It provides insight into how our energy systems are adapting to escalating environmental and geopolitical crises. The data contained shed light on a year in energy defined by three crises layered one on top of the other – on supply, price and climate.

Just as the world emerged from the huge impact on energy demand caused by the global pandemic, 2022 witnessed energy markets again in crisis, as Russia's invasion of Ukraine upended assumptions about supply and sent out ripples around the world. That in turn precipitated a price crisis and profound cost-of-living pressures across many economies.

More fundamentally, we have seen further and ever more dangerous impacts of climate change across all continents. And despite broad consensus on the need to reach net zero, global energy-related greenhouse gas emissions are still heading in the wrong direction.

[Read the Media release](#)

[Download the Statistical Review of World Energy](#)

SpaceX Starlink

Starlink offers several benefits for ships and maritime operations:

1. **Global Coverage:** Starlink provides internet coverage across most of the Earth's surface, including remote and maritime areas. Ships can access high-speed internet even in regions where traditional terrestrial networks are unavailable.
2. **Reliable Connectivity:** Starlink's satellite constellation consists of thousands of satellites in low Earth orbit, reducing latency and providing a more stable and reliable internet connection compared to geostationary satellites. This is crucial for maritime operations that require real-time data exchange, communication, and navigation.
3. **High-Speed Internet:** Starlink offers high-speed internet, with speeds up to 200 mbps. This allows ships to support multiple devices and applications simultaneously, such as video conferencing, streaming, and data transfers.
4. **Low Latency:** Starlink's low Earth orbit satellites result in lower latency (ping times) compared to traditional satellite internet services. This is essential for applications like online gaming, VoIP calls, and real-time data transmission, which require minimal delay.
5. **Redundancy and Backup:** Starlink can serve as a redundant or backup internet connection for ships. In case the primary communication network fails, ships can switch to Starlink to ensure continuous connectivity, which is crucial for safety and operational purposes.
6. **Navigation and Weather Updates:** Access to real-time weather data, navigation charts, and maritime information is vital for safe and efficient navigation. Starlink enables ships to receive these updates promptly, enhancing their ability to make informed decisions at sea.
7. **Crew Welfare:** Reliable internet access can improve the quality of life for crew members during long voyages by enabling them to stay connected with their families, access entertainment, and access online resources for personal and professional development.
8. **Remote Monitoring and Management:** Ships can use Starlink to remotely monitor equipment, systems, and cargo conditions, which can help reduce maintenance costs and improve operational efficiency.
9. **Emergency Communication:** In emergency situations, having a reliable internet connection via Starlink can be a lifeline for ships. It enables them to communicate with authorities, request assistance, and access vital information during crisis situations.
10. **Cost-Efficiency:** While initial equipment costs and subscription fees may be relatively high, Starlink can be cost-effective for ships compared to traditional satellite services. Its global coverage and competitive pricing may reduce the overall cost of satellite connectivity for the ship and the crew.

Overall, Starlink offers significant advantages for ships, improving their connectivity, safety, efficiency, and the well-being of their crew members. As the Starlink network continues to expand and evolve, it is likely to become an even more valuable asset for maritime operations.

The performance the system on the Marvel will be monitored for a few weeks when the ship is at sea and all going well the system will be rapidly deployed across the fleet.



Gard Club presents global trends on stowaways

Gard Club has recently published an updated Guide on Stowaways describing the issue, relevant regulations, port prevention, humane handling and the risk of stowaways.

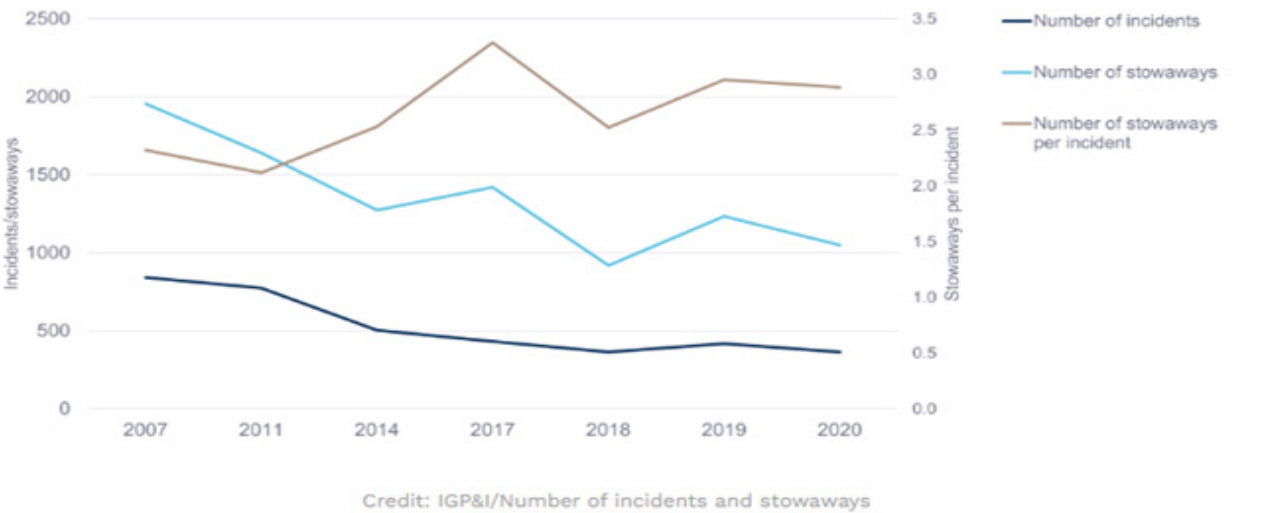
In preparation of the guide, Gard Club reviewed the trends over the last several years. The International Group of P&I Clubs (IGP&I) carries out regular data collection exercises in respect of stowaways. Based on claims experience within all the member clubs, locations where stowaways are a common problem are identified along with the nationalities of persons stowing away and the average cost of stowaway incidents.



Incident trends and regional hot spots
While the IGP&I data collection is primarily meant to compliment the stowaway cases reported to the IMO in its Global Integrated Shipping System (GISIS), it is worth noting that the number of incidents recorded by the IGP&I is generally higher than the those submitted via the IMO-system. However, even if the IMO GISIS data are more moderate in terms of the total number of incidents and stowaways, some of the observed trends concerning regional ‘hot spots’ for stowaway, as well as stowaways’ nationalities are very similar to those identified in the IGP&I data.

The IGP&I and IMO GISIS data for the period 2013 to 2022 show the following trends:

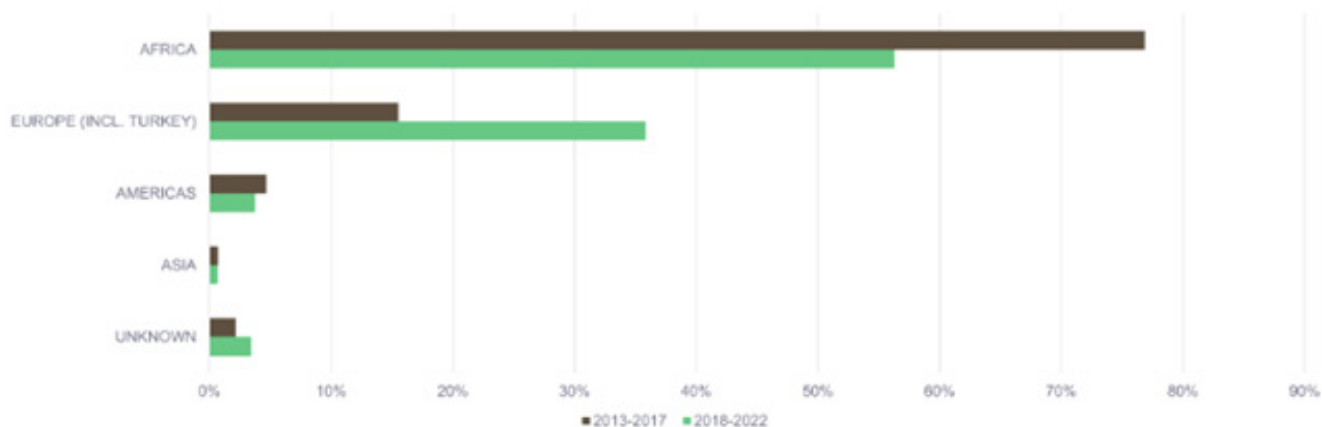
Overall incident trends



Gard Club presents global trends on stowaways (continued)

- The number of stowaway incidents has more than halved since IGP&Is carried out its first data collection exercise for the 2007/8 policy year but has remained fairly level over the past five years.
- The total number of stowaways involved has also decreased, but not at the same rate as the incident figures. This means that the number of stowaways per incident has been growing, and the data would seem to suggest that the current average is close to three stowaways per incident.
- Whilst the total cost net of deductible including fines imposed by states on shipowners, has dropped, the cost per stowaway incident, as well as per stowaway, has risen. It is also important to note that the cost to shipowners is higher than that incurred by the Clubs as, in addition to their deductible, shipowners are likely to incur other costs, which are not insured.

Regional hotspots, by region of embarkation



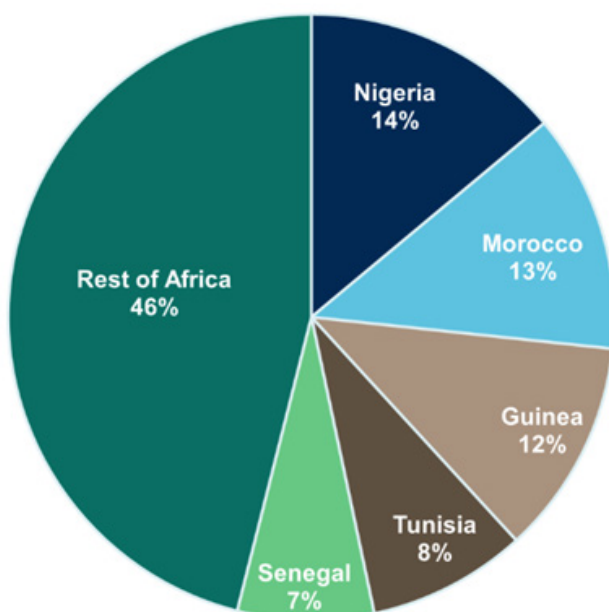
Credit: IMO GISIS/By region of embarkation

Ports on the African continent continued to be the main hot spots for stowaway embarkations, even if the overall number of incidents reported from ports in Africa have decreased.

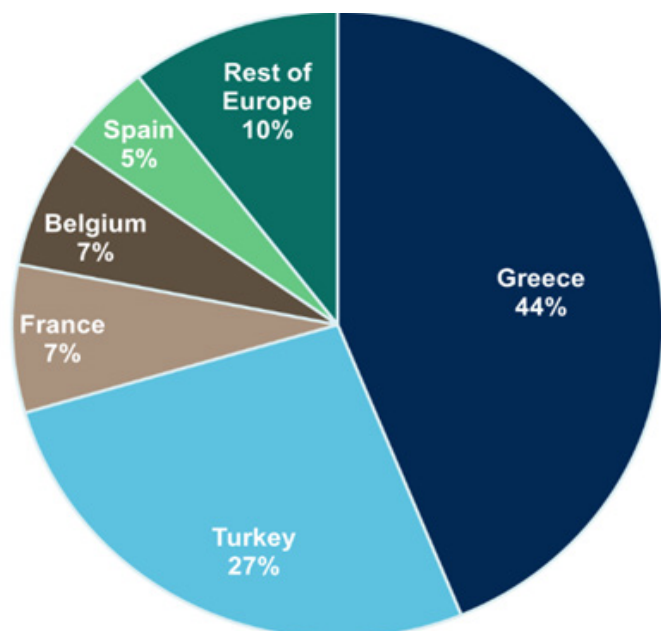
European ports started to feature in the statistics in 2017 and the number of incidents reported from the European continent has remained high thereafter.

Top five countries of embarkation 2018 – 2022

African continent



European continent



Gard Club presents global trends on stowaways (continued)

- The rate of stowaway embarkations in South African ports, which historically have been considered high risk ports, has fallen. The same goes for ports in some of the West African countries. However, the port of Durban in South Africa, and West African ports such as Lagos in Nigeria, Conakry in Guinea, Dakar in Senegal, must still be treated as ports with high risk of stowaways.
- It is well known that many North African countries have become major transit points for African and Arab migrants trying to reach Europe to escape war and poverty and there is a clear upward trend in the number of incidents reported from the Maghreb region of North Africa, particularly from the port of Casablanca in Morocco and Rades/Tunis in Tunisia.
- The majority of stowaway embarkations in Europe were reported from ports in Greece and Turkey, but also ports in France and Belgium that are facing the English Channel were popular spots for persons attempting to stow away.

Key reminders

- Prevention is always better than cure, and this is especially true in cases involving stowaways. Any master who has had to deal with a stowaway situation on board will agree that time and money invested in preventing stowaways from boarding a ship is time and money well spent.
- It should not be forgotten that the processes of disembarkation and repatriation of stowaways will always be closely linked.
- Before taking any steps such as disembarkation, the Guide recommends that the masters/shipowners do not hesitate to request Gard's or P&I correspondents' advice.
- The Guide also reiterates the importance of adhering to IMO standards and recommended practices when it comes to security arrangements and procedures to prevent and handle stowaways.

The basic principles set out in the IMO guidelines on stowaways and supported by the security approach of the ISPS Code:

- ☐ Cooperation to prevent incidents
- ☐ Security measures to prevent stowaways from boarding
- ☐ Proper onboard searches prior to leaving port
- ☐ Humanitarian treatment of stowaways
- ☐ Cooperation to repatriate stowaways
- ☐ Disembarking countries' responsibilities and rights on dealing with illegal immigrants
- ☐ International protection principles for dealing with asylum seekers
- ☐ Cooperation to disembark stowaways
- ☐ Countries' acceptance of return of its nationals/citizens
- ☐ Embarking country's acceptance of return of stowaways when nationality and citizenship cannot be established.

Mr. Koutris attendance - LISCR Annual Seminar of 2023

Please note that on 21Sep23 our Managing Director, Mr. Koutris, attended the LISCR Annual seminar of 2023, which took place at the Yacht Club of Greece, Piraeus.

The discussion was centered around the today's challenges on Port State Control, Technical and Emissions Control issues as well as the EEXI and EPL/Ship application.

The good news is that Liberia will align with IRI, accepting only the above 15minutes exceedances reporting to flag, instead of the current "any exceedance" and is ready to align on the 5minutes, instead of the 3 minutes exceedance, to be recorded in deck log.

The agenda included:

1. Dynamic Prevention Program (DPP)
2. Operational controls
3. Duty Officer
4. Liberian Policy Updates
5. Port State Control & Flag Inspection Program

Specifically, the following presentations were given:

- Mr. Roderick Acquie, Senior Vice President, Maritime operations, gave a presentation on Today's Challenges on Port State Control (Impact, prevention, operational control & duty officer program)
- Mr. Cedric D'Souza, Senior Vice President, Maritime operations, gave a presentation on Technical Issues & Challenges Today (SOLAS amendments, Ballast Convention, Hong Kong Convention, Biofuels)



IMB first quarterly report on piracy in 2023

With our message 1093027 of 05May23 we circulated the released by ICC International Maritime Bureau (IMB), first quarterly report on piracy in 2023, which has recorded the lowest level of reported global piracy and armed robbery incidents since 1993. Regardless of the encouraging statistics, IMB calls for continued, robust and coordinated regional and international naval presence to act as a deterrent to prevent and respond to piracy.

The report reveals 27 incidents were reported in the first quarter of the year 2023, representing a marked decline from 37 incidents for the same period in 2022.

Out of total 27 incidents, perpetrators boarded the ships in 24 cases, two vessels reported attempted incidents and one vessel was hijacked.

Despite the drop in numbers, the threat of violence remains and therefore, you are strongly advised to exercise increased vigilance and awareness, considering further precautionary measures in accordance with your updated RM when trade or approach the area



Piracy Statistics



Union of Greek shipowners provides financial support to the flooded community of Thessaly



Our country, Greece, is currently undergoing one of the most difficult periods allover its history, as a result of the biblical catastrophe in our Thessaly community, due to the weather phenomenon "Daniel", which resulted in huge floods in the area, with the loss of human lives and animals, and a lot of houses,

businesses, fields and properties to be covered under the water.

A lot of people lost everything there, and now the only thing that remained to them is to find ways to survive, to build from the very beginning what they had succeeded within many years of hard work and efforts.

The consequences of this catastrophic event were reflected not only to our people living and doing business there, but to the overall Greek population, as Thessaly represents a significant percentage of the overall production of agricultural & livestock products produced in Greece.

In view of this tough period we are coming through, the Union of Greek Shipowners stood by the Thessaly community, as part of the huge wave of solidarity, and as a gesture of humanity to our stricken fellow human beings. Our country needs more help now than ever before, and it is each and everyone's obligation to provide so, with the one or another way.

Therefore, UGS in liaison with the Government, collected the amount of more than 50.000.000 euros from Greek Shipowners, so as to contribute to Thessaly citizens overcome their losses and bounce back.

Our company ROKS Maritime Inc., ranks among the Greek Ship owning companies that contributed to this kind venture. We all stand with Thessaly and hope better days to come.

Egypt - detention of crew for carrying prohibited items

With our message 1094797 of 17May23 we informed the fleet of the below warning issued by one of the P&I Clubs in May 2023:

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It was reported that seafarers have been detained and prosecuted by Egyptian security authorities because of some items being carried in seafarers' luggage while crossing the Egyptian border. The following items should not be carried:

- Drones
- Wireless sets like walkie-talkies
- Live and toy arms, ammunition, explosives or any other substances containing explosive materials including firecrackers
- Pyrotechnics
- Drugs that cannot be dispensed without a prescription
- Any electronic device that is unusual and which it is difficult to understand the nature of and which may raise police suspicion

Luggage inspection may also take place at the Suez Canal area gates for crew embarkation or disembarkation of transiting ships, i.e., such inspection could occur even if any of the items have passed through Egyptian airport security without any problem.

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In view of the above, all Masters shall ensure that none of their Crew (on-signing and/or off-signing) is in possession of the items included in the above list, when a crew change takes place at Suez Canal or any other Egyptian port.



Libya - prohibited items on board

With our message 1094794 of 17May23 we informed the fleet of the below lesson learnt from a call at port of Misurata, Libya:

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1. Upon berthing a Capesize bulk carrier at port Misurata in early May 2023 while Customs round, flag of Israel was found by officers on shelf for flags storage on the bridge. The Captain was called to bridge for explanation. As explained that flag was not never used, checking voyage memo, and reported, showed that vessel did not visit Israel earlier. It was supposed that the explanation from the Captain was enough for Customs; a few day later this history resumed.

2. The Captain was invited to Customs office concerning issue with flag of Israel, in accompany of two representatives of the ship's local agent. While interview with Customs officers, records in official papers kept, questions from Officials and the responses of the Captain was logged. One part of questions was devoted to vessel (particulars, cargo), second part included questions addressed to the sea life of the Captain (experience, date of joining with vessel, etc.), third part of questions directly concerning issue (did vessel visit Israel, why flag of Israel is on board, why the Captain is not aware that it is prohibited to keep on board any symbols concerning Israel). As explained by the Captain, that vessel did not visit Israel never before (voyage memo for life of vessel was printed and verified), flag of Israel includes in standard kit of flags in stock for Mediterranean sea, flag is absolutely new and could not be used before. The Captain informed Customs officers, that all received information regarding call Misurata was very rare. (Notwithstanding for numerous requests for filling form D-113, it was filled with great negligence. The inquiring concerned rules and restrictions for Libyan ports was ignored.) Upon completion of interview all written questions and answers was translated from Arabic language in English and asked the Captain again for confirmation. Statement was signed by the Captain and witnessed by agent. Verbally the Captain promised that Company will be informed about all restrictions imposed by Libyan laws for avoidance similar incident in future. At about one hour, the Captain returned to vessel. Flag of Israel removed from bridge and in safe custody.

3. Lesson learnt out of this incident is that Israelian symbols on board ships (including any relevant markings in nautical publications) should be destroyed before entering Libyan waters.

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In view of the above, all Masters shall ensure that for all ports of call:

1. Pre-arrival procedures should be carried out with caution, in accordance with our FOM01 par 4.7.1 & FOM03 par 4.2 Pre-arrival procedures, Preparation for arrival, form FOM01-04
2. All incoming information regarding local rules. prohibited items and restrictions for next ports of call should be taken into consideration, as per Pre-arrival port information template message FOM01 App1.
3. Attention should be given to the local pre-Arrival Notices to Agents/Port Authorities, as applicable, when filled in.

TEK attendance M/T Melody 17-18Aug23

Our Managing Director Takis. Koutris boarded M/T Melody on 17&18Aug23 at Al Duqm, Oman during her Drydock.

Tour of the ship was conducted, in the presence of:

- Fleet sup/nt Angelos Spyrtos
- Master capt. Alexander Overchuk
- Chief Engineer Konstantin Goncharov

The following follow up message was sent to Master Alexander Overchuk and his crew:

Dear Capt Alexander,

Thank you, the Chief Engineer Konstantin Goncharov, the Chief Officers Romik Krdzhatsyan and Aleksandr Krainov and your crew for the co-operation and hospitality extended throughout our attendance on board on the 17&18Aug23.

We have noted with interest that no particular personal issues for your crew were reported to be resolved, apart from the earlier repatriation of the Chief officer Romik Krdzhatsyan, which has been already safely arranged.



TEK attendance M/T Melody 17-18Aug23 (continued)

During this attendance we had the chance to:

- express our appreciation for:
 - the excellent team you are privileged to manage and work with, and the efforts done to improve the overall condition of your Ship, considering the high temperatures and the short voyages
 - achieving the 0 injuries target
 - 3rd party inspections performance, meeting the targets and particularly for vetting 3.5 dpi
 - PSC inspections, meeting the target of 0.6 def/inspection
 - your crew resilience and understanding for crew changes occasional delays during the war sanctions, which will most likely last throughout the 2023
 - discuss the Company Vision the IDEA values, the TAB Safe and PALI principle
 - elaborate on the Roxana "Fearless ego for success" tree, highlighting:
 - the Principal Order for all to "Return Home Healthy", with the related "care about myself and my team" and the "communication for resilience" workshops
 - the three pillars of our system, CPAR MoC and RM
 - the engagement as ticket to commitment and culture and how engagement is boosted on board with the active participation of HSQE committee members, through Master's review and response to Company project FUNs and the application on board of reflective LFI, LET, debate on board and resilience modules
 - elaborate on the concepts of:
 - the Roxana 3x3x3 soft skills model and the health (Physical and mental) and competence (soft and hard), as pre-requisites for success in human performance
 - the human performance principles:
 - o Humans err
 - o Humans want to do a good job
 - o Human error is opportunity for system improvement
- which is the basement for developing a fair and just for no blame culture,
- success, meaning Incident Free Effective Efficient (IF EffEff)

We had the opportunity to address:

- The war sanctions and how to manage crew changes and crew allotments in such a challenging environment
- the campaigns we are up to this period i.e.:
 - Return Home Healthy and PALI principle
 - The building healthy habits, exercises
 - The training on board for promotion, the reflective LFIs/LETs and care for people modules
- the DMS revisions Jun23 letters to share them with your crew, update all posters and review the multimedia training plan, as re-adjusted with the latest modules
- All company projects FUNs and action plans from ship's side, particularly the SIRE 2 project, the documentation to be discussed with your crew, in anticipation of the google questionnaire to be released within Sep23
- The next PSC CIC on fire safety, for which we expect you to tailor make for GSI ships the relevant checklist.

We had also the opportunity to discuss

- how you and your crew contribution to the smooth completion of the repairs can be effected
- how to improve co-ordination with the Fleet sup/nt and to improve the daily report with ETC for all items, identifying from now on the time critical jobs
- how to attend the daily meetings with shipyard, to minimise the long duration work permits, to improve particularly security and gangway watch as well as registration of people on board.

Thank you again, stay healthy, ensure that all Return Home Healthy and pls convey our thanks to your crew.

uqt



TEK attendance M/T Marvel 27-28Sep23

Our Managing Director Takis. Koutris boarded M/T Marvel on 27&28Sep23 at Al Duqm, Oman during her Drydock.

Tour of the ship was conducted, in the presence of:

- Fleet sup/nt Stavros Kavouris
- Master Sergey Simonov
- Chief Engineers Anton Shumkov and Andrey Vazhenin

The following follow up message was sent to Master Sergey Simonov and his crew:

qt

Dear Capt. Sergey Simonov,

Thank you, the Chief Engineers Anton Shumkov and Andrey Vazhenin, the Chief Officer Sergei Orekhov and your crew for the co-operation and hospitality extended throughout our attendance on board on the 27&28Sep23.

We have noted with interest that no particular personal issues for your crew were reported to be resolved.

During this attendance we had the chance to:

- express our appreciation for:
- the excellent team you are privileged to manage and work with, and the efforts done to improve the overall condition of your Ship, considering the high temperatures and the short voyages
- achieving the 0 injuries target
- vetting inspections performance, and elaborate on the Koch vetting inspection in Port Luis
- PSC inspections, meeting the target of 0.0 def/inspection
- your crew resilience & understanding for crew changes occasional delays during the war sanctions, which will most likely last throughout the 2023
- discuss the Company Vision the IDEA values, the TAB Safe and PALI principle
- elaborate on the Roxana "Fearless ego for success" tree, highlighting:
- the Principal Order for all to "Return Home Healthy", with the related "care about myself and my team" and the "communication for resilience" workshops
- the 3 pillars of our system, CPAR MoC & RM
- the engagement as ticket to commitment and culture and how engagement is boosted on board



with the active participation of HSQE committee members, through Master's review and response to Company project FUNs and the application on board of reflective LFI, LET, debate on board and resilience modules

- elaborate on the concepts of:
- the Roxana 3x3 soft skills model and the health (Physical and mental) and competence (soft and hard), as pre-requisites for success in human performance
- the human performance principles:
 - o Humans err
 - o Humans want to do a good job
 - o Human error is opportunity for system improvement

which is the basement for developing a fair and just culture, which at the same time is a no blame culture, success, meaning Incident Free Effective Efficient (IF EffEff)

We had the opportunity to address:

- the war sanctions and how to manage crew changes and crew allotments in such a challenging environment
- the campaigns we are up to this period i.e.:
- Return Home Healthy and PALI principle
- the building healthy habits, exercises
- the training on board for promotion, the reflective LFIs/LETs and resilience modules
- the DMS revisions Jun23 letters to share them with your crew, update all posters and review the multimedia training plan, as re-adjusted with the latest modules

TEK attendance M/T Marvel 27-28Sep23 (continued)

- all company projects FUNs and action plans from ship's side, particularly the SIRE 2 project, the documentation to be discussed with your crew, in anticipation of the google questionnaire to be released within Sep23

- the next PSC CIC on fire safety.

We had also the opportunity to discuss

- how you and your crew contribution to the smooth completion of the repairs can be effected

- how to improve co-ordination with the Fleet sup/nt and to improve the daily report with ETC for all items, identifying from now on the time critical jobs

- how to attend the daily meetings with shipyard, to minimise the long duration work permits, to improve particularly security and gangway watch as well as registration of people on board.

Thank you again, stay healthy, ensure that all Return Home Healthy and pls convey our thanks to your crew.

unqt

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 2023 was 0 detentions and then 0.9 deficiencies per inspection, the combination of which will bring Roxana in the high performance companies, as per the Paris MOU NIR ranking. For the Vetting inspections the absolute target for 2023 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:

VESSEL	MASTER	CHENG	FLEET SUPNT	INSPECTION	PORT	DATE	DPI	Target
M/T Aramon	S. Bushmelev	A. Mayorov	-	PSC	Bandar Abbas	23Aug23	0	0,9
M/T Aligote	V. Cherepanov	A. Potyanikhin	-	Vetting	Lome	28Feb23	4	3,5
M/T Altesse	O. Sukhodoev	A. Polkonikov	-	Vetting	Fujairah	28Feb23	2	3,5
M/T Altesse	O. Mikhalev	A. Sergeichev	-	Vetting	Yanbu	19Jul23	4	3,5
M/T Asprouda	A. Okolo-Kulak	I. Mikhailov	-	Vetting	Dock Sud	10Feb23	2	3,5
M/T Asprouda	A. Okolo-Kulak	I. Mikhailov	-	PSC	Common Zone	09Feb23	0	0,9
M/T Asprouda	A. Okolo-Kulak	I. Mikhailov	-	PSC	Primorsk	15Mar23	0	0,9
M/T Asprouda	I. Koshetov	E. Svistunov	-	Vetting	Lagos	07Sep23	4	3,5
M/T Athiri	N. Zenenko	S. Orevkiy	-	Vetting	Sohar	21Feb23	2	3,5
M/T Athiri	N. Zenenko	S. Orevkiy	-	PSC	Ras Tanura	28Feb23	0	0,9
M/T Athiri	O. Khairullin	O. Kril	-	Vetting	Fujairah	31Aug23	4	3,5
M/T Magic Star	V. Sheludko	V. Artamonov	-	Vetting	Borsele	05Sep23	4	3,5
M/T Melody	A. Overchuk	K. Goncharov	-	Vetting	Mombasa	03Jul23	4	3,5
M/T Melody	A. Overchuk	K. Goncharov	-	PSC	Mombasa	04Jul23	0	0,9
M/T Marvel	S. Simonov	B. Selifontov	-	Vetting	Durban	05Feb23	4	3,5
M/T Marvel	S. Simonov	B. Selifontov	-	PSC	Fujairah	03Mar23	0	0,9
M/T Marvel	S. Simonov	A. Shumkov	-	Vetting	Port Louis	02Sep23	4	3,5
M/T Miracle	I. Koshetov	K. Evgrafov	-	PSC	Eregli	09Jan23	0	0,9
M/V Discoverer	S. Rychkov	G. Mishakov	-	PSC	Dakar	03Jan23	0	0,9
M/V Revenger	A. Lysy	S. Makalich	-	PSC	Rosario	01Feb23	0	0,9
M/V Revenger	O. Levchanin	S. Tarapaka	-	PSC	San Lorenzo	10Jul23	0	0,9

Engineer injured his finger during lifting operations

A recent IMCA Safety Flash focuses on an incident in which, crew were using the vessel crane to move a pallet of cylinders (part of the vessel's hydraulic system) from one deck to another, with a vessel alongside, to provide lessons learned.

The incident

This was in preparation for departure from port. The Second Engineer passed by and decided to assist the crew in positioning the pallet. When the pallet was moved into place, the engineer got one of his hands trapped below one of the cylinders, and the middle finger of his right hand was pinched and injured.

First aid was provided and the injured person was transferred to a local clinic for further medical examination. The vessel had to sail without him; he did light duties ashore afterward. The incident was classified as a RWC (Restricted Work Case).



What went wrong

1. None of the crew involved in the lifting activity had had any formal training in lifting in spite of company procedures requiring this;
2. The Second Engineer intervened to help – with the best of intentions – when he ought not have done. He was not part of the lifting crew, he did not attend the toolbox talk, nor was he part of the risk assessment discussions;
3. No-one stopped the job – any one of the crew had the authority and obligation to stop the job and take time out to think things through;
4. The Second Engineer was not wearing any gloves at the time as he was not part of the job.

What was the cause

Congestion with other material and equipment made moving these cylinders necessary.

Lessons learned

1. Don't just pitch in and help without thinking – that may not be any help at all!
2. Keep the workplace neat, tidy and uncongested;
3. Use the right PPE and gloves before starting work;
4. Stop the job and rethink if the circumstances change.

UK MAIB’s Annual Report Highlights Maritime Safety Insights for 2022

The UK Marine Accident Investigation Branch (MAIB) recently released its annual report for 2022, shedding light on crucial maritime safety concerns and incidents from the past year.

The branch received 1,263 reports of marine casualties and marine incidents involving UK vessels worldwide or other nations’ vessels in UK waters and commenced 16 investigations

Notable Points:

1. Merchant Vessels

Tragedies like the deaths of three stevedores aboard the bulk carrier Berge Mawson emphasize the ongoing need to address noxious atmosphere hazards. The human drive to assist someone in danger is powerful, which is why so often a second person succumbs to the noxious atmosphere before realisation dawns, access is controlled and a properly equipped rescue starts. Immediate access control and well-equipped rescue procedures are crucial, as delays can lead to unfortunate outcomes.

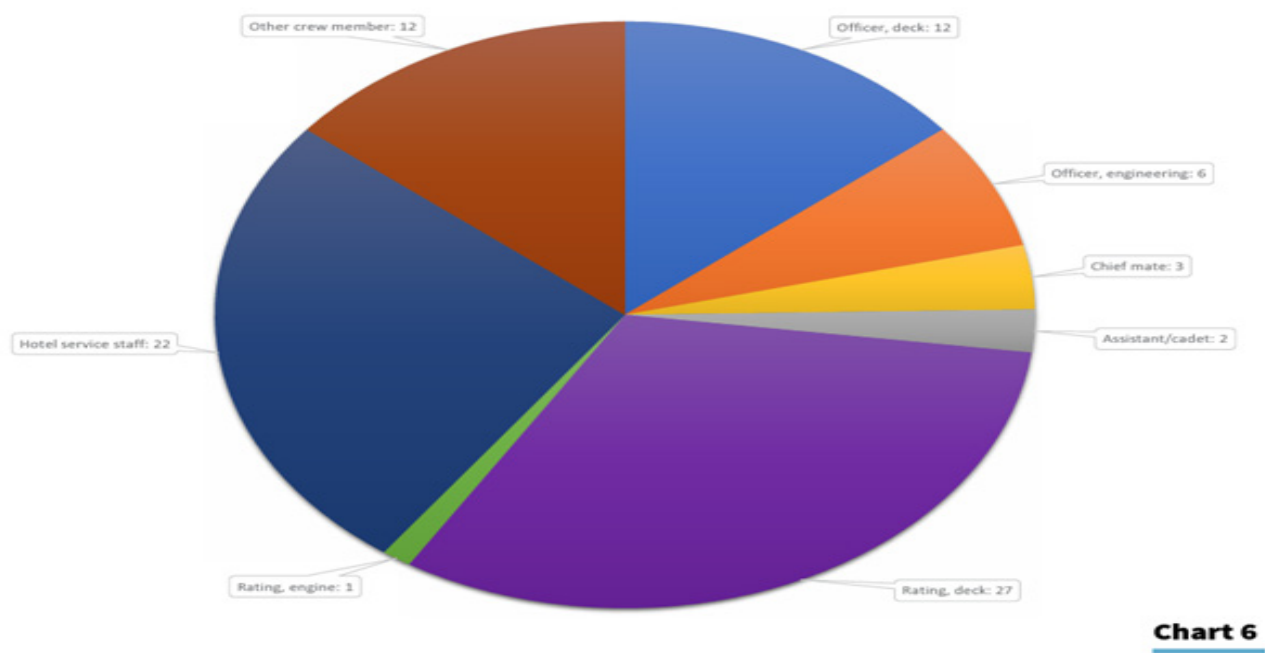
On this occasion, three stevedores had entered the space before access control was restored. This is not the first time in recent years that stevedores have been caught out in this fashion.

The investigation into an engine room fire on the Finnmaster ferry highlighted multiple safety system failures, including concerns about firefighting systems.

Following industry feedback, 2022 saw the branch call for reports of pilot boarding accidents and incidents of noncompliant boarding arrangements. Subsequent checking with industry indicates that the branch captured about 50% of the variously reported incidents, which has enabled an initial analysis of the issues to be conducted.

2. Crew Incidents in 2022

Ratings/Deck crew reported the highest number of incidents (27 incidents), followed by hotel service staff (22 incidents) and officer/ deck crew members (12 incidents).



The report emphasizes the importance of continuous efforts to enhance maritime safety. The insights gained from the report’s findings can guide industry stakeholders in prioritizing safety measures and reducing incidents.

3. Recommendations

MAIB’s 2022 report presented 38 recommendations to 21 recipients. An impressive acceptance rate of 94.7% was achieved, with half already implemented. While this shows progress, some recipients were unable to provide target dates for older recommendations.

For more detailed information, refer to the full [UK MAIB Annual Report for 2022](#).

Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships

The Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships (HKSRC) was adopted 15May2009, aiming to ensure that ships, when being recycled, do not pose any unnecessary risk to human health and safety or to the environment.

The HKSRC will enter into force 24 months after ratification by 15 States, representing 40 per cent of world merchant shipping by gross tonnage, combined maximum annual ship recycling volume not less than 3 per cent of their combined tonnage.

The governments of Bangladesh and Liberia have ratified the convention on 26Jun23, bringing the combined merchant fleet tonnage of contracting States to the treaty to approximately 45.81% with 22 of contracting States and the combined annual ship recycling volume of the Contracting States to 3.31% of the required recycling volume.

Therefore the HKSRC will enter into force in 26Jun25.

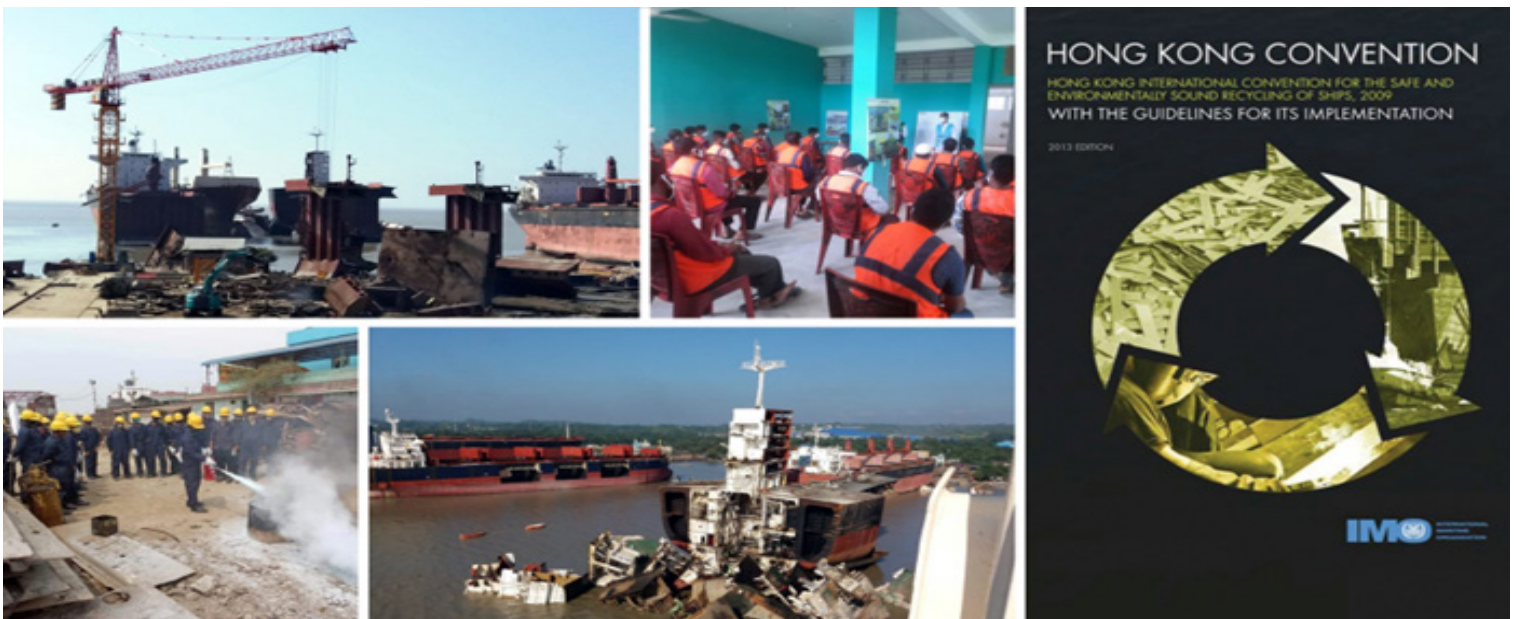
With the HKSRC in force, the next steps should be

- the harmonisation of the regional relevant regulations, such as the EU Ship Recycling Regulation, so that uniform safe and environmentally responsible ship recycling practices are applied globally, to ensure the health and safety of crew and workers and the environment protection, when ships are recycled.
- The compliance of marine equipment with the HKSRC (MD and SDoC) should be certified by a competent authority
- The IHM certification against HKSRC

Other references

- BIMCO: <https://shipmanagementinternational.com/bimco-calls-on-shipowners-to-observe-responsible-ship-recycling-ahead-of-hk-conventions-entry-into-force/#:~:text=BIMCO%20calls%20on%20shipowners%20to%20observe%20responsible%20ship,the%20Convention%E2%80%99s%20entry%20into%20force%20in%20June%202025>
- ICS: <https://www.ics-shipping.org/press-release/ics-celebrates-the-hong-kong-convention-entering-into-force/>
- UGS: <https://www.linkedin.com/company/ugsg/>

For all our fleet IHM is already certified for compliance with HKSRC, in anticipation of Marshall Islands ratification of the convention.



FuelEU maritime

The **FuelEU Maritime Regulation and Alternative Fuels Infrastructure Regulation (AFIR)** have been formally adopted.

They have been published 22Sep23, in the official journal of the European Union and entered into force 20 days after their publication in the official journal, i.e. 12Oct23.

Both texts can be found here: https://eur-lex.europa.eu/TodayOJ/fallbackOJ/I_23420230922en.pdf

Further technical aspects are still to be addressed by Delegated/Implementing Acts for FuelEU Maritime.

1. The main objective of the FuelEU maritime initiative, as a key part of the EU's Fit for 55 package (ETS, IMO, AFIR, ETD, FuelEU and RED), is to increase the demand for and consistent use of **renewable and low-carbon fuels** and reduce the greenhouse gas emissions from the shipping sector, while ensuring the smooth operation of maritime traffic and avoiding distortions in the internal market.

The new legislation

- sets maximum limits on the yearly greenhouse gas intensity of the energy used by a ship, including CO₂, CH₄, and N₂O reduction targets on a full well to wake calculation.
- provides the legal framework for ship operators and fuel producers and helps kick-start the large-scale production of sustainable **renewable and low-carbon** maritime fuels, thus aims to put maritime transport on the trajectory of the **EU's climate targets** for 2030.

2. Main provisions of the FuelEU maritime initiative

The new regulation contains the following main provisions:

- measures to ensure that the **greenhouse gas intensity** of fuels used by the shipping sector will gradually decrease over time, by **2% in 2025** to as much as **80% by 2050**
- a special incentive regime to support the uptake of the so-called **renewable fuels of non biological origin** (RFNBO) with a high decarbonisation potential
- an exclusion of **fossil fuels** from the regulation's certification process
- an obligation for passenger ships and containers to use **on-shore power supply** for all electricity needs while moored at the quayside in major EU ports as of 2030, with a view to mitigating air pollution in ports, which are often close to densely populated areas
- a voluntary **pooling mechanism**, under which ships will be allowed to pool their compliance balance with one or more other ships, with the pool – as a whole - having to meet the greenhouse gas intensity limits on average
- time limited **exceptions** for the specific treatment of the outermost regions, small islands, and areas economically highly dependent on their **connectivity**
- revenues generated from the regulation's implementation (**'FuelEU penalties'**) should be used for projects in support of the maritime sector's decarbonisation with an enhanced transparency mechanism
- **monitoring** of the regulation's implementation through the Commission's reporting and review process

3. Next steps

Following the formal adoption by the Council on 27Jul23, the new regulation will be published in the EU's official journal after the summer and will enter into force the twentieth day after this publication. The new rules will apply from 1 January 2025, apart from articles 8 and 9 which will apply from 31 August 2024.

4. Other work streams under progress

There are 4 other Work Streams (WS) in support of the FuelEU Maritime Regulation. Among which, we highlight the 'Elements for FuelEU specific monitoring, reporting and verification activities including accreditation of verifiers'.

Objective: Develop requirements on subject.

- Art.7(4): monitoring plans templates and tech rules
- Art 12(5): rules for verification activities
- Art.13(3): methods and criteria of accreditation of verifiers

We will keep monitoring the development and report.

5. Further references

- [Regulation on the use of renewable and low-carbon fuels in maritime transport \(FuelEU Maritime initiative\), 25 July 2023](#)
- [FuelEU Maritime initiative, text of the provisional agreement, 23 March 2023](#)
- [Council General Approach, 2 June 2022](#)
- [Fit for 55 \(background information\)](#)
- [European Green Deal and Fit for 55 \(timeline\)](#)
- [European Climate Law, 30 June 2021](#)

EU ETS update - Timeline for Compliance

EU ETS Directive Application

The EU [Directive 2023/959](#) (amending [Directive 2003/87/EC](#)) will apply:

- From **1 January 2024** to **cargo and passenger ships** of 5000 GT and above.
- From **1 January 2027** to **offshore ships** of 5000 GT and above.

Amendments to regulation (EU) 2015/757 – EU MRV

The extension of EU ETS Directive to maritime transport requires additional reporting requirements. This was facilitated by [Regulation \(EU\) 2023/957](#), amending Regulation (EU) 2015/757 which was published in the European Journal on 10 May 2023.

Monitoring

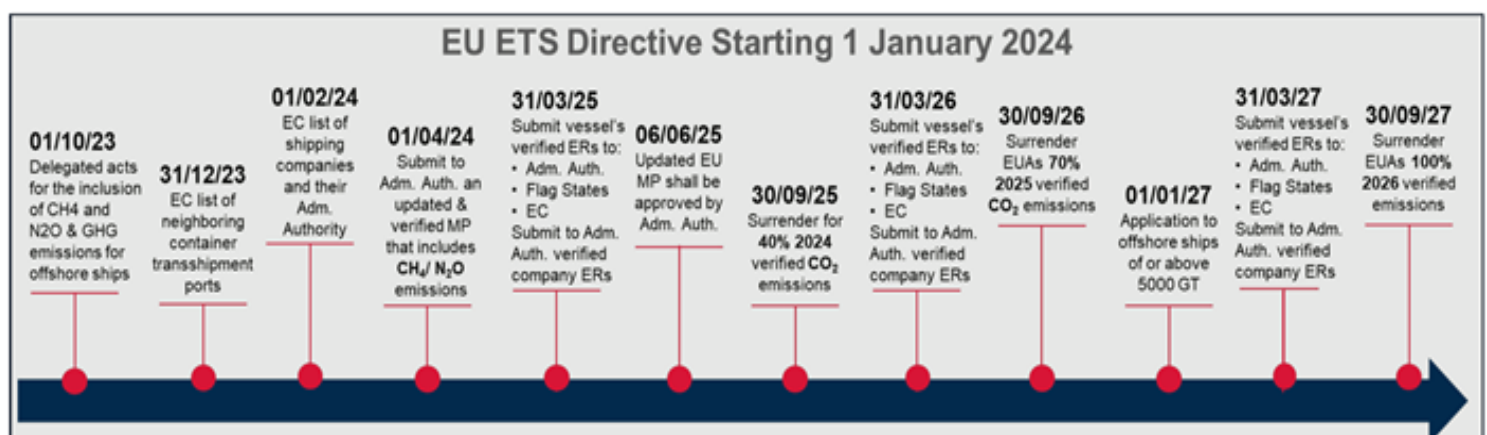
- By **1 October 2023**, the European Commission (EC) shall adopt delegated acts for the inclusion of **CH₄ and N₂O emissions** and the greenhouse gas (**GHG emissions from offshore ships**).
Additional delegated acts shall be adopted for the monitoring and reporting of the aggregated emissions data at company level and the submission to the administering authority.
 - By **31 December 2023 or the soonest possible before 1 April 2024**, shipping companies should submit to their responsible verifier the updated **monitoring plans (MPs)** according to the EC delegated and implementing acts for each of their ships.
 - By **1 April 2024**, shipping companies shall for each of their ships submit to their responsible administering authority an MP that has been assessed by the verifier.
 - By **6 June 2025**, the responsible administering authority shall approve the MP based on the assessment of the verifier.
- For applicable ships which have not previously been subject to the requirements of Regulation (EU) 2015/757 prior to 1 January 2024, the shipping company will be required to submit an MP to their administering authority **within three months** of the ship's first call in a port of an EU member State. The administering authority shall approve it **within four months**.

Reporting

- **From 1 January 2024**, shipping companies shall monitor and report emissions for cargo and passenger ships of 5000 GT and above in accordance with the revised MP.
- **From 1 January 2025**, companies shall monitor and report emissions for the following additional vessel types:
 - Offshore ships of 5000 GT and above
 - Offshore ships and general cargo ships below 5000 GT but not below 400 GT.
- **From 31 March 2025** and each year after, companies shall, for each ship under their responsibility, submit to their administering authority, flag states concerned and the European Commission, an emissions report for the entire monitoring period of the previous year which has been verified as satisfactory by their verifier.
- For the **monitoring period of 2023**, the deadline for submission of the emissions report remains **30 April 2024**.
- **From 31 March 2025** and each year after, shipping companies shall submit to their administering authority a verified emissions report **at company level** (aggregated emissions data under ETS).

Shipping companies must continue reporting their greenhouse gas emissions. The administering authority may request companies to submit their verified emissions reports and the aggregated emissions data at company level prior to **31st of March**, but not earlier than **28th of February** of each year.

EU ETS Directive 2023/959 (Amending Directive 2003/87/EC)



EU ETS update - Timeline for Compliance (Continued)

Surrendering of Allowances

Starting from **2025**, shipping companies shall surrender by 30 September of each year, EUAs corresponding to their verified GHG emissions of the previous monitoring year. There will be a gradual phase-in of the required allowances to be submitted.

- By **30 September 2025**, surrender of EUAs corresponding to **40% of 2024** verified **CO2 emissions**.
- By **30 September 2026**, surrender of EUAs corresponding to **70% of 2025** verified **CO2 emissions**.
- By **30 September 2027**, surrender of EUAs corresponding to **100% of 2026** verified **CO2, CH4 and N2O emissions**.

Biofuels

Biofuel is a type of [renewable energy](#) source derived from microbial, plant, or animal materials like vegetable oils, animal waste, crop residues, sewage from wastewater treatment and food waste from industry and households. Examples of biofuels include ethanol (often made from corn in the United States and sugarcane in Brazil), biodiesel (sourced from vegetable oils and liquid animal fats), green diesel (derived from algae and other plant sources), and biogas (methane derived from animal manure and other digested organic material). Biofuels can be solid, liquid, or gaseous. They are most useful in the latter two forms as this makes it easier to transport, deliver, and burn cleanly.

Today there is a wide range of biofuels, including **FAME, HVO, pyrolysis oils, e-fuels and alcohols such as ethanol and methanol**.

Many of these, such as ethanol, FAME and HVO, have already been adopted by the automotive industry.

Currently, most biofuels used in shipping are types of biodiesel: **fatty acid methyl esters (FAME) or hydro-treated vegetable oils (HVO)**. Both primarily use plant oil feedstocks such as rapeseed, soybean and palm oil, but it is possible to use waste and residue fats as well.

- **FAME** - currently, the most prominently used biofuel in marine applications. Feedstock should be compliant with the EN 14214. Mostly intended to be used as a blend. Should not be stored for longer than six months as it is susceptible to oxidation, which can leave deposits that may eventually block filters and has a short degrading time.
- **HVO** (or renewable diesel): Compliant with the EN 15940. Very stable and can be stored for long periods as it is not susceptible to oxidation or microbiological growth. Can be used as drop-in fuel or blended with conventional fuels.

Biofuels are not only for marine applications. Demand for FAME is influenced by its use in the on-road transportation sector. The higher the national bio-based diesel mandate, the lesser capacity can be utilized by the marine sector. There is also competition with the aviation industry as hydro processed esters and fatty acids synthetic paraffinic kerosene (HEFA-SPK) fuel is anticipated to be the principal aviation biofuel used over the short to medium term.

The use of biofuel in a Diesel engine is nothing new, the first successful Diesel engine test was carried out in 1897 by Rudolph Diesel on straight peanut oil. Their key advantages are that they are already compatible with modern ship engines and require no Capex. They present lower emission factors than traditional fossil fuels, depending on formulation and blend. Importantly, burning biofuels requires no technical adjustments, added safety measures or design changes to existing ships, making switching to biofuels an immediately actionable solution. Typical outcomes of pilot projects so far are very promising, with no issues related to combustion, engine condition, stability and with a clear condition of engine cylinders via scavenge drain analysis while using the biofuel.

MEPC 78 has approved the Unified Interpretation on Regulation 18.3 of MARPOL Annex VI simplifying the use of biofuels on board ships in relation to the NOx emission ([MEPC.1/Circ.795/Rev.6](#)), which clarifies:

- The use of the biofuel by introducing the 10% limit by volume of possible NOx emission increase to the fuel up to 30% mixture by volume, if there is any modification to engine parts/components, should meet the requirements of regulation 18.3.1 of MARPOL Annex VI, it is therefore considered to be fuel oil of blends of hydrocarbons derived from petroleum refining and verification of the NOx impacts is not required
- For more than 30% mixture, should meet the requirements of regulation 18.3.2 of MARPOL Annex VI, and will be subject to a new NOx certification.
- However, even if the mixture rate exceeds 30% by volume, if there is no modification to the NOx critical components or settings/operating values, no further NOx certification is required so far as it meets the 10% increase limit.

This interpretation is included in a Revision 6 and 7 of [MEPC.1/Circ.795](#).

Biofuels (Continued)

MEPC80 has approved interim guidelines on the use of biofuels under regulations 26, 27 and 28 of MARPOL Annex VI (DCS and CII), that clarifies how certified sustainable biofuels can be used to improve a ship's CII rating.

The key points are:

- Biofuels must be certified by relevant international certification scheme, meeting its sustainability criteria. Reference is made to ICAO's Approved Sustainability Certification Schemes and the CORSIA Sustainability Criteria.
- Must provide a well-to-wake GHG emissions reduction of at least 65% compared to the well-to-wake emissions of fossil MGO of 94 gCO₂e/MJ (i.e., achieving an emissions intensity not exceeding 33 gCO₂e/MJ) according to that certification.
- May be assigned a Cf equal to the value of the well-to-wake GHG emissions of the fuel according to the certificate (expressed in gCO₂e/MJ) multiplied by its Lower Calorific Value (LCV, expressed in MJ/g) for the purpose of regulations 26, 27, and 28 of MARPOL Annex VI for the corresponding amount of fuels consumed by the ship.
- For blends, the Cf should be based on the weighted average of the Cf for the respective amount of fuels by energy.
- A Proof of Sustainability or similar documentation from a recognized scheme should be provided along with the Bunker Delivery Note, to facilitate the verification of the reported biofuel consumption.
- For biofuels not certified as "sustainable" or not fulfilling the well-to-wake emission factor criterion above should be assigned a Cf equal to the Cf of the equivalent fossil fuel type.
- In any case, the CF value of a biofuel cannot be less than 0.

For details pls refer to:

- [MEPC.1/Circ.905 Interim guidance on the use of biofuels under regulations 26, 27 and 28 of MARPOL Annex VI](#)
- [Carbon Offsetting and Reduction Scheme for International Aviation \(CORSIA\) approved sustainability certification schemes](#)

All bunker transactions for biofuels are only made via ISO 8217:2017 basis its General Clause 5: The fuel composition shall consist predominantly of hydrocarbons primarily derived from petroleum sources while it may also contain hydrocarbons from: synthetic or renewable sources such as Hydrotreated Vegetable Oil (HVO), Gas to Liquid (GTL) or Biomass to Liquid (BTL); co processing of renewable feedstock at refineries with petroleum feedstock. Example: ISO 8217:2017 RMG 380 with the exception of FAME levels (as per contractual agreement 30 or 50% etc.).

References

- [MEPC.1/Circ.795, Unified interpretations to Marpol Annex VI](#)
- [MEPC.1/Circ.905 Interim guidance on the use of biofuels under regulations 26, 27 and 28 of MARPOL Annex VI](#)
- [Carbon Offsetting and Reduction Scheme for International Aviation \(CORSIA\) approved sustainability certification schemes](#)
- [EU Renewable Energy Directive 2018](#)



Stability and degradation of biofuel blends

Oldendorff raises concerns over ‘stability and degradation’ of biofuel blends

Study with MIT recommends use of biocides and antioxidants to deal with problems in fuel tanks.

extract from Tradewinds: <https://www.tradewindsnews.com/bulkers/oldendorff-raises-concerns-over-stability-and-degradation-of-biofuel-blends/2-1-1550486>

A study commissioned by Germany’s Oldendorff Carriers has revealed problems with biofuel blends when stored in ships’ bunker tanks. The giant owner asked the Massachusetts Institute of Technology (MIT) to examine the long-term stability and degradation of the lower-carbon B20 blend.

Oldendorff bunkered the fuel in January 2022 on its 38,600-dwt handysize bulker Edwine Oldendorff (built 2016).

This consisted of a 20% bio-oil derived from used cooking oil, blended with very low sulphur fuel oil.

Dr Patricia Stathatou, the lead of the biofuel degradation study, was a research scientist at MIT when the project started in April 2022.

She has recently moved to the Georgia Institute of Technology and remains affiliated with MIT.

Article continues below the advert

Oldendorff said Stathatou’s team found that the blend was “prone to oxidative degradation due to the presence of unsaturated fatty acids, which are inherent in the vegetable oils and animal fats from which they are derived”.

“Therefore, there are concerns about the stability and degradation of biofuel blends with conventional marine fuels over time when stored in vessels’ bunker tanks,” the company said.

Oldendorff said there is a limited body of research on the subject.

The “comprehensive” study monitored eight chemical parameters over an extended one-year period, under a variety of storage conditions.

These included acid value, microbial contamination, density and viscosity.

A total of 15 samples were analysed after being stored at different temperatures.

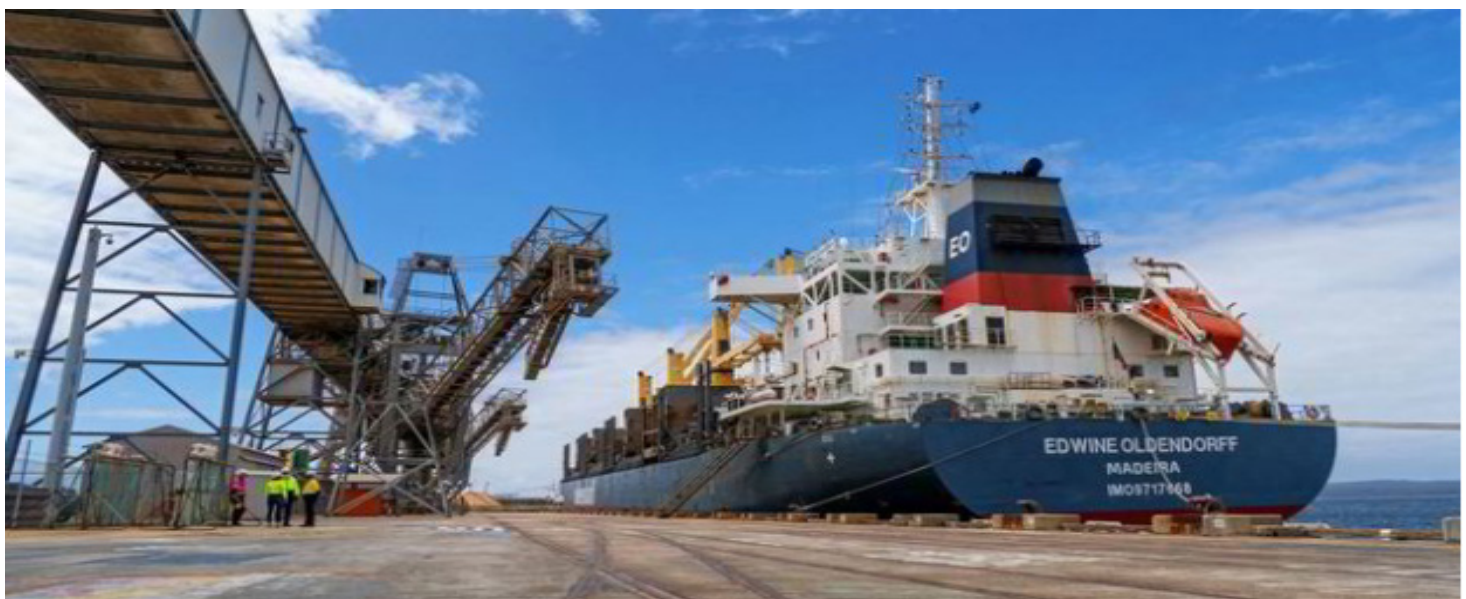
“Low levels of microbial contamination were observed after the first month of storage in almost all samples, irrespective of storage conditions,” the study found.

This increased over time in samples exposed to light.

“This can lead to operational problems, including fouling of tanks, pipes and filters, tank corrosion, and fuel injection equipment damage,” the shipowner warned.




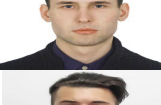

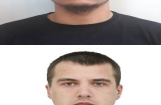

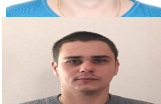

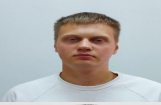

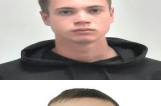
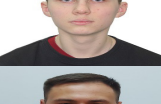



Oldendorff recommended the addition of a biocide to deal with this.

And in the case of oxidative degradation, the company said antioxidants should be added.





Human Resources Management

Promotions Roxana Shipping - ROKS Maritime 01Jul23 - 30Sep23

Name	Rank	Promotion Date	Photo
Orekhov Sergei	Ch/Off	16/07/2023	
Kleshcherov Anatolii	Ch/Off	04/09/2023	
Emelianov Andrei	2nd/Off	16/07/2023	
Tiutiunnik Evgenii	2nd/Off	14/07/2023	
Kovalenko Artem	3rd/Off	06/07/2023	
Babaev Damir	4th/Off	10/09/2023	
Mikhaylov Ilya	3rd/Eng	22/08/2023	
Babenko Sergei	3rd/Eng	05/08/2023	
Ponomarenko Dmitrii	4th/Eng	29/08/2023	
Pidzhakov Andrei	4th/Eng	06/07/2023	
Galagan Konstantin	4th/Eng	02/08/2023	
Zhuravlev Maksim	5th/Eng	08/08/2023	
Marin Nikita	5th/Eng	03/08/2023	
Chekmenev Semen	5th/Eng	08/07/2023	
Onishchuk Maksim	5th/Eng	04/09/2023	
Altukhov Anton	ETO	04/09/2023	

Human Resources Management

Familiarization Roxana Shipping - ROKS Maritime 01Jul23 - 30Sep23

Name	Rank	Familiarization Date	Photo
Sergey Bushmelev	Master	31/07-04/08/2023	
Alexander Zashchitnikov	Ch/Eng	04-05/09/2023	

Capt. Alexander Vlamimirovich Kozlov in Spetses Mini Marathon

Capt. Alexander Vlamimirovich Kozlov ran in Spetses Mini Marathon, on 01st of October 2023, at 5 kilometres.

This was a great experience for him, and he would suggest everyone to join once a forthcoming marathon takes place.

As he says, "by participating in the marathon, I inspire others in our community to lead a healthier and more active lifestyle, as per our Company's policy and in order to ensure Health and IF EffEff operations".



Mr. Pantelis Koutselakis' employment

We are pleased to advise you that Mr. Pantelis Koutselakis, has joined Roxana Shipping S.A. as of 22Aug23 in the position of Fleet Superintendent, directly reporting to TD dept manager Mr. Peppas.

Pantelis graduated from the University of Western Macedonia, Kozani, holding his MSc in Mechanical Engineering, while he is a 2nd Class certified Engineer.

Mr. Koutselakis has worked as a mechanical engineer since 2005 and served as an engineer on ships from 2015 to 2022. Recently he was employed at MAN Energy Solutions as a service engineer.

The professional experience and skills of Mr. Koutselakis will definitely add value in our team and will help us meet the short and long term objectives set out by the company.

Panteli, welcome on board!



Human Resources Management

Mr. Antonis Margaritis' employment

We are pleased to advise you that Mr. Antonis Margaritis, as of 11Sep23 has joined Roxana Shipping S.A., as assistant to IT dept manager Mr. Kontozoglou.

Antonis is a Systems & Software Engineer, graduated from the Private Educational center Elefsinas, Athens.

Mr. Margaritis has gained a wide Information Technology Administrative experience, working in various Technological related companies, while he has been working since 2011 in the Shipping industry.

The professional experience and skills of Mr. Margaritis will definitely add value in our team and will help us meet the short and long term objectives set out by the company.

Antonis, welcome on board!



Farewell of Mr. Karapiperis John

We hereby announce that Mr. John Karapiperis as of 11Jul23 is not working with our company.

John served with loyalty our Company since 2008, at the position of IT Administrator.

Throughout these 15 years period he contributed a lot to the growth of our Company.

We all thank John and wish him all the best.

Farewell of Mrs. Stavriani Christea

Dear All,

After 11 years of successful and fruitful cooperation, Stavriani Christea decided to pursue alternative interests within the maritime sector and left the company since 7th of July 2023, as per her farewell message below:

qt

Dear all,

As from Friday the 7th of July 2023, I will no longer work at Roxana Shipping SA et al. as I am moving on to new challenges. My time at the company has been rewarding from all angles. I really feel grateful for everything that I got all these years from my manager, my colleagues, the principals and the company and I am warmly thanking you all. No doubt we will stay in touch.

Good luck and farewell,

Stavriani

unqt

Stavriani joined Roxana in 2012, and for the last 11 years, she gained considerable experience, was involved in all kinds of assignments and successfully handled all corporate and legal issues/insurance matters and cooperated with the company colleagues in a professional and excellent manner.

For all her conduct and effort, we would like to thank her for all these years and wish her success and the best of luck in her future plans.

Meantime, Stavriani's successor, namely Mrs Sofia Kipouropoulou will be joining the company on the 10th of July and hereby wish to her a smooth transition, quick familiarization and all the best for the years to come.

Mrs. Litsa Dimopoulou's transfer to Crew Department

After 9,5 years of successful and fruitful cooperation, Ms. Dimitra Kriali decided to pursue alternative interests as of 29Sep23, as per her farewell message below:

Quote

Dear all,

As many of you know, today is my last day at work. It has been a pleasure working with you and I would like to thank each of you for your support during my time at Roxana. I truly value the friendship you've shown me over the past 9,5 years and I'm grateful to everyone who has helped me grow. I wish you everything of the best going forward.

Goodbye and good luck,

Dimitra Kriali

Unquote

Ms. Kriali joined Roxana and ROKS in August 2014, where she performed duties of SQM Coordinator and Executive Secretary for about 6 years. In June of 2020 Dimitra was transferred to Crew Dept. where she stayed until her retirement at the position of Crew Coordinator. For these 9.5 years, she successfully handled all her duties and cooperated with the company colleagues in a professional and excellent manner.

We all thank Dimitra for her cooperation and devotion to our company all these years, and wish her all the best for their future plans.

Meantime we are pleased to advise you that Mrs. Dimopoulou Litsa has shifted from Wet Operations to Roxana & ROKS Crew department, as Crew Coordinator, directly reporting to Capt. VVB.

Mrs. Dimopoulou has the required experience as she was previously working at our Crew Department for a couple of years.

Litsa joined our company since 1998, starting from Dry Operations department, until 2011 where she was shifted to Crew Department for 4 years. Thereafter, she was a team member of Wet Operations department.

All of us know the skills, devotion and loyalty of Litsa, 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 in accomplishing with success her new tasks.

Litsa welcome again on board, now as Roxana & ROKS Crew Coordinator!





State of the Art In Shipmanagment is our Tradition

Incident Free Effective Efficient