News Waves

Apr - Jun 2022 Edition 2022-02

ROXANA SHIPPING S.A.

Contents

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Please recycle

Message from TEK

"In this unprecedented environment it is thanks to our seamen's resilience that our operations, particularly crew management, supplies of stores and spares and ship attendances, inspections and audits are still conducted incident free, effectively and efficiently. All of us and myself personally express our gratitude and respect to our seamen for their loyalty and resilience throughout this period of instability."

The 2nd quarter of 2022 finds our world, for more than two consecutive years, under the threatening shadow of covid19, the difference is that travel is fast coming back to normal and in most developed countries the measures are reduces and even these are not followed so strictly as before. The virus, although easier to spread, is now weaker with manageable mild symptoms and at the same time people are tired with the isolation and the measures more than two years now, longing the summer vacation. Relaxation in measures and easy spread resulted in another virus outbreak ashore. The outbreak ashore results in outbreak on board and although the measures are de facto not followed ashore the coastal states keep the same routines and response for the seamen. Unless the coastal states apply the relaxation for the seamen also and unless ships are strictly applying the covid19 management plan, there will be a serious business disruption ashore and on board. In addition the dark clouds of the war in Ukraine are still there, more than 6 months, enhancing the worldwide instability, an additional burden for crew allotments and travel. All international shipping associations keep pushing IMO for the coastal states to relieve the pressure to the seamen, however we are prepared with the assumption that this crisis will last throughout 2022 at least.

In this unprecedented environment it is thanks to our seamen's resilience that our operations, particularly crew management, supplies of stores and spares and ship attendances, inspections and audits are still conducted incident free, effectively and efficiently.

All of us and myself personally express our gratitude and respect to our seamen for their loyalty and resilience throughout this period of instability.

The good news is the new wage scale and the enhanced internet on board arer already implemented.

The e-wallet platform is already introduced to cope with the sanctions on Russian banks sanctions.Committed to ensure for our seamen undistracted port operations, we continue to push through our shipping associates the concept of remote surveys, which becomes again priority in view of the new covid19 outbreak.In this challenging environment, 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 failures and success, actively consider and listen to others in our team.

Last year we introduced the workshop "Physical wellbeing - exercises" to emphasize the importance of physical exercising for the health, and the workshops "Leadership and the Adair model", "Teamwork and the Belbin team roles" and related them to 3x3x3 Roxana soft skills model. We also introduced the workshop "How you respond matters", and related it to the human performance principles, humans err, humans want to do a good job, human error is opportunity for system improvement.

The reflective learning engagements in 2022 were conducted twice, remotely through Zoom platform, with the participation of about 500 officers and ratings and shore employees, facilitated by myself with the assistance of capt P. Sidorkin, capt D. Verkhoturov and selected officers. We continued to elaborate on human performance with the workshops on "Communication for resilience and care, Take care of myself and my team, Learner mindset, How you respond matters, while this year we introduced the Physical wellbeing – exercises workshop. During all above sessions we had also the chance to elaborate on 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, the initiation procedures simplification, the soft skills and the reflective learning.

We further concentrated on the concept of Health (physical and mental) and Competence (hard and soft) for performance, the concept of Fair and Just culture for a No Blame culture, based on the three human performance principles Humans err, Humans want to do a good job and human error is opportunity for system improvement, as prerequisites for an open and fearless organization.

The Management Review meeting was conducted in May, where we introduced the workshops Leadership and the Adair model 360 and Teamworking and the Belbin team roles 360, taking the step from the self assessment to the 360 assessment.

These workshops are designed in line with our Mission and to facilitate our route towards a fearless organization.

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 Who is Who section this time hosts Masters Sinavskii Vasilii, Grinko Alexander and Ivanov Eduard, who serve our fleet for about 6 years each and who have greatly contributed to the success of Roxana Shipping SA.

The New Rules section contains updates on the released Joint CDI-SIRE HVPQ 6th edition, SIRE2 documentation, Shanghai new rules, Biofuels IMO Regulatory Change, BWMS commissioning testing and reports from PPR9, MsC105 and MEPC78.

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

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

Enjoy the reading!

Takis E. Koutris

Managing Director

Who is Who

Capt. Vasilii Siniavskii

Vasilii Siniavskii was born in Kiev on 12Nov66.
He is a graduate of Odessa High Engineering Marine School in 1989 and received Master's License in 08Mar05.
Cap.Vasilii joined Roxana Shipping S.A. on 24Dec12, as Master on M/T Handytankers Marvel. Thereafter he has offered his services on other Company's ships.
He has a total sea service of 5.8 years with our Company and 20.6 years of total sea service.
Cap. Siniavskii is married to Olga and he has two children. He enjoys philosophy and diving.
He is currently on board of M/T Mavrouda, where he is expected to be signed off shortly and be repatriated to his home land.

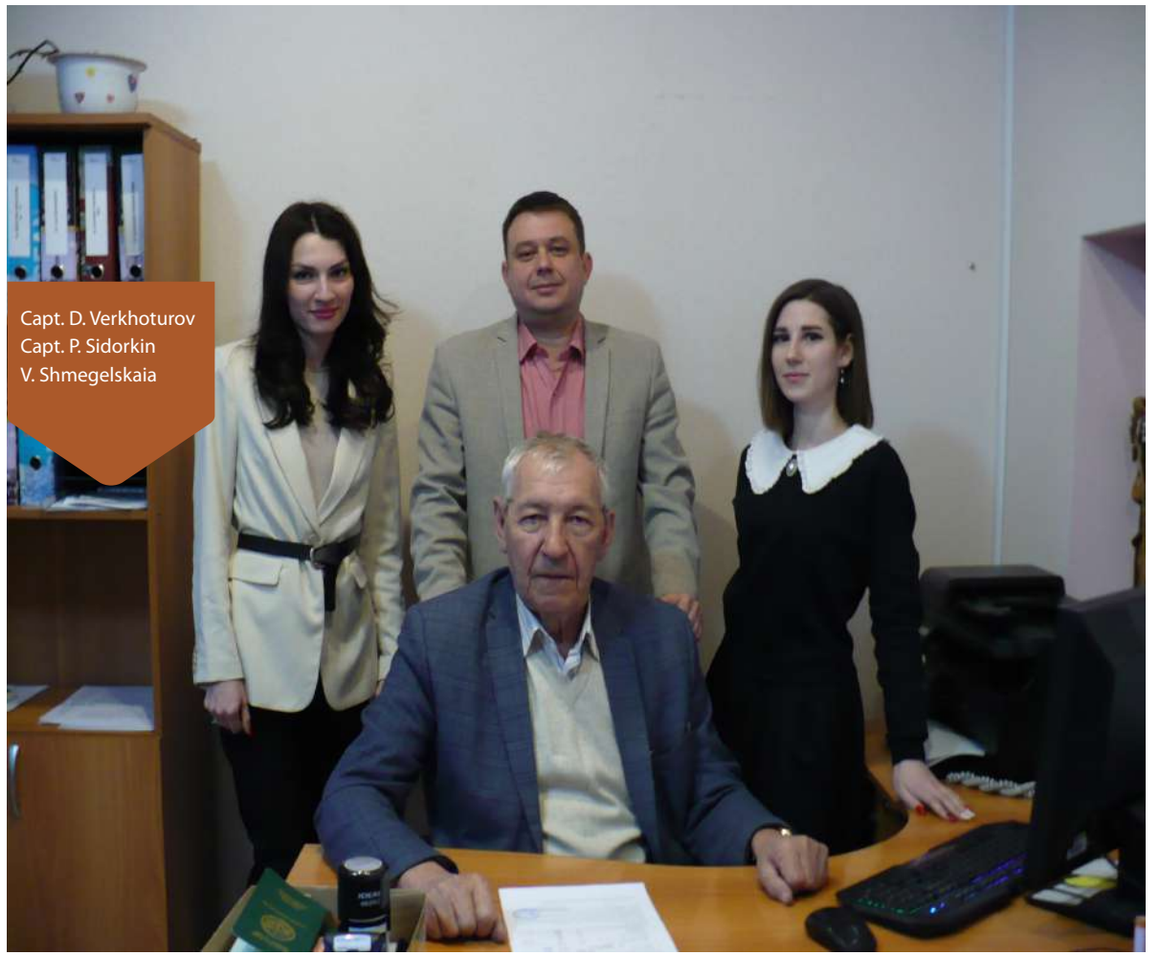
Capt. Grinko Alexander

Grinko Alexander, was born in Nikolayevka village of Primorskiy region on 31Jul59. He is a graduate of Far Eastern High Engineering Maritime School in 1983 and received the Master's License in December 1993.
Cap. Alexander, joined Roxana Shipping S.A. on 26Dec12 as Master on M/T Malbec.
Thereafter he has rendered his services on other Company's ships as well.
He has a total sea service of 5.7 years with our Company and a total sea service of 21.12 years.
Cap. Grinko is married to Anna and he has 2 sons. He enjoys fishing and travelling with his wife and the three granddaughters. 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 one of our Company's ships.

Capt. Ivanov Eduard

Ivanov Eduard, was born in Krasnoyarsk city on 10Jun67.
He is a graduate of Petropavlovsk-Kamchatka Maritime School in 1984 and received the Master's License on 01Jul07.
Cap. Eduard joined Roxana Shipping S.A. on 17Jul13, as Master on M/T Melody.
Thereafter he has offered his services on the other Company's ships as well.
He has a total sea service of 4.9 years with our Company and a total sea service of 25.1 years.
Cap. Ivanov is married to Oksana and he has two children. He enjoys home winery. 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 one of Company's ships.

The 2nd quarter of 2022 was filled with both positive events and events that left scars in our hearts.
On May 06-07, RoKcs participated remotely using Zoom platform in Roxana Management Review 2022-01. Capt Pavel ZPetrovich Sidorkin and capt Denis Valentinovich Verkhoturov reported RoKcs activities and KPIs from Vladivostok and participated in the Crew Dept report from Athens, presented by Captain Anissis and Dimitra Kriali.
At the end of the month, RoKcs was traditionally invited to the VMC for the selection of cadets of the navigation and engineering faculties. Along with future engineers and navigators, RoKcs began recruiting candidates for the positions of Deck Rating cadets and Engine Rating cadets for career development in Ratings pool. As a result, there are now five future A/Bs on board and one who is finishing the preparation of documents ashore.
On May 24 RoKcs congratulated the next generation of the VMC graduates, the general director of RoKcs capt Denis Valentinovich Verkhoturov delivered a speech to future specialists (more details in VMC activity section of the magazine).
Also, regular LFI and LET courses were held on June 21-23 for ratings and Top4 and on June 30 for junior officers and engineers (more details in RoKcs training center section of the magazine).
Regretfully this period the RoKcs bulker pool suffered heavy losses. Two of the best captains left us - Sergey Tulunin and Igor Minaev. They were on command of their ships until the last minute of their lives. Sergey was 51 and Igor 55. Along with their families we love them, we remember them, we mourn for them.



Capt. D. Verkhoturov
Capt. P. Sidorkin
V. Shmegelskaia

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

Roxana / ROKS pools external learning engagements and training activities

• The **"Defence against the dark arts - preventing cyber attack"** external training session took place on 25 May 2022, which was arranged remotely by Swedish Club, with the participation of 27 Deck and Engine RX Officers.

• The **Energy Institute's Toolbox project**, offers us a series of free to attend monthly webinars that will run throughout 2022, exploring various topics to help organizations better learn from past incidents.
The link to the webinars (recorded for the already done) has been shared with the fleet and officers ashore, in order to engage them in this process.
Some indicatively webinars are The Line of Fire, The role of leadership in accident investigations, Learning from what goes right and The importance of just culture when managing non-compliance.

Tanker/Bulker senior and junior Officers/Ratings remote reflective learning engagements Jun22

The reflective learning engagements of Officers, Ratings and Junior Officers ashore were conducted remotely with the use of Zoom platform for 38 officers (24 Tanker and 14 Bulker) and 16 ratings (9 Tanker and 7 Bulker) on 21-23Jun22, and for 28 Junior officers (25 Tanker and 3 Bulker officers) on 30Jun22.
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 June 2022, was to refresh Officers and Ratings's 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 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, last Management Review and KPIs, Cargo Operations, Bunkering procedures, New Rules, Log Book entries, observations from 3rd party inspections and commercial issues were discussed.
Five 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.

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

Topic	Officers	Ratings	Jun Off
Workshop Communication for Resilience and Care - Let's talk	22Jun22	21Jun22	30Jun22
Workshop Take care of myself and my team - Leading my team's wellbeing	22Jun22	21Jun22	x
Workshop Learner Mindset	22Jun22	21Jun22	x
Workshop Physical wellbeing, building healthy habits: Exercises	23Jun22	21Jun22	30Jun22
Workshop How you respond matters	23Jun22x	x	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 physical meetings for Dec22 engagements 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.

Tanker/Bulker senior and junior Officers/Ratings remote reflective learning engagements Jun22

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, 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*** ***A***sk***L***ook***L***isten ***A***ct***C***heckback***T***akecareofyou (***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, 24 Tanker officers, 14 Bulker officers, 25 Junior Tanker officers, 3 Junior Bulker officers and 16 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)
- ► and using incidents and everyday engagements on board, consolidates 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.

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.

Tanker/Bulker senior and junior Officers/Ratings remote reflective learning engagements Jun22

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 **A**sk**L**ook**L**isten **A**ct**C**heckback**T**akecareofyou
(**F**eel 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 awareness of the value of approaching and colleague with mental health issue and how to do it in the proper manner was verified
- 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 was highlighted for the IF EffEff operation of a team
- 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.

► Out of the workshop evaluation following is concluded:
- The vast majority of the participants were happy with the content and the duration of the workshop.
- In some cases it was requested
  - more timely determination and appointment of team roles, particularly facilitator, PC operator, presenter to ensure the best of their contribution
  - meetings come back to physical, face to face and use of paper and e-version, as applicable

► There was a clear demand for physical meetings and opportunity to have live interactions with the facilitators and the Managing Director.

Tanker/Bulker senior and junior Officers/Ratings remote reflective learning engagements Jun22

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 beina (360^0 assessment) .***

1 Appreciation

Thank you all, about 24 Tanker officers, 14 Bulker officers, and 16 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 Jun22

3 Purpose

This workshop is designed for us to:

► elaborate on the fact that 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

► 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 (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:

► 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

► The most important asset for a leader, along with himself, is his team

► 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
- EffEff communication is still a challenge, with room for improvement
- our organisation is in a steady course, in line with our IDEA Vision, towards a fearless organisation
  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.

► Out of the workshop evaluation following is concluded:
- The vast majority of the participant were happy with the content and the duration of the workshop.
- The theme of the zoon conference was found very relevant, regardless of the format. In a short period of time, a very large amount of material is given - this is a big plus, which is called "I came - I saw - I won!" Nothing superfluous, everything is just business. Pleasant, relaxed communication and the opportunity to ask questions and get competent answers.
- In some cases it was requested:
  - better contact with managing Director for clarifications
  - there was a clear demand for physical meetings and opportunity to have live interactions with the facilitators and the Managing Director

► All going well we plan for next Dec engagements to be physical meetings.

► 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 Jun22

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 (360^0 assessment).***

1 Appreciation

Thank you all, 24 Tanker officers, 14 Bulker officers and 16 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 Jun22

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	Myself (%)		Superior (%)		Master (%)		Organization (%)	
mindset	LM	50/50	LM	50/50	LM	50/50	LM	50/50
T	46	54	50	37.5	37.5	50	46	42
B	79	14	64	21	43	43	57	7
R	56	25	62.5	6	44	31	25	12.5

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

► Out of the workshop evaluation following is concluded:

- The vast majority of the participant were happy with the content and the duration of the workshop.
- In some cases it was requested
  - more clarity in some questions, better contact with the facilitator
  - better contact with managing Director for clarifications
- There was a clear demand for physical meetings and opportunity to have live interactions with the facilitators and the Managing Director.

► All going well we plan for Dec engagements to be physical meetings.

4 Workshop: Physical wellbeing – Building Healthy Habits

- ***Our Company's principal order is "Return Home Healthy".***
- ***Working on ships or for ships, on board or ashore can be physically and mentally challenging, so it is very important to look after yourself.***
- ***Creating healthy habits during your time onboard or ashore is an easy way to make small changes that can help you stay healthy and fit for service. You can practice these habits at home too, to help build a healthier body and mind for you and your family. Being in good physical and mental health will also help you built up your resilience and perform IF EffEff, wherever you are!***

This workshop:

- ***Elaborates on the fact that our physical health and fitness is the basic prerequisite for our wellbeing and our IF EffEff performance.***
- ***Proposes simple and short routines for physical exercise and Identifies the barriers and catalysts for us to allocate the time that is deserved for our physical wellbeing, thus making physical exercise a weekly routine.***
- ***Prompts the commitment of each individual to improving his physical wellbeing.***

Tanker/Bulker senior and junior Officers/Ratings remote reflective learning engagements Jun22

1. Appreciation

Thank you all, 24 Tanker officers, 14 Bulker officers, 25 Junior Tanker Officers, 3 Junior Bulker officers and 16 ratings, for your reflective learning engagements in the workshop "Physical wellbeing – Building Healthy Habits".

Health (physical and mental) and Competence (hard and soft) are the prerequisites for IF EffEff operations

2. Background

In the "Physical wellbeing – Building Healthy Habits" workshop we had the chance to elaborate on:

2.1 Physical wellbeing - Industry

2.1.1 Energy Institute

Energy Institute relevant publications

- ► A recommended fitness standard for the oil and gas industry, was issued in 2011.
  - • This publication provides an introduction to fitness standards and makes recommendations for minimum fitness standards for people who work in the oil and gas industry.
- ► Fitness assessment instruction manual, was issued Jun11
  - • This publication is a practical instructions manual for the administration of the recommendations in the EI's A recommended fitness standard for the oil and gas industry.

2.1.2 IOGP relevant publications

- ► 384 - A roadmap to Health Risk Assessment in the oil & gas industry
- ► 392 - Fatigue management in the workplace (in English and Russian)

2.1.3 The Swedish club

- ► In the AGM21 a presentation was given on the importance of physical exercise for the brain fitness, based on recent neuro physical researches

2.1.4 Partners in Safety, http://www.maritimewellbeing.com/

- ► Fatigue risk management was introduced in 2020 elaborating on fatigue symptoms and best practices for sleeping and managing jet lag
- ► Physical wellbeing and particularly Building healthy habits - Physical exercise was introduced in 2021.
- ► It consists of helpful information and some useful example activities, which anyone can try anywhere, anytime.
- ► Building healthy habits – nutrition: Another module is expected to be released within 2022

2.2 Health and Performance – Roxana

2.2.1 Health and competence for performance

was introduced with DMS revisions Dec20, justifying the statement that health and competence are pre-requisites for IF EffEff performance.

2.2.2 Take care of myself and my team - Managing fatigue

The "Take care of myself and my team" workshop is introduced since Jun18, based on the relevant PnS resilience modules, further developed to the "Take care of myself and my team, Managing fatigue" based on the Shell Pns Fatigue risk management module 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.

2.2.3 Physical wellbeing: exercises

In early Jan22 a circular on physical exercises was sent to employees ashore and on board,

- ► highlighting that
  - • in line with the "Fearless ego for Success" principle (the most important person on earth is me) it is very important for all of us to look after ourselves and our physical health in particular.
  - • Creating healthy habits during our time at the office and home is an easy way to make small changes that can help us stay healthy and resilient and this without the need of special instruments or equipment.
  - • as per CMSM par3.5 health (physical and mental) is a basic prerequisite for success, ie IF EffEff operations.
- ► quoting

http://www.maritimewellbeing.com/category.aspx?cat_id=1033

with links to different elements of the 'Building healthy habits' program, and attaching for easy reference the:

- • Building Healthy Habits booklet
- • Building Healthy Habits cards
- ► And suggesting to each one of us, his team and his family to• print out A4 the exercise cards.

Proper physical exercise results to:

- ***Extended life span***
- ***Reduced cancer cases***
- ***Heart, lungs and muscles fitness***
- ***Body balance and motion***

Tanker/Bulker senior and junior Officers/Ratings remote reflective learning engagements Jun22

2.3 Building Healthy Habits

2.3.1 Partners in Safety (PnS) "Building Healthy Habits"

was introduced in May21 and was distributed to the Fleet 18Nov21 and ashore 04Jan22 to increase the awareness of all on the benefits of physical exercise and the program introduced, with emphasis to the fact that exercises can be conducted anytimeand anywhere, without the need of additional instruments.

The module is consisted of two .pdf documents.

► **Building Healthy Habits: Exercise**

- **Elaborates on the benefits of physical exercise**
- **Offers conclusions of scientific studies on the relevance of physical exercise with:**
  - **Extended life span**
  - **Reduced cancer cases**
  - **Heart, lungs and muscles fitness**
  - **Body balance and motion control**
- **Introduces three types of exercise explaining the scope and the objective of each of them**
- **Proposes a program for beginners**
- **Shares best practices when conducting physical exercise**

► Buil**ding Healthy Habits: Exercise cards**

- **Contains illustrations of how to conduct physical exercises for the three types introduced:**
  - **Endurance**
  - **Strength**
  - **Flexibility**

3. Purpose

3.1 This workshop is designed for us to:

► elaborate on the fact that our physical health and fitness is the basic prerequisite for our wellbeing and our IF EffEff performance, in order to apply our company's principal which is "Return Home Healthy".

► Propose simple and short routines for physical exercise and Identify the barriers and catalysts for us to allocate the time making physical exercise a weekly routine.

► Prompt the commitment of each individual to improving his physical wellbeing.

The workshop, of a 90 minutes duration, was dynamic and highly interactive, consisting of a combination of group activities and input from participants' own experience, opinions and

3.2 The workshop questionnaire was basically consisted of 3 sections, addressing:

► Health, physical and mental, as prerequisite for IF EffEff performance

► Verification on the awareness of:
- Benefits of the physical exercise
- Scope of the physical exercise

► Self assessment of each individual in relation to:
- his current engagement with physical exercises
- the barriers and catalysts for him to allocate the time that is deserved for his physical wellbeing and make physical exercise a weekly routine
- commitment for improving each own physical wellbeing

Most of the questions are inspired by the PnS module of "Building Healthy Habits".

4. Key messages

Key messages of the "How you respond matters" model were passed over to the participants as follows:

Key messages of the workshop were passed on to the participants, as follows:

► The importance to take care of themselves and create healthy habits during their time onboard or ashore, as this is an easy way to make small changes that can help them stay healthy and fit for service.

► Being in good physical and mental health will also help them built up their resilience and perform IF EffEff, wherever they are!

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

Tanker/Bulker senior and junior Officers/Ratings remote reflective learning engagements Jun22

6. Actions and follow up

6.1 Out of the workshop questionnaire each individual will:

- ► review the analytics and his commitment to improve his physical wellbeing, so as to have a better quality of life and achieve IF EffEff performance

6.2 Out of the workshop evaluation

- ► The vast majority of the participant were happy with the content and the duration of the workshop.
- ► There was a clear demand for physical meetings and opportunity to have live interactions with the facilitators and the Managing Director.

5 Workshop: How you respond matters

All of us at some point in time perform as team leader or team member and while performing in these roles we are faced with success or failures.
As per Roxana 3x3x3 soft skills model:

- ➢ ***a leader will apply his leadership / managerial skills and Decision making Result focus skills***
- ➢ ***a team member will apply his TeamWorking skills and Decision making Result focus skills***

This workshop

- ➢ ***elaborates on the fact that our response, particularly as a leader, to the everyday success or failures matters for the wellbeing of our team and for the IF EffEff completion of the tasks.***
- ➢ ***relates the Roxana 3x3x3 soft skill model, the human performance principles and how the qualities of a leader or a team member are applied in responding to everyday challenges, 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:

- ➢ ***how HE responds matters for his team wellbeing and IF EffEff operations***
- ➢ ***his own perception on how his leader and his team respond to everyday challenges.***

1. Appreciation

Thank you all, 24 Tanker officers and 14 Bulker officers, for your reflective learning engagements in the workshop " How you respond matters" and for:

- ► the prompt and proper fill in of the questionnaire
- ► your further feedback evaluating the workshop in terms of more to learn, most impact
- ► recording your personal commitments for next day to improve your response for

2. Background

In the "How you respond matters" workshop we had the chance to review the latest references on:

2.1 Industry Soft skills, behavioral competency and human performance particularly:

2.1.1 OCIMF - Energy Institute – Partners in Safety

- ► OCIMF ITK Behavioral Competency Assessment and Verification for Vessel Operators was published 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 skills.
- ► OCIMF Human Factors Approach was released in Oct20 and outlines how human factors should be integrated into Industry activities. A set of guiding principles for human performance are introduced and one of the 8 principles is that leaders contribute in shaping conditions that influence what people do.
- ► Energy institute "Making compliance easier" was published Feb20, adopting the Todd Kronklin's 5 principles of human performance, acknowledging that everyone makes mistakes, performance may be compromised by factors like complexity of a task, distraction and repetition and that "How you respond to failure matters. How leaders act and respond counts".
- ► Partners in Safety release in Mar20 the PnS Human performance 1 and 2, adopting also the Todd Kronklin's 5 principles of human performance.

Tanker/Bulker senior and junior Officers/Ratings remote reflective learning engagements Jun22

2.2 Roxana Soft skills, behavioral competency and human performance particularly

2.2.1 Take care of myself and my team, Leading my team's wellbeing

This program was introduced in our system learning engagements in Jun20 inspired by the Leadership Skills for crew wellbeing, released by Shell in Jun20.

As key messages from this workshop a leader is required to:

► 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 and the team is assessed and managed
- The AllLookListen (Feel) ActCheckbackTakecareofyourself principle applies to manage the mental health

► be aware of the 3 principles of human performance:
- 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 is opportunity for system improvement, systems (software, hardware, environment) to be continually revised to be more error tolerant, and more engaging, considering that context drives behavior

2.2.2 Leadership and the Adair model

This workshop was introduced with MR2021-02 relating the Adair model with the Roxana 3x3x3 soft skills model. Adair's concept asserts that the three needs of task, team and individual are the watchwords of leadership, as people expect their leaders to help them achieve the common task, build the synergy of teamwork, and respond to individuals' needs. The relevant questionnaire is a self assessment tool for each individual to understand his own perception on his Leadership profile and included behaviors of a leader responding to bad and good happenings.

2.2.3 The Roxana 3x3x3 soft skils model

Based on the OCIMF ITK Behavioral Competency Assessment and Verification for Vessel Operators, by fusing communication and influencing skills to Teamworking and Leadership and managerial skills, nd by merging Decision Making and Result focus skills and fusing into the merged skills set the Situation awareness skills we launched in Dec18 the Roxana 3x3x3 soft skills model, introducing

► 3 soft skills sets domains
- Team Working
- Leadership and Managerial
- Decision making and Result focus

2.2.4 The Human performance principles – Fair and Just for No Blame culture

We introduced in Dec20 in CMSM ch3.5

► the Roxana three human performance principles,
- Humans err
- Humans want to do a good job
- Human error is opportunity for system improvement

► The Fair and Just for No Blame culture

A Fair and Just culture soaked with these 3 human performance principles has to be a No Blame culture

2.3 Partners in Safety (PnS) "How you respond matters"

Along with the 2021 CEO conference in Mar21 PnS introduced the "How you respond matters" module.

It consists of two videos reflecting leader behaviors and prompts participants to realize 10 tips on the proper response and 9 personal characteristics both for a great Safety Leader.

Tanker/Bulker senior and junior Officers/Ratings remote reflective learning engagements Jun22

3. Purpose

All of us at some point in time perform as team leader or team member and while performing in these roles we are faced with success or failures.

This workshop is designed for us, to:

- ► elaborate on the fact that our response, particularly as a leader, to the everyday success or failures matters for the wellbeing of our team and for the IF EffEff completion of the tasks.
- ► relate the Roxana 3x3x3 soft skill model, the human performance principles and how the qualities of a leader or a team member are applied in responding to everyday challenges, to ensure his and his team's wellbeing and IF EffEff operations.

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

- ► the level of his understanding on the topics of the workshop
- ► how HE responds to everyday challenges (self assessment)
- ► his own perception on how his leader and his team respond to everyday challenges.

4. Key messages

Key messages of the "How you respond matters" model were passed over to the participants as follows:

- ► Leaders set the tone. They influence the conditions in which work takes place as well as the level of social engagement, interaction and support. Leaders that effectively manage the wellbeing of their crew will enhance the culture on board and create an environment where crew actively contribute to the safety and success of vessel operations.
- ► When responding to failures and success, particularly as a leader, we should
  - respect the 3 human performanace principles, for the wellbeing of our team and for the IF EffEff completion of the tasks.
  - relate the Roxana 3x3x3 soft skill model and how the qualities of a leader or a team member are applied in responding to everyday challenges,

to ensure our and our team's wellbeing and IF EffEff operations.

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 and of the 3 Roxana/ROKS human performance principles, is very satisfactory for all participants.
- ► The self assessment responses identified the that the qualities of a safety leader and his response to failure are in general met, improvement is needed for the "learning from success" and "Remember you are being watched so be sure to be seen responding to things right".
- ► The No Blame culture prevails in our system, however the shifting from the individual error to the system error still needs to be more carefully addressed.
- ► All participants were committed to apply the learnings of this workshop and improve their response to failures as team leaders or team members.
- ► Related to the feed back section of the questionnaire we will continue to focus on developing a fearless environment for IF EffEff operations for the individual and the team.

It was highlighted that:

- ► A Fair and Just culture, soaked with the human performance principles, owes to be a No Blame culture
- ► People can and do make errors, unhealthy/unsafe patterns of behaviour may develop at all levels
- ► Incidents internal investigation is taking the human error further to the related system error
- ► your reaction to failure directly impacts how your team members learn

6.2 Out of the course evaluation questionnaire responses

- ► all participants reported fully satisfied, without any additional request.

Tanker/Bulker senior and junior Officers/Ratings remote reflective learning engagements Jun22

BULKERS GROUPS

Gr 1		**Gr 2**		**Gr 3**		
Name	**rank**	**Name**	**rank**	**Name**	**rank**	**role**
Lysyy Alexey	**Master**	**Lukianov Stanislav**	**ChOff**	**Kvashnin Alexey**	**ChOff**	**Facilitator**
Korolev Sergey	**ChOff**	**Polushkin Nikolai**	**ChEng**	**Khlebnikov Aleksei**	**ChEng**	**Flipchart**
Solodovnikov Konstantin	**ChEng**	**Smirnov Nikolai**	**2nd Eng**	**Torchinov Aleksandr**	**2nd Eng**	**Presenter**
Arkhipov Andrey	**ChEng**	**Kashurin Igor**	**2nd Eng**	**Levin Dmitry**	**2nd Eng**	**PC operator**
Kabakov Yury	**ChEng**	**Mazhuga Dmitrii**	**2nd Eng**			
DV		**DV**		**DV**		**ROKS**

TANKERS GROUPS

Gr 1		Gr 2		Gr 3		
Name	rank	Name	rank	Name	rank	role
Kozlov Alexander	Master	Ignatenko Leonid	ChOff	Popov Artem	ChOff	Facilitator
Anastasiiadi Andrei	ChOff	Khairullin Oleg	Master	Ivanov Eduard	Master	Flipchart
Goncharuk Aleksandr	2nd Eng	Grinko Alexander	Master	Pushkar Sergei	2nd Off	Presenter
Skachkov Leonid	2nd Eng	Polkovnikov Alexey	ChEng	Evgrafov Konstantin	ChEng	PC operator
Brinko Sergei	2nd Eng	Kulik Roman	2nd Eng	Efimov Andrei	2nd Eng	
Shapran Aleksei	2nd Eng	Arsentyev Alexander	2nd Eng	Potianikhin Nikolai	2nd Eng	
Dobrynin Dmitrii	2nd Eng	Kolomeychuk Dmitry	ETO	Epishin Stanislav	2nd Eng	
Ivantcov Eduard	ETO	Chimishliu Vladislav	ETO	Snegurenko Pavel	ETO	
PS		PS		PS		Roxana

RATINGS TANKERS GROUPS

Gr 1		Gr 2		Gr 3		
Name	rank	Name	rank	Name	rank	role
Chusovitin Maxim	2nd Off	Pushkar Sergei	2nd Off	Migal Pavel	3rd Off	Facilitator
Nianko Maksim	OS	Kopylov Aleksei	Oiler	Shatoba Oleg	Bosun	Presenter
Shcheglov Viktor	A/B	Nikitin Sergei	A/B	Gunchenko Alexander	A/B	PC operator
PS		PS		PS		Roxana

RATINGS BULKERS GROUPS

Gr 1		Gr 2		
Name	rank	Name	rank	role
Kleshcherov Anatolii	2nd Off	Vetkov Mikhail	2nd Off	Facilitator
Aligaev Magomed	A/B	Voloshin Alexander	Bosun	Presenter
Tarkhanov Andrey	A/B	Khayrullov Yunus	A/B	PC operator
Miller Pavel	A/B			Flipchart

Tanker/Bulker senior and junior Officers/Ratings remote reflective learning engagements Jun22

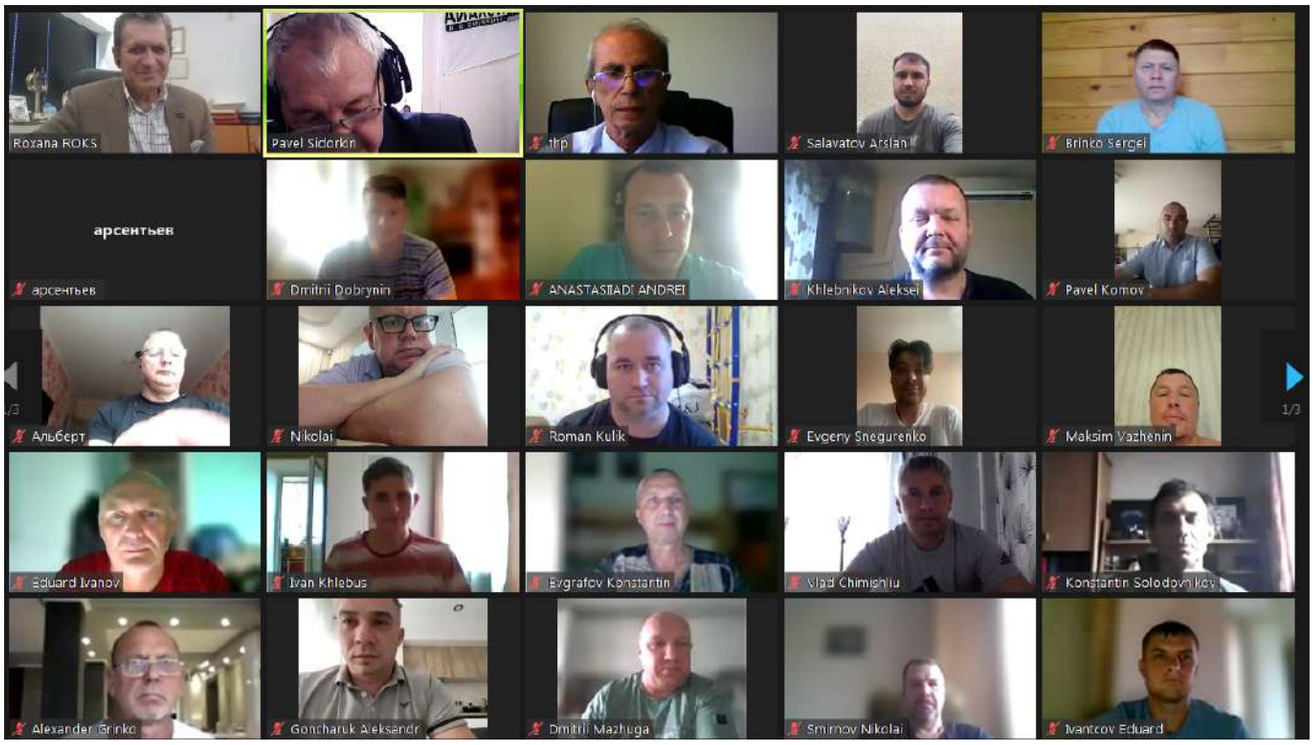
JUNIOR TANKERS GROUPS

Gr 1		Gr 2		Gr 3		
Name	rank	Name	rank	Name	rank	role
Shakirov Ruslan	2nd Off	Snytko Ivan	2nd Off	Durnov Egor	2nd Off	Facilitator
Lyseniuk Aleksandr	3rd Off	Dudko Dmitrii	3rd Off	Prakht Aleksei	3rd Off	Flipchart
Serykh Ivan	3rd Off	Fursov Sergei	3rd Eng	Cherepanov Nikita	3rd Off	PC operator
Emelianov Andrei	3rd Off	Martynov Anton	3rd Eng	Ponimaskin Vasilii	4th Off	Presenter
Sabitov Mikhail	4th Off	Derdiuk Artur	4th Eng	Kovalenko Artem	4th Off	
Boshchuk Vitaly	3rd Eng	Kuznetsov Aleksandr	5th Eng	Uzhegov Vladimir	3rd Eng	
Lisanov Dmitrii	4th Eng	Dudkevich Mikhail	5th Eng	Frolov Evgeny	3rd Eng	
Plakunov Dmitrii	4th Eng	Kirillov Kirill	5th Eng	Kalenchenko Aleksandr	3rd Eng	
Diachenko Kirill	5th Eng					
PS		PS		PS		Roxana

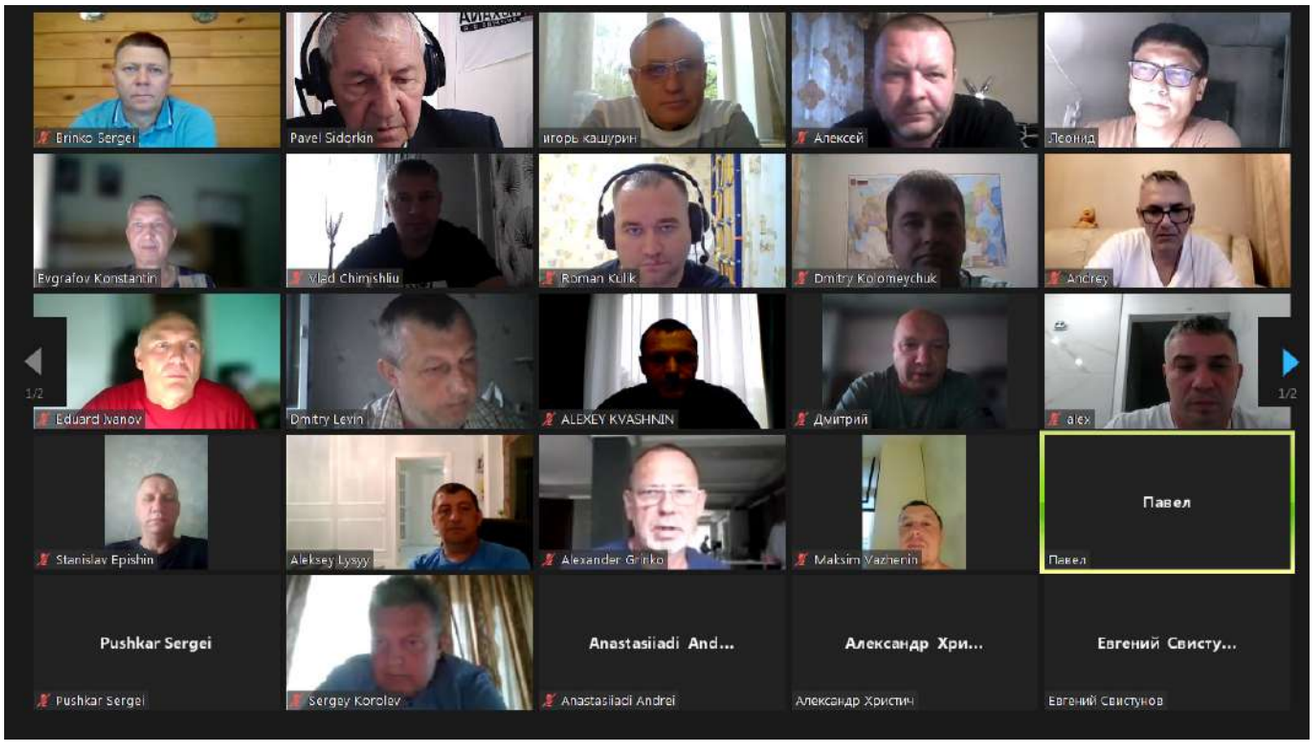
JUNIOR TANKERS GROUPS

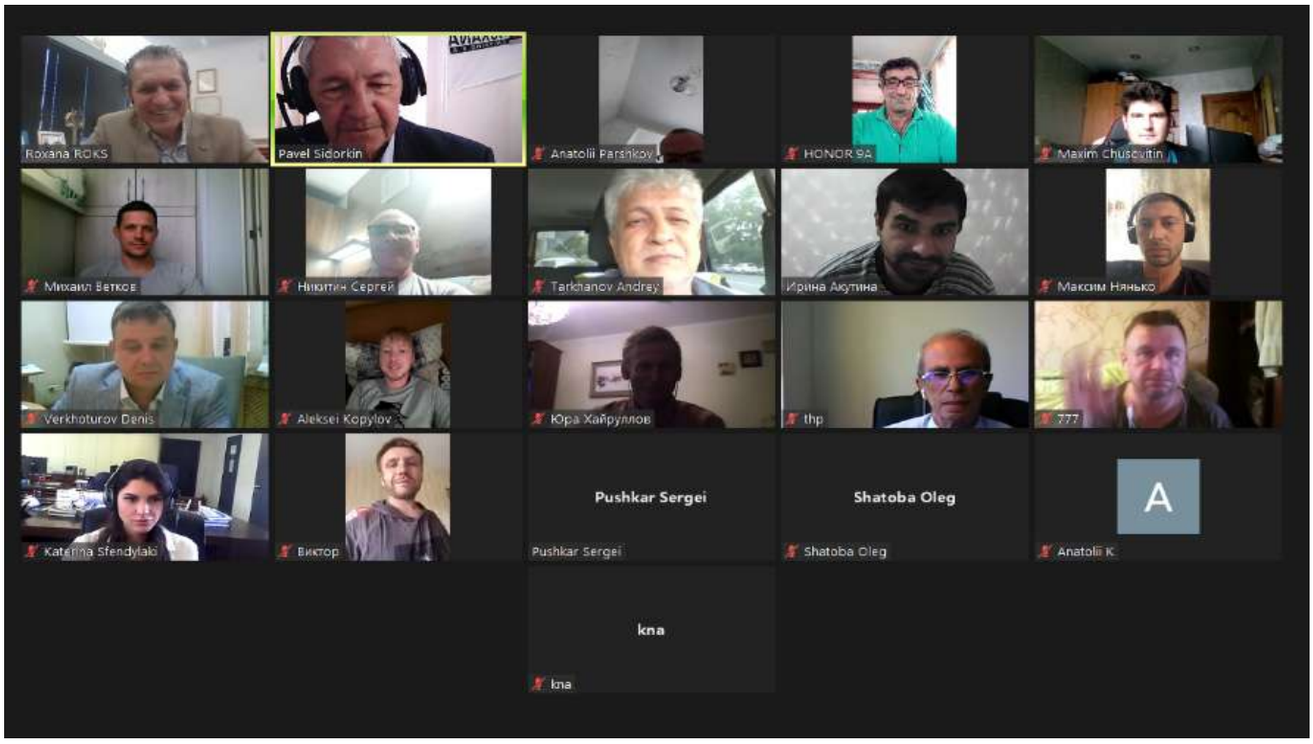
Gr 1		
Name	rank	role
Rogozhnikov Aleksandr	3rd Eng	Facilitator
Tolokontsev Aleksandr	3rd Off	Presenter
Babenko Dmitrii	4th Eng	PC operator
PS		ROKS

Tanker/Bulker senior and junior Officers/Ratings remote reflective learning engagements Jun22



Tanker/Bulker senior and junior Officers/Ratings remote reflective learning engagements Jun22





Pancoast Singapore

Pancoast Trading (Singapore) Pte. Ltd. Update 01Apr22-30Jun22

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 8 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 all of the spot vessels in East.

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

Fixtures: In 2022, Q2 Period: Pancoast office under commercial operational responsibility of Capt. Karthik were spot chartered with different Charterers including Oil majors. Also a long term Time charter were fixed during the period on one of our vessels.

Singapore still remains the main port in the East where almost all the s 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. It is also important that we have our protective Agents Leth Incargo sharing the same office with us which makes it very efficient to coordinate for all of our owners matters in Singapore.

Covid19: Due to the pandemic; Business continuity plans were set up in place with remote meetings with clients and office attendance was kept at minimum with safe distancing for safety of employees.

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 our company.

Company Personal Training: Pancoast office also participated in the Company Training in regards to personal/human improvement.

Management review: Our office participated in our Companys Management Review Meeting which took place in Eretria, Greece. Capt Karthik presented the Commercial, Operations and Post Fixture Departments highlights and performance.

Posidonia: Capt Karthik attended the International Exhibition in Greece and had the chance to meet with several existing and potential new business partners.

Human performance Learning engagements: Pancoast office also participated in the Company reflective learning engagements in regards to human performance improvement.

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 6th 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, the success achieved was due to your guidance & cooperation.
We thank with all our heart our Seafarers on board during this period of covid19 pandemic for their strength and patience during such exceptionally difficult times.

VMC (Vladivostok Maritime College)

On June 24, 2022 the 24th graduation ceremony was held in Vladivostok Maritime College. Teachers, staff members and the administration of the college, friends and parents of the cadets attended this event. But the main heroes of this ceremony were the fourth-year cadets who have successfully passed all state examinations and defended their degree works on "Navigation" and "Engineering" subjects. Numerous guests stepped up on the scene to congratulate our graduating cadets and wish them all the best and success in the chosen maritime profession. The congratulations to all who came to the ceremony and especially to the young sailors who just made the first steps into new life were spoken by the director of the college - Manko Vladimir, Acting Rector of the Far Eastern Institute of Communications - Gerasimova Anastasia, as well as invited guests: Verkhoturov Denis - General Director of RoKcs, Raznochenkov Viktor -Crewing Department Director, Far Eastern Shipping Company, Pafnutiev Evgenii - Deputy General Director of Fescontract International; Sidorkin Pavel – RoKcs training officer. Mikhail Rashitovich, father of cadet Mikhail Sabitov, made a bright heartfelt speech on behalf of the parents of graduates. The speech of the deputy director for educational work, the curator of graduation group 242, Vasilina Skutelnik was emotional and touching.

Following the tradition, photo and video reports about the life of year 4 cadets were presented.

Presentation ceremony of diplomas, souvenirs took place after the traditional "reply" from the cadets Kirianov Kirill and Mirzoev Anar. The best graduates of 2022 were recognized and received special commemorative golden shields: Nozhnov Aleksei and Antonov Artur. In addition, the best graduates of 2022 received a 50% discount on higher education programs at the Far Eastern Institute of Communications

This is how the next academic year at the Vladivostok Maritime College ended in such a fruitful and interesting way. Once again we congratulate our dear graduates, who connected their fate with the sea. We wish them success on the difficult way of a sailor and good luck! Keep it up! We are proud of you guys!

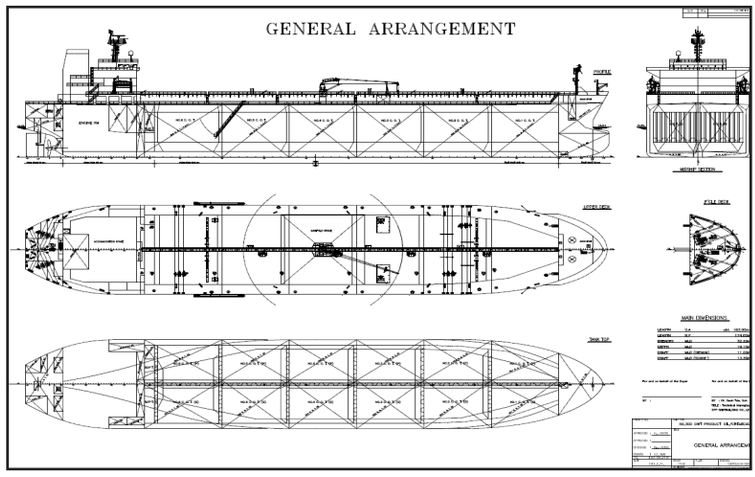
New Ladies on the Block

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

- LNG as propulsion fuel technology and availability network
- Alternative fuels
- Air emissions NOx and SOx control technologies and limits
- ECO designs and options

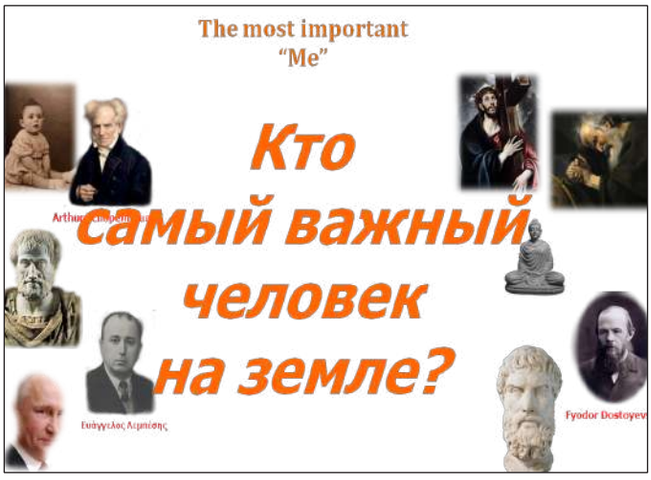
The next generation of newbuildings will be a challenge for the industry, particularly due to the evolution of LNG and alternate fuels as marine fuels and the price level of the conventional and VLS/ULS fuel oil.

Furthermore there is an increased activity evaluating options and opportunities in the second hand market.



The fearless ego for success

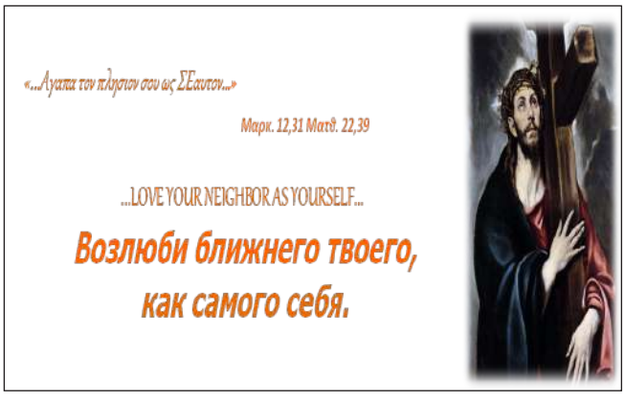
Inspired by the Partners in Safety project the Roxana "Ego" tree was launched end of 2016, finally introduced after the management review of May 2019 and was further developed to the Roxana "fearless ego for success" tree.
Each one of us elaborated on a basic question who is the most important person 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



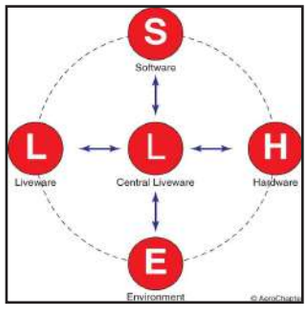
Based on this conclusion the principal order was introduced:

Return Home always Healthy!

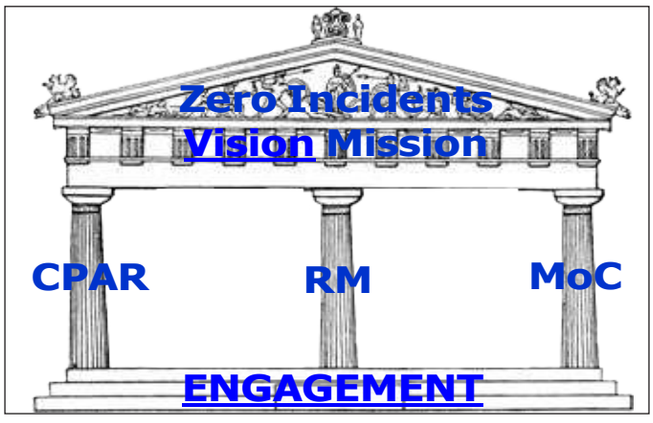
God by instructing us to love our neighbor as we love ourselves also guided us to the next conclusion that care about myself means care about my team.
If I care about myself I should care about my team so that all of us return home healthy.

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).

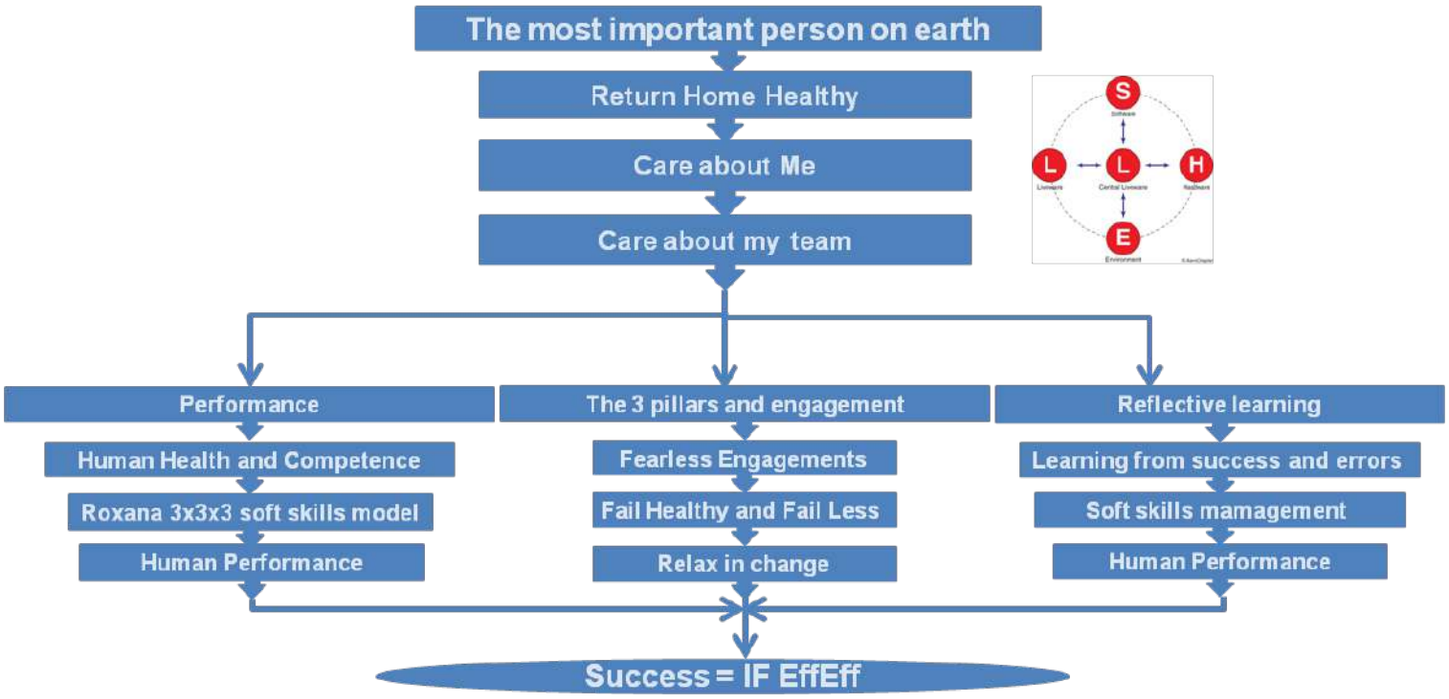


Human centric Applicable to: Soft skills and Resilience, Investigation (classifying factors), **Causation analysis** (classifying causes), **Risk Management** (classifying hazards and threats)



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.

VISION

A unique Company applying simultaneously IDEA

INNOVATION
- Relax in Change
- Thinking outside the box
- Emotion beyond ratio

DIALECTIC
- Hidden Harmony is better than the overt one
- Out of the discrepancy the Harmony
- The Harmony of opposites

EXCELLENCE
- Reaching where you cannot
- Consinstency
- Devotion

ARISTOCRACY
- Meritocracy
- Transparency
- Modesty

MISSION

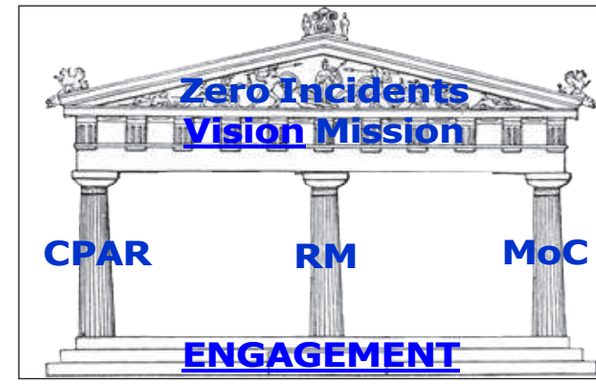
Our Mission is :

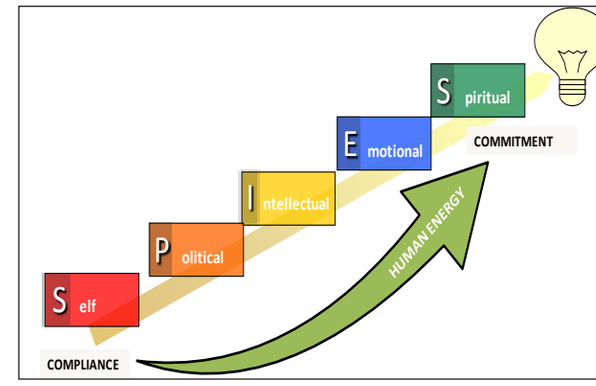
- to transport containers, liquid and dry cargoes in bulk **incident free effectively** and **efficiently (IF EffEff)**, in a **safe** and **environment friendly manner**, with respect to our colleagues, the community and **Customer's ultimate satisfaction**
- to enhance Company's **consistency** and **optimisation** in performance quality and performance reliability, where by people, procedures, equipment, material and environment interface in a way that their **maximum potential** is realised
- to ensure for our colleagues onboard and ashore **health**, physical and mental, **competence**, hard and soft, and **personal** development and career development
- to grow a workframe and context, where all colleagues perform **fearless**, in an **innovative, open-minded, transparent, flexible** manner
- to perform in a **dialectic** manner, appreciating the harmony of the opposites, respecting and considering all views, developing an **open** and **fearless** organisation, promoting **individual engagement** and **team work**
- to embrace the **Fair** and **Just** for **No Blame culture** and consistently perform with **meritocracy, fairness, transparency, modesty, honesty and generosity**
- to create **additional values** such as :
  - direct / indirect contribution to the community
  - international community and customers respect
  - job pride amongst employees
  - fearless engagements – commitment to common values

Managing Director
T. E. Koutris
01 Jan 21

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 charmimg 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 έστι 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 ΑΝΤΙΞΟΟΝ 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 Dostoyevky'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!

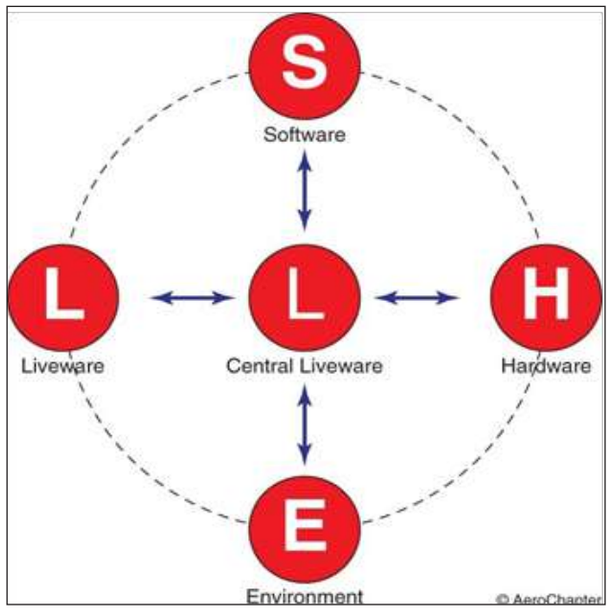
The 2+2=5 concept was developed while elaborating on the TeamWorking soft skills and facilitated our understanding of the added value of a team where differences are harmonized.
The teams concept is introduced

- **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:** - Helps other crew members in demanding situations - Actively seeks and acts upon feedback.
1.1.2.	**Establishes an atmosphere for open communication and participation**: - 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 - 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. - 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. - 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. - 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.	Communicates clear expectations. - 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.	Creates a culture that enables challenge and participation of crew members while maintaining the given command authority - 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.	Takes command if the situation requires. - 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.	Supports people to have a level of independence in how they do their work - 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.	Organises tasks, activities and resources. - 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.	Challenges current processes to find new and innovative ways to improve work of the team and the vessel - 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.	Monitors plans for the achievement of targets. - 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	
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. 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.	
3.1.	**Awareness of SHELL factors and their risks for problem definition and options generation**
3.1.1.	Maintains awareness of SHELL factors. - Monitors, cross-checks, acknowledges and reports changes in all SHELL factrors - 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.	Problem definition - 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.	Risk assessment for option selection - 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.	Selects and implements timely the best response to the problem. - 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.	Confirms selected course of action and implements in a timely manner. - 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.	Has a sense of urgency about solving problems and getting work done, and pushes self and others to reach milestones. - 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.	Recovers quickly from setbacks and responds with renewed and increased efforts. - 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.	Adapts to changing business needs, conditions, and work responsibilities. - 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.	Discusses contingency strategies and takes timely and mindful actions. - 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

Teamworking and the Belbin team roles 360⁰

All of us at some point in time perform as team leader or team member.
As per Roxana 3x3x3 soft skills model

- ***As a leader we are applying our leadership / managerial skills and Decision making Result focus skills***
- ***As a team member we are applying our TeamWorking skills and Decision making Result focus skills***

This workshop relates the Roxana 3x3x3 soft skill model with the Belbin analysis for team roles and is advancing the previous self-assessment workshop to a 360⁰ assessment.

The related questionnaire is an assessment tool for each individual to understand not only his own but also his colleagues perception for him on preferred Belbin team roles in the team, as per the Belbin analysis.

1.Background

In the "TeamWorking and the Belbin team roles" workshop conducted with MR21-02 11Nov21 we had the chance to elaborate on:

1.1 OCIMF ITK Behavioral Competency Assessment and Verification for Vessel Operators
was released in Nov18, introducing the 6 soft skills domains Teamworking, Communication and influencing, Situation awareness , Decision making, Result focus and Leadership and managerial skills.

1.2 The Roxana's 3x3x3 soft skills model
3 soft skills domains apply:
► TeamWorking
► Leadership and Managerial
► Decision making and Result focus
As per Roxana soft skills model for a team member following skill sets are needed
► TeamWorking
► Decision Making and Result focus
and same is reflected in the Responsibilities and authorities for any role acting as team member.

1.3 Belbin team role analysis for self assessment
1.3.1 Dr. Meredith Belbin discovered eight, then nine, specific roles which contribute to successful teams. All teams, it is suggested, should be made up of these and no others.
1.3.2 The nine Belbin team roles are:
► Resource Investigator, Teamworker and Co-ordinator (the Social roles);
► Plant, Monitor Evaluator and Specialist (the Thinking roles), and
► Shaper, Implementer and Completer Finisher (the Action or Task roles).
1.3.3 Purpose
► This workshop related the Roxana 3x3x3 soft skill model with the Belbin analysis for team roles.
► The workshop, of a 90 minutes duration, was dynamic and highly interactive, consisting of a combination of group activities and input from participants' own experience.
► The participants filled in the related questionnaire, which is a self assessment tool for each individual to understand his own perception on the preferred Belbin team roles when operating in a team.

Teamworking and the Belbin team roles 360⁰ (Continued)

2.Teamworking and the Belbin team roles 3600 assessment

2.1 Purpose

2.1.1 As a continuation of the above workshop Teamworking and the Belbin team roles self assessment, it would be beneficial for each individual to complement this self assessment with the assessment of his superiors, subordinates and piers, a 3600 assessment.

2.1.2 Based on the questionnaire responses each individual assessee will review his profile as team member, compare the self with the 360 assessment and identify actions needed to focus on certain roles, for his own and his team's benefit.

2.2.1 Each individual assessee will have a specific questionnaire with the option to call for max 5 separate persons, superiors, subordinates or piers to fill in the questionnaire

► These five colleagues will have to fill in one dedicated spreadsheet of the questionnaire

► For each section of this questionnaire, the assessors will choose the one, two, or three sentences most applicable to the assessee, as best describing his behaviour.

► It should be stressed that there are no right or wrong sentences. All the choices are equally important.

► Once they had made their choice(s), the assessors will allocate 10 points between the selected sentences. The allocation of these points indicate the relative extent to which each sentence applies to the assessee.

It should be stressed that there are no right or wrong choices. All the choices are equally important.

2.2.2 MCH in liaison with SAK prepared in
K:\POOL\MR\MR Workshops\MR2022-02 interim\Teamworking and the Belbin team roles 360
Departmental folders where all individual (assessees) xls file will be saved

2.2.3 Each dept manager ensured that all questionnaires are filled in for his dept and compared his dept profile, based on the self and the 3600 assessment, identifying actions needed to have a uniform distribution of all the roles in his team, or as needed.

2.2.4 A report will be presented at next MRM.

Leadership and the Adair model

All of us at some point in time perform as team leader or team member.

As per Roxana 3x3x3 soft skills model

- ***As a leader we are applying our leadership / managerial skills and Decision making Result focus skills***
- ***As a team member we are applying our TeamWorking skills and Decision making Result focus skills***

This workshop relates the Roxana 3x3x3 soft skill model with the Adair leadership model and is advancing the previous self-assessment workshop to a 360⁰ assessment.

The related questionnaire is an assessment tool for each individual to understand not only his own but also his colleagues perception on his Leadership profile, as per the Adair model.

Leadership and the Adair model (Continued)

1 Background
In the "Leadership and the Adair model" workshop conducted with MR21-02 11Nov21 we had the chance to elaborate on:

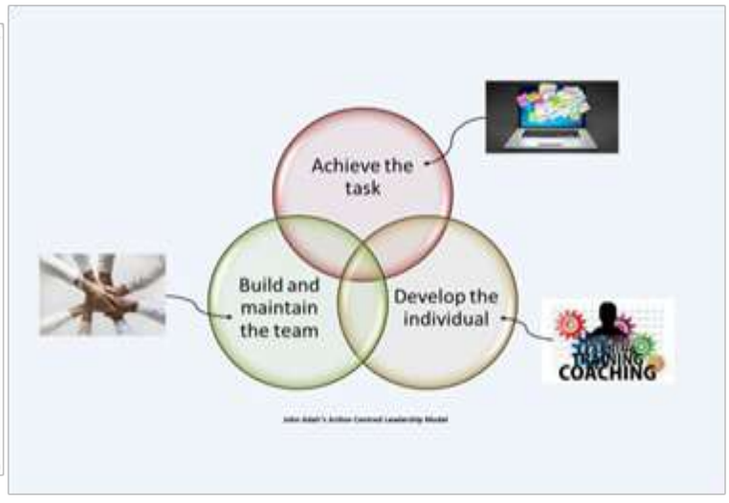
1.1 OCIMF ITK Behavioral Competency Assessment and Verification for Vessel Operators
introducing the 6 soft skills domains Teamworking, Communication and influencing, Situation awareness , Decision making, Result focus and Leadership and managerial skills.

1.2 Shell Partners in Safety (PnS) Leadership Skills for crew wellbeing

1.3 Roxana's 3x3x3 soft skills model.
3 soft skills domains apply:
► Team Working
► Leadership and Managerial
► Decision making and Result focus

1.4 Roxana - ROKS Take care of myself and my team, Leading my team's wellbeing workshop
This program was introduced in our system learning engagements in Jun20 inspired by the Leadership Skills for crew wellbeing, released by Shell Jun20
It has been developed for Captains and Chief Engineers to help them develop their leadership skills in order to nurture a learning culture and transparency in workplace where crew also feel confident to talk about health and wellbeing.
However the same concepts apply for any leader or team member and any team and team's wellbeing (health, physical and mental).

1.5 Adair leadership model for self assessment
1.5.1 Adair and Adair's concept asserts that the three needs of task, team and individual are the watchwords of leadership, as people expect their leaders to help them achieve the common task, build the synergy of teamwork, and respond to individuals' needs.



1.5.2 Purpose
► This workshop related the Roxana 3x3x3 soft skill model with the Adair leadership model.
► The workshop, of a 150 minutes duration was dynamic and highly interactive, consisting of a combination of group activities and input from participants' own experience.
► The participants filled in the related questionnaire, which is a self assessment tool for each individual to understand his own perception on his Leadership profile, as per the Adair model.

Leadership and the Adair model (Continued)

1.5.2 Purpose

► This workshop related the Roxana 3x3x3 soft skill model with the Adair leadership model.

► The workshop, of a 150 minutes duration was dynamic and highly interactive, consisting of a combination of group activities and input from participants' own experience.

► The participants filled in the related questionnaire, which is a self assessment tool for each individual to understand his own perception on his Leadership profile, as per the Adair model.

It should be stressed that there are no right or wrong choices. All the choices are equally important.

2 Adair leadership model for 3600 assessment

2.1 Purpose

2.1.1 As a continuation of the above workshop Adair leadership model for self assessment, it would be beneficial for each individual to complement this self assessment with the assessment of his superiors, subordinates and piers, a 3600 assessment.

2.1.2 Based on the questionnaire responses each individual assessee will review his score, compare the self with the 360 assessment and identify actions needed to improve his profile, so that task, team and individual are equally addressed by him as leader.

2.2 The Adair leadership 3600 assessment questionnaire

2.2.1 Each individual assessee will have a specific questionnaire with the option to call for max 5 separate persons, superiors, subordinates or piers to fill in the questionnaire

► These five colleagues will have to fill in one dedicated spreadsheet of the questionnaire

► The questionnaire is consisted of 30 questions. Each question comprises a statement of a familiar management situation which is printed in bold. This statement is followed by three different choices of management action plus option D preference for non-management action.

► To complete each question the assessors will allocate five points between the three + one choices available, as reflection of what they think represents the assessee most likely behavior.

2.2.2 MCH in liaison with SAK prepared in
K:\POOL\MR\MR Workshops\MR2022-02 interim\Leadership and the Adair model 360
Departmental folders where all individual (assesses) xls file will be saved

2.2.3 Each dept manager ensured that all questionnaires are filled in for his dept and compared his leadership profile, based on the self and the 3600 assessment, identifying actions needed to improve his profile.

2.2.4 A report will be presented at next MRM, to the discretion of each assessee.

"Physical wellbeing – Building Healthy Habits"

- ***Our Company's principal order is "Return Home Healthy".***
- ***Working on ships or for ships, on board or ashore can be physically and mentally challenging, so it is very important to look after yourself.***
- ***Creating healthy habits during your time onboard or ashore is an easy way to make small changes that can help you stay healthy and fit for service. You can practice these habits at home too, to help build a healthier body and mind for you and your family. Being in good physical and mental health will also help you built up your resilience and perform IF EffEff, wherever you are!***

This workshop:

- ***Elaborates on the fact that our physical health and fitness is the basic prerequisite for our wellbeing and our IF EffEff performance.***
- ***Proposes simple and short routines for physical exercise and Identifies the barriers and catalysts for us to allocate the time that is deserved for our physical wellbeing, thus making physical exercise a weekly routine.***
- ***Prompts the commitment of each individual to improving his physical wellbeing.***

1

Appreciation

Thank you all 31 participants for the contribution at the last Management Review Meeting MR22-01 and particularly for your reflective learning engagements in the workshop "Physical wellbeing – Building Healthy Habits".

Health (physical and mental) and Competence (hard and soft) are the prerequisites for IF EffEff operations

2 Background

In the "Physical wellbeing – Building Healthy Habits" workshop we had the chance to elaborate on:

2.1 Physical wellbeing - Industry

2.1.1 Energy Institute

Energy Institute relevant publications

- A recommended fitness standard for the oil and gas industry, was issued in 2011.
- This publication provides an introduction to fitness standards and makes recommendations for minimum fitness standards for people who work in the oil and gas industry.
- Fitness assessment instruction manual, was issued Jun11
- This publication is a practical instructions manual for the administration of the recommendations in the EI's A recommended fitness standard for the oil and gas industry.

2.1.2 IOGP relevant publications

- 384 - A roadmap to Health Risk Assessment in the oil & gas industry
- 392 - Fatigue management in the workplace (in English and Russian)

2.1.3 The Swedish club

- In the AGM21 a presentation was given on the importance of physical exercise for the brain fitness, based on recent neuro physical researches

2.1.4 Partners in Safety, http://www.maritimewellbeing.com/

- Fatigue risk management was introduced in 2020 elaborating on fatigue symptoms and best practices for sleeping and managing jet lag
- Physical wellbeing and particularly Building healthy habits - Physical exercise was introduced in 2021.

It consists of helpful information and some useful example activities, which anyone can try anywhere, anytime.

- Building healthy habits – nutrition: Another module is expected to be released within 2022

"Physical wellbeing – Building Healthy Habits" (continue)

2.2 Health and Performance – Roxana
2.2.1 Health and competence for performance
was introduced with DMS revisions Dec20, justifying the statement that health and competence are pre-requisites for IF EffEff performance.
2.2.2 Take care of myself and my team - Managing fatigue
- The "Take care of myself and my team" workshop is introduced since Jun18, based on the relevant PnS resilience modules, further developed to the "Take care of myself and my team, Managing fatigue" based on the Shell Pns Fatigue risk management module 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.

Proper physical exercise results to:
- ***Extended life span***
- ***Reduced cancer cases***
- ***Heart, lungs and muscles fitness***
- ***Body balance and motion***

2.2.3 Physical wellbeing: exercises
In early Jan22 a circular on physical exercises was sent to employees ashore and on board,
- highlighting that
• in line with the "Fearless ego for Success" principle (the most important person on earth is me) it is very important for all of us to look after ourselves and our physical health in particular.
• Creating healthy habits during our time at the office and home is an easy way to make small changes that can help us stay healthy and resilient and this without the need of special instruments or equipment.
• as per CMSM par3.5 health (physical and mental) is a basic prerequisite for success, ie IF EffEff operations.
- quoting
http://www.maritimewellbeing.com/category.aspx?cat_id=1033
with links to different elements of the 'Building healthy habits' program, and attaching for easy reference the:
• Building Healthy Habits booklet
• Building Healthy Habits cards
- And suggesting to each one of us, his team and his family to
• print out in A4 the exercise cards.
• go through the Building Healthy Habits booklet and the links
• start applying the program, as illustrated in the booklet and the cards

2.3 Building Healthy Habits
2.3.1 Partners in Safety (PnS) "Building Healthy Habits"
was introduced in May21 and was distributed to the Fleet 18Nov21 and ashore 04Jan22 to increase the awareness of all on the benefits of physical exercise and the program introduced, with emphasis to the fact that exercises can be conducted anytime and anywhere, without the need of additional instruments.
The module is consisted of two .pdf documents.

Building Healthy Habits: Exercise
- Elaborates on the benefits of physical exercise
- Offers conclusions of scientific studies on the relevance of physical exercise with:
• Extended life span
• Reduced cancer cases
• Heart, lungs and muscles fitness
• Body balance and motion control
- Introduces three types of exercise explaining the scope and the objective of each of them
- Proposes a program for beginners
- Shares best practices when conducting physical exercise
- Building Healthy Habits: Exercise cards
- Contains illustrations of how to conduct physical exercises for the three types introduced:
• Endurance
• Strength
• Flexibility

"Physical wellbeing – Building Healthy Habits" (continue)

3 Purpose

3.1 This workshop is designed for us to:

- elaborate on the fact that our physical health and fitness is the basic prerequisite for our wellbeing and our IF EffEff performance, in order to apply our company's principal which is "Return Home Healthy".
- Propose simple and short routines for physical exercise and Identify the barriers and catalysts for us to allocate the time making physical exercise a weekly routine.
- Prompt the commitment of each individual to improving his physical wellbeing.

The workshop, of a 90 minutes duration, was dynamic and highly interactive, consisting of a combination of group activities and input from participants' own experience, opinions and ideas.

3.2 The workshop questionnaire was basically consisted of 3 sections, addressing:

- Health, physical and mental, as prerequisite for IF EffEff performance
- Verification on the awareness of:
  - Benefits of the physical exercise
  - Scope of the physical exercise
- Self assessment of each individual in relation to:
  - his current engagement with physical exercises
  - the barriers and catalysts for him to allocate the time that is deserved for his physical wellbeing and make physical exercise a weekly routine
  - commitment for improving each own physical wellbeing

Most of the questions are inspired by the PnS module of "Building Healthy Habits".

4 Key messages

Key messages of the workshop were passed on to the participants, as follows:

- The importance to take care of themselves and create healthy habits during their time onboard or ashore, as this is an easy way to make small changes that can help them stay healthy and fit for service.
- Being in good physical and mental health will also help them built up their resilience and perform IF EffEff, wherever they are!

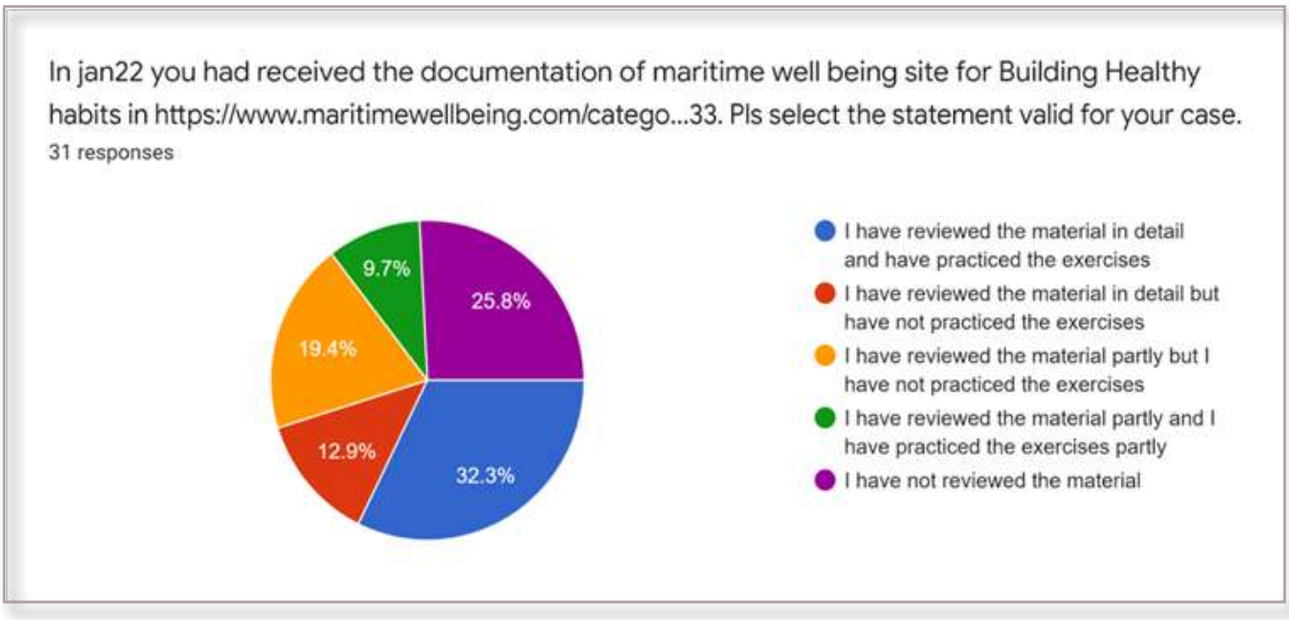
5 Records

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

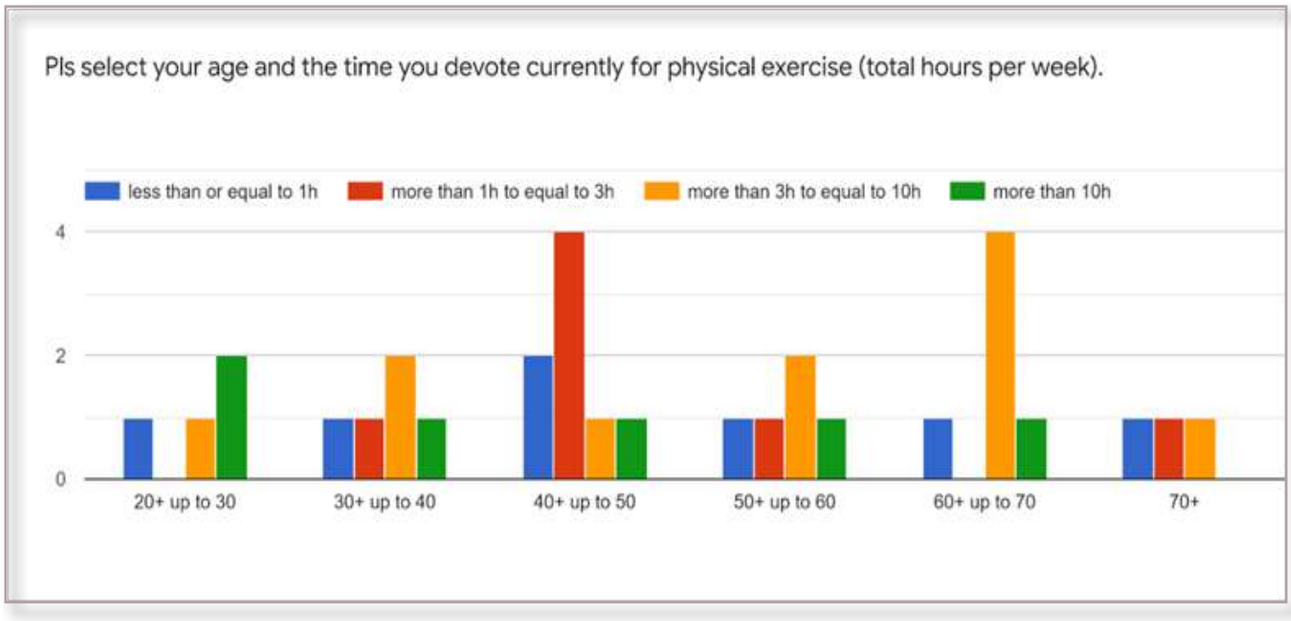
6 Actions and follow up

6.1 Status of awareness, prior the workshop



"Physical wellbeing – Building Healthy Habits" (continue)

6.2 Status of physical exercise, self assessment



6.3 Out of the workshop questionnaire each individual:
- reviewed the analytics and his commitment to improve his physical wellbeing so as to have a better quality of life and achieve IF EffEff performance

6.4 Out of the workshop evaluation
- The vast majority of the participant were happy with the content and the duration of the workshop.
- The idea of working on case studies and have group discussions was raised, in order to improve the engagement of the participants.

Management Review Meeting 2022-01

The Management Review Meeting MR22-01 was conducted physically, at Negroponte Resort, on 05-07May22. Many thanks to all participants for your engagements and your contribution to the meeting deliverables.

During the meeting following topics were particularly addressed:
- DMS refresh with latest DMS revisions, New rules and KPIs review
- the fearless ego for success concept, including the 3 pillars and engagement (CPAR, MoC, RM), focus on the new principle of procedures consolidation (responsibilities in CP01 and NR operations in Appendices), Fair and Just culture for No Blame culture, Roxana 3x3x3 soft skills model and communications policy, health (mental and physical) and competence (soft and hard) for performance, fearless engagements
- New rules, EEXI, CII and relevant EU fuel directives

Furthermore thank you all for your engagements in the workshops "Physical wellbeing - Building Healthy Habits", "Teamworking and the Belbin team roles 360º, "Leadership and the Adair model 360" and "How you respond matters".

Draft and Final Minutes of the meeting, along with Corrective Preventive Actions Plan and records and analytics of the workshops have been made available to all participants through a separate message recap of each workshop.

The traditional dinner venues were repeated in our beloved "Limanaki" fish restaurant with all participants enjoying the fresh fish and appetizers offered.
The Red Arrows, British Royal Air Force show, which took place the last day of the meeting was really impressive, all of us were amazed by the breath taking aerobatic displays.

All participants greatly appreciated the event and are looking forward for the next Management Review Interim meeting in September.

Allotments remittance via MarTrust

1. Considering the recent difficulties incurred on Seafarers' allotments settlement, due to imposed sanction to Russian Federation, and further to our previous circular ID/ALL-CRW-22-2005, we have investigated the allotments settlement issue with other Shipping Companies and we have had a meeting with Mar Trust representatives, coming to the conclusion that the use of the e-wallet, through the Mar Trust Platform is the safest way, to deposit the Seafarers' monthly allotments. Pls note that such process has been in use by several Shipping Companies since many years ago.

2. MarTrust Corporation Limited is registered in England and Wales (Companies House No. 079498933). It is an Authorized Payment Institution (API) regulated by the UK Financial Conduct Authority (FRN 794752) under the Payment Services Regulations 2017. Its registered company address is Suite 709, 7/F Tintagel House, 92 Albert Embankment, London, SE1 7TY, Office (UK): Phone: +44 (0) 203 948 1980, Email: info@martrust.com , Website: www.martrust.com.

3. Actually, the use of the e-wallet, is based on the WEB, where the transaction may be obtained by the use of the smart phone.

4. We are hereby pleased to confirm that we are in the process to initiate Page 1 of 3 file:///C:/Users/trainee.KRISTEN/TMP/Message_Number_1029739.TXT 06/04/2022 account with Martrust e-wallet, and then provide the particulars for opening accounts for all seamen. Pls note that:

4.1. MarTrust is a regulated entity supervised by the same authorities that supervise Banks and operates under the Payment Service Directive of 2017, GDPR Complaint.

4.2. Each seafarer will have an account (Payment account) in Europe

4.3. For the Seafarer KYC we need Copy of Passport, Address, Mobile number and email

4.4. The seafarers account can be set-up same day that the KYC on the seafarer was completed

4.5. To download the app it takes a couple of minutes, after that the seafarer can receive and transfer funds

4.6. From this account the seafarer can process payment through the Wire network or can transfer funds to their existing not under sanction Russian Mastercard Debit card

4.8. The second method would credit the funds in their accounts within 5-10 seconds

4.9. The second method is also 50% cheaper compared to e-wallet standard rate

4.10. For Russians both payment methods are impacted by the relevant sanctions

4.11. Entities that are not sanctioned are receiving funds, purchases are not seeing a disruption

5. e-wallet has following benefits in short:

- Zero charges to open the account,
- Zero maintenance charges for the account,
- Zero fees for two ATM withdrawals per month,
- Competitive and fair charges,
- It provides greater security, protection and cost benefits when traveling to and from the ship
- You can set it up and send 100% of your funds home, to a not under sanction Russian bank, there is no obligation to keep it in the e-wallet
- It is a useful notification tool to show that you have been paid, putting you in control of your funds
- It is a platform where we will add services that matter to you. Why not have access to your monthly salary as you're earning it? MarTrust will launch our Salary on Demand service in the e-wallet.
- Seafarers are cost sensitive and more so during this period, the multicurrency element reduces their costs by 66-77%.
- The wallet and card can carry 7 different currencies
- Support: 24/7 Call Centre

Multilingual Support, Onboarding Support

6. The process to be followed for opening the accounts with Mar Trust from seamen side

6.1. Master will be accountable for the proper fill in of the relevant Cardholder form, attached herein, for each Seafarer with All details required, such as:

- Name and Surname of the Seafarer.
- Residential Address, which must be correct.

Allotments remittance via MarTrust (continue)

6.2. Master to attach copy of the passports, along with the filled in Cardholder form. The filename for the scanned passport will be the name and surname of the seaman for easy identification.

6.3. Company will submit these forms to MarTrust administration and personal e-wallet accounts will be opened for everybody in USD.

6.4. Mar Trust then will provide for each Seafarer a Master card, which can be used only by the cardholderds and only out of Russian Federation, (Worldwide), for purchases of any type and cash withdrawal from any ATM that accepts Master Card.

6.5. The Cardholder shall download and install on his smart phone special application for e-Banking and on-line control of his e-wallet. So he will be able to transfer the money to any other account in a bank in Russian Federation, which is not under sanctions.

6.6. In case where a Seafarer cannot open an account in Russia, as aforesaid, he may keep his money in USD in the e-wallet of the Mar Trust Page 2 of 3 file:///C:/Users/trainee.KRISTEN/TMP/Message_Number_1029739.TXT 06/04/2022 Platform and upon his repatriation, he may open an account in a non sanctioned bank and and transfer his money, as aforesaid.

6.7. In case that a problem incurs when transferring USD from MarTrust account, the transaction will be stopped to save the Customer's money and will be kept on your e-wallet, until the problem will be solved.

7. In case you will need further clarifications please contact Crew Dpt.

8. Illustrative material are uploaded to the Fleet separately.

Intertanko Council Meeting 11May22

Our Managing Director, Mr. Koutris, attended the Intertanko Council Meeting of Members, which took place in London, at the Bloomsbury Hotel, on 11May22, in conjunction with the Annual General Meeting and various Committee Meetings.

ITK agenda between others addressed updates on:

- Executive Committee Elections
- Russian Sanctions and Governance
- Reducing greenhouse gas (GHG) emissions from ships
- INTERTANKO position on the application of Short-Term Measures to LNG steam ships
- ESG Reporting and Restructuring the Strategic Workplan
- Security issues, such as Ukraine, Maritime Security Threat Assessments, Somalia, Southern Red Sea and Gulf of Aden, Gulf of Guinea and Singapore Straits
- Covid-19 Issues
- Raising the profile and value of seafarers
- Tanker Risk Management (SIRE 2.0, Port State Control, Together in Safety)
- Association work at IMO
- Regional Issues, such as Europe (Fit for 55 Package, Sustainable Finance Package and EU Taxonomy, Asia (Covid-19 related crew change issues, East Johor Straits, China's Mandatory reporting requirements), Americas (North America, Latin America)
- Freight & Demurrage Payment Delays

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 2022 is 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 2022 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 Asprouda	A. Chernobrovkin	I. Mikhailov	-	Vetting	Rio Grande	08Mar22	2	3,5
M/T Aligote	E. Ivanov	A. Potyanikhin	-	Vetting	Sohar	25Apr22	3	3,5
M/T Athiri	A. Grinko	A. Vazhenin	-	Vetting	Fujairah	26Apr22	2	3,5
M/T Melody	A. Syrov	V. Valchun	-	Vetting	Chittagong	02Jun22	3	3,5
M/T Melody	A. Syrov	V. Valchun	-	PSC	Chittagong	14May22	0	0,9
M/T Melody	A. Syrov	V. Valchun	-	PSC	Dumai	19Apr22	0	0,9
M/T Mavrouda	V. Siniavskii	E. Trukhachev	-	FSI	Varna	07May22	0	0,9
M/T Mavrouda	V. Siniavskii	A. Sergeichev	-	Vetting	Kopper	21May22	4	3,5
M/V Adventurer	B. Vertinskii	P. Podkorytov	-	PSC	Rosario	09May22	0	0,9

ATEX Mobile Smartphone with NAVARINO WAAVIA - ASPROUDA

M/T Asprouda is the first ship in our Fleet to receive one ATEX Smartphone for use on deck.
By the end of the year all tankers will be supplied with this ATEX Smartphone.
The Smartphone has certification for ATEX Zone 1, meaning that the smartphone and its camera is certified to be used on Deck and around the Cargo Manifolds of your ship.
Please note that it cannot –repeat cannot- be used inside Cargo Tanks without prior Gas Free but can be used in Ballast and other Tanks
The phone being a smartphone also has Navarino WAAVIA installed, which is a software for Instant messaging, Audio Communications and Video Communications through the ships existing Satellite communications infrastructure and Navarino Infinity.
This will allow us to use this software to communicate with your ship by Chat, Voice and Video even when the ship is at sea.
The software on the ATEX It has already been tested out on our ship Mavrouda with good results and you will also be able to use this for Ship to Ship communications, when needed.
Finally ATEX smartphone has the ability to send Photos and Documents directly.
It is very similar to say Whatsapp and other Instant messaging software but the main point is that it is customized to be usable via low bandwidth Satellite communications for audio and video.
Finally all Masters should keep this device safe and in their possession, keep it connected to its charger by their desk so that it will be on line and we can communicate with the ship through it anytime.
Deployment of the WAAVIA as communication platform for ships and work remotely is planned for within this year.

Intertanko ISTEC61 & BsC48 Meetings 24-26May22

Our Managing Director, Mr. Koutris, attended the Intertanko Safety & Technical Committee (ISTEC61), in conjunction with the Bunker Sub-Committee (BsC48), the Nautical Sub-Committee, the Environmental committee and the vetting committee meetings along with the vetting seminar, which took place in Dubai, at the InterContinental Dubai Festival City.

Bsc agenda addressed updates on off-spec bunkers in Singapore, Fuel Oil Safety low flashpoint fuel oil ? outcome of MSC 105, GHG Fuel Standard (GFS), Biofuel, Ammonia and IMO CG/IGF ? Ammonia and a report of the WG/GTC+BSC on Gas as Fuel.

Mr Koutris, on behalf of Roxana raised the matter of eligibility of bunkering contracts in EU, considering that bunker sampling from receiving ship's manifold is mandated in EU.

ISTEC agenda addressed updates on

- GHG emissions reduction (short medium and long term measures, alternative fuels (complementary to BSC discussions), Fuel EU Maritime and EU Emission Trading Scheme
- California OGV (tankers) At-Berth Regulation
- Additional measures to reduce VOC emissions from tankers - reports from Bunker SubCommittee, Nautical Sub-Committee (NSC), Advisory Panel on Piracy and Maritime Security
- OCIMF INTERTANKO safety initiative
- Crew Exchange - current and future challenges
- Remote surveys and Digitalization and automation of ships

Mr Koutris, on behalf of Roxana updated the committee on the remote surveys notation and proposed way ahead.
He also updated ISTEC and at a separate meeting Environmental committee on the problem of legitimacy of MD and SDoC and the necessity for a regulatory framework for the Suppliers to provide MDs and SDoC in compliance with EU SRR and HK convention.

Vetting seminar was attended by 60 participants, with remote attendance by capt Steve Barker and capt Dunkan Elsdon elaborated on the SIRE2, changes effected and needed and timeline.
Mr Koutris, on behalf of Roxana raised the issue of disregarding the environment and eco-system around the ship as contributing to failures cause.

Posidonia 2022

Posidonia 2022 were held from June 6-10, which was the 27th edition of the world's most prestigious shipping event and truly a celebration for Greek shipping and shipping in general. After the trials and tribulations of the COVID-19 restriction, we were finally free to promote our industry and perceive innovative solutions to many of the issues and challenges that we will face in the coming years. It is clear that the return of Posidonia, after 4 years, offered a dynamic communication platform for the most innovative and technologically advanced operating capabilities of our industry. The majority of this year's confirmed Posidonia exhibition space had again been reserved by international companies, with record number of exhibitors who made their Posidonia debuts.

Roxana Shipping and ROKs Maritime attended the exhibition in Metropolitan Expo and various other events, with the aim of networking and promoting the social mix. These events were facilitated by Major Companies of the Shipping Industry, such as Lloyd's Register, DNV, ABS and Marshal Islands.

Remote surveys and e-certificates project notification 220602

1. Further to our circular outgoing Message 989930 and memo 698819 of 29Jun21 we remind you that the e-certificates project has been launched on 26Oct17 to facilitate the smooth transfer to the e-certificates, with deadline for implementation 28Feb20, already applied for all classes since 30Oct20.
Under the scope of this project we have also added the implementation of remote surveys, which is provided by Major Classification societies and OCIMF, particularly during the covid19 outbreak with completion date 30Dec22.

2. Remote surveys are
- removing for the crew the hazards of fatigue, distraction while operating, since the survey may be conducted at a mutually accepted timing and not in port
- removing for the surveyors the hazards of transit, access to ship, walk on board
- bringing flexibility to the survey implementation, as they minimize the survey logistical costs, reduce operational down time and eliminate waiting for Surveyor attendance, allows for repeatability and 3rd opinion.

3 Project team leader is as of 29Jul21 Kalliopi Papageorgiou (KGP), replacing Liana Kapsali (LPK) and project team members are Nikolaos Giampanis (NG), Vasileios Kokkineas (VK), as of 01Apr20 Stelios Kontozoglou (SAK) and Takis Koutris (TEK) were added in view of remote surveys demand due to covid19.

3.1. Last meeting was conducted on 06Jun22, in the presence of Nikolaos Giampanis (NG), Stelios Kontozoglou (SAK), Takis Koutris (TEK), Vasileios Kokkineas (VK), Theodoros Papatheodorou (THP), Katerina Sfendylaki (KS) and Kalliopi Papageorgiou (KGP).

3.2. Out of this meeting following is reported for remote surveys:
- IACS released guidance for remote class and statutory surveys, two docs, were discussed.
- The class notation REMOTE was assigned to M/V Revenger.
- Hardware/software for remote surveys will be continually researched and evaluated, in view of the fast changing technological options.
- MVD is now equipped with the full set of equipment for remote inspections.
- ATS is now equipped with smart glasses and auxiliary equipment.
- ADA is now equipped with the full set of equipment for remote inspections expect for the 2xWindows 10 PC along with cameras.
- RVG is now equipped with smart glasses and auxiliary equipment.
- Every two months a set of remote equipment will be sent to three ships as per plan
- Next ships targeted are MGC and AGT and then ARN and ATH, or as per convenient ports.
- A pilot project in co-operation with our business partner Navarino to test the Waavia 7 software on board ATS, which will allow a decent video, audio and chat with ships through Fleet Express was initiated. The project was successfully completed.
- Waavia to be set up ashore and on board as per plan.
- From now on MVD teleconference meeting will be arranged with Waavia

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

4.1. SAK:
- Continuous Market research and evaluation on equipment/software for remote surveys (Kiber, Epson, Navarino)
- Prepare equipment for remote surveys for RoKcs and fleet, as per plan
- Liaise with Navarino and TEK and issue instructions and arrange familiarization engagements (remote and physical) for crew and office personnel
- WAAVIA set up ashore and on board, as per plan

4.2. CSP:
- Delivery on board of equipment for remote surveys, as per plan

Remote surveys and e-certificates project notification 220602 (continued)

4.3. TEK:
- Continue promoting in the Industry associations the concept of remote survey notation
- Follow up with Martecma and class societies the outcome of the webinar with class and flag reps on remote annual inspections and audits
- Prepare a presentation in liaison with SAK for WAAVIA familiarization

4.4. NG/Gr1:
- Indicative and as a minimum scope of offline and online requirements for TIARE to be prepared
- Familiarization courses for the use of remote equipment for remote TIARE/BIARE
- Consolidated annual class and statutory inspection checklist, sorted by location
- Prior dispatch of remote equipment, refresh training to Supt's for the use of equipment for remote TIARE/BIARE

4.5. KGP:
- Liaise with TEK and class ABS, LR , NKK and DNV for obtaining remote notation updates, for ships
- Evaluate the requirements for carrying out a remote survey for class and statutory surveys, as per IACS guidance.

5. Next project team meeting is planned by 02Aug22.

ABS Hellenic Technical Committee meeting 220531

Our Managing director Mr. Koutris along with the Technical Manager Mr. Giampanis, attended the ABS Hellenic Technical Committee meeting, which was held on Tuesday May 31st from 3.00 PM to 7.30 PM at The Margi Hotel, Vouliagmeni.

The purpose of this Committee was to augment the participation of the Hellenic operators in the improvement and development of ABS Rules.

The Hellenic shipping technical community possesses a wealth of experience and engineering knowledge, which can be leveraged through the Committee for the benefit of ship operators and ABS.

Practical feedback from shipping operations, sharing experience of issues, incidents and lessons learnt, when accompanied by technical justification can become a catalyst for faster rule development.

Some topics discussed were:

- Environmental Regulations and Shipping Investments Considerations
- Regulatory Update Expectations from MEPC 78
- Model-Based Systems Engineering for Variable Frequency Drives (VFD) Retrofits
- RINA on the Journey from 1860 to 2050: from Steam to Zero-Carbon Ships

And finally the Hellenic Technical Committee Poll took place.

Crew Free Data Allotment increase

In view of the prolongation of the of the difficulties with crew changes and the difficulties with sanctions towards Russia during the troubles in Ukraine on 17May22 we announced an increase of the monthly free internet allotment for each seaman from 100MB to 1GB commencing Jun22.

Having said the above we remind you that Internet is joining people but on the other hand we have elaborated on the i-isolation, i-illusion and i-distraction threats and the commitments following the workshops Communication for Resilience and Care and Take care of myself and my team.

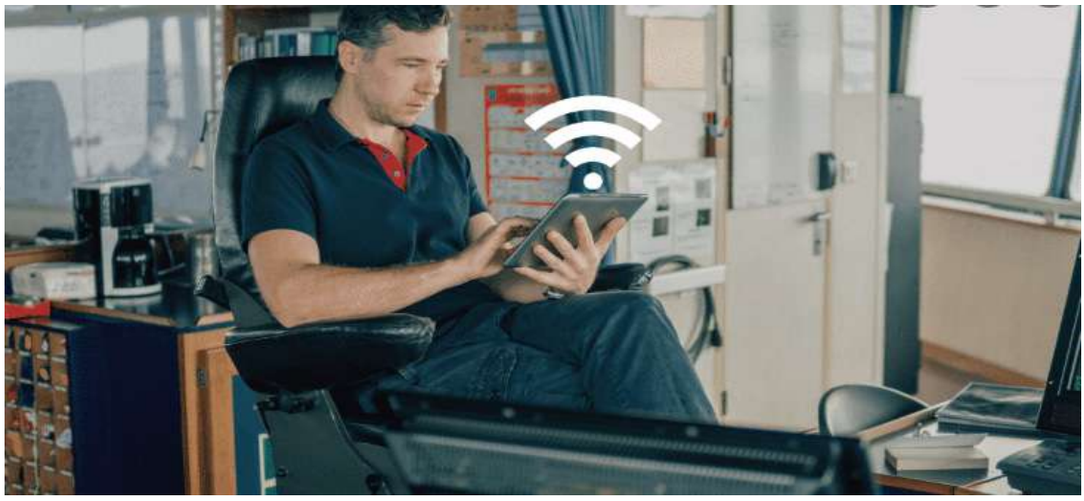
It is therefore recommended that when using the mobile phones FOM07 par4.1.16, Use of mobile phones on board, is strictly applied.

After all, what matters first is the Health, physical and mental, of all our employees and under all circumstances, so that all of us Return Home Healthy.

To Summarize commencing Jun22

Each month starting one set of scratch pins of 1 GB gratis
Following this , the effective rate is 0.10 USD per MByte

Taking this opportunity we would like once more to thank our sea going employees on board and ashore for the resilience shown all this Covid19 pandemic period.



Wage Scale 2022

Our Managing Director Mr. Takis Koutris released on 15Apr22 a circular to our Masters announcing the new wage scale, as follows:

QT
1. As already announced during the remote learning engagements of Mar22, the revised wage scale is now released for effect as of 01May22.

2. Apart from the global 13% of basic wage increase of supplement pay, please note changes effected:
2.1 Following the discussions with the ratings during the learning engagements of Dec21, we have applied years with Company and years in rank bonus scheme for the ratings as well.
2.2 "Years in rank and years with Company bonus scheme is now applied to all top4 + ETO.
2.3 Range for years with Company is reduced from 20 to 10 years and step increase is increased accordingly.

3. We take this opportunity to express our respect and our gratitude for the resilience you and your crew have demonstrated all this Covid-19 period of torture, which has become worse with the war in Ukraine.

4. And I personally take this opportunity to thank you all for your loyalty and If EffEff operations all these years. I am honored and proud to work with you.

5. Kindly discuss all the above with your crew and keep the records in the next HSQE CMM, form CP06-10 Section 4.2 of Apr22.
We remain at your disposal for any further clarification you may need.
UQT

Paris MoU 2021 CIC on Stability

With our message 1042141 of 16Jun22 we informed the fleet that the Concentrated Inspection Campaign (CIC) on Stability in General carried out jointly by Paris MoU and the Tokyo MOU between 01Sep22 and 01Dec22 has been concluded. In this circular we have attached also the final report.

The objective of the CIC was to check the level of compliance and create awareness with the requirements of Stability. Stability in general is considered an inspection item for PSC inspections.

During the CIC, a total of 3995 inspections were carried out with the questionnaire. The CIC-topic detention rate in the period was 0.30% (12 ships were detained). Of the CIC related detentions, the highest number of ships detained were Panama flagged. Azerbaijan, Comoros, Cyprus, Dominica, Egypt, Hong Kong (China), Marshall Islands and Norway each had one ship detained with a deficiency from this CIC as a ground for detention.

Regarding our fleet performance, due to the fact that no Paris or Tokyo MoU inspections were carried out during the reported period, results cannot be drawn.

Of the Paris MoU member States, Italy raised the most CIC deficiencies (38), followed by Spain (32). Italy detained the highest number of ships for CIC-related deficiencies (6). It is important to note however that these numbers are not proportional to the number of inspections done by the countries.

Results of the CIC:
- Responses to Question 3 which asked whether the ship complied with stability criteria as applicable to ship type, reported the most favourable results - 99.7% responded yes. This was closely followed with Question 4, which asked if there was evidence to show that the Master or responsible officer can determine the stability of the ship under varying conditions of service using the approved stability information onboard, - 99.4% responded yes. However, it is to be noted that whilst the compliance for Question 4 was high, it also led to the most detentions, suggesting that when it was wrong, it was badly wrong.
- The least favourable results were reported for Question 7, which asked whether there is evidence onboard to show that the Master/loading officer confirms that the "calculated" displacement and trim corresponds with the observed draughts - 5.4% responded no.

Paris MoU 2021 CIC on Stability (continued)

- This was followed by Question 8, which asked whether the accuracy of the Stability Instrument (if provided) is verified periodically by applying at least one approved test condition - 4.8% responded no.
- Question 6 and 7 had the highest "n/a" response (19.7% & 19.6% respectively), this is due to the questions referring to stability instruments (if fitted).
- Of the 138 ships detained during the CIC, 12 were related to the CIC topic representing 8.7% of total detentions and 0.3% of all inspections in the time period.
- The overall detention rate as percentage of inspections was 3.3%.
- The overall CIC-topic detention rate as related to percentage of inspections was 0.28%.
- The majority of the vessels with deficiencies marked as grounds for detention were in the Standard Risk category.
- By ship type, General cargo/multipurpose had the highest CIC-topic related detention rate (42%), followed by Container (25%), and Bulk Carrier (17%). A number of ship types had zero CIC-topic related detentions.
- By ship age, younger ships (<6 years) had the lowest detention rate for CIC-topic detentions (0%) while the highest rate peaked for ships aged 13-18 years (42%).
- Of the ships with CIC related grounds for detention, the highest number of ships detained were Panama flagged (4). Azerbaijan, Comoros, Cyprus, Dominica, Egypt, Hong Kong (China), Marshall Islands and Norway each had one ship detained with a deficiency from this CIC as a ground for detention.
- The Flag administrations which had CIC topic detentions were a mix of White, Grey, Black and not listed in the Paris MOU WGB list and no trend could be discerned.

Lethal fall from height inside a hold

As edited from the Republic of the Marshall Islands Maritime Administrator report of 22 April 2021

A bulk carrier in ballast was en route to the next loading port and deck crew were cleaning the cargo hold. The weather conditions made it necessary to keep the hatches closed while cleaning was taking place, meaning that fall arresters could not be rigged. Hence, only the lower portions of the holds were to be cleaned. A work permit had been issued but it made no mention of working aloft.

The company's generic risk assessment for cargo hold cleaning was apparently reviewed prior to the work, but it did not identify falls from height as a potential hazard either when entering or exiting a hold or while performing the task.

Cleaning progressed all morning and after lunch the work was resumed. Some time after 1400, it was noticed that a portion of the forward bulkhead about 3.5 metres above the tank top had not yet been cleaned. Since the crew were unable to clean this area from the tank top, the deckhand decided to use a portable ladder that had been left in the hold from the previous day to reach the area. The deckhand climbed the ladder, which was held steady by another crewmember, and started cleaning, using both hands on the pressure washer wand.

Once the deckhand finished washing, he started to descend the ladder, with one hand on the washer wand and the other on the ladder. As he was descending, he slipped and fell to the tank top, 3.5 metres below. Although unconscious, the victim was breathing and had a pulse. The alarm was raised and within minutes first aid was being administered.

Among other injuries, the victim had a massive hematoma on the upper left side of his head and was bleeding from his left ear. About 90 minutes after the accident the victim's pupils stopped reacting to light. Meanwhile the vessel had increased speed and diverted to a port for medical aid, but this was many hours away. A request for an immediate evacuation of the victim by helicopter was sent to the local Coast Guard.

Some seven hours after the accident the victim had no vital signs and was deemed deceased.

The official report found, among other things, that a Working Aloft Permit is required by the company's SMS when work is planned more than two metres above a base level. Procedures require the use of a safety harness with a lifeline secured above the work position. The SMS also requires someone to hold the ladder base and that the top be secured when possible (if this is not possible the bottom must be secured). Additionally, the SMS states that both hands must be on the ladder rungs, and tools should never be carried when climbing portable ladders. None of these requirements were met prior to the accident.

Lessons learned

- In theory, SMS procedures are there to protect crew from known hazards. But this protection can only be useful if the actual practices employed by crew are in line with the procedures.
- Issuing work permits is a fruitless paper exercise if the requirements set out in the permit do not reflect the practices of the crew.

Source: MARS

Fatal fall into a hold

As edited from the Liberia Maritime Authority report of 30 September 2021

A bulk carrier in ballast was underway. The deck crew were washing the cargo holds, as clean holds were necessary for the planned arrival for loading in two days. Two teams were working at different locations.

The hatch covers of holds 1 and 2 were partially opened in order to remove the remaining corn cargo lying at the cross joint channels of the hatch covers. This resulted in a large gap at the middle cross joint. A crewmember started washing the top of hatch cover panels No.2-1 and 2-2, standing on top of the hatch covers to do so, while another crewmember controlled the length of the hose used by the washing crewmember.

After cleaning the forward panels, the washing crewmember came down on to the hatch coaming to hose down the water to the middle cross joint area of the hatch cover. Then he went up again, this time to the aft panel No.2-3 (indicated by an arrow in the photograph), and started cleaning at the starboard side of panel No.2-3. While moving toward the port side, out of sight of the crewmember tending the hose, he slid down the incline, through the gap in the hatches, and fell at least 17 metres to the hold tank top. A cry was heard and the crewmember tending the hose began searching, only to see his colleague lying on the tank top of the hold in the middle of the hatch area.

The alarm was raised and the victim was quickly attended to, but he had no vital signs. First aid was nonetheless administered including CPR, but without success.

Fatal fall into a hold (Continued)

As edited from the Liberia Maritime Authority report of 30 September 2021

The official investigation found, among other things, that there was no responsible officer supervising or assessing the safety of the work. The Bosun was supposed to supervise both teams of two crew, who were working at different places. Instead, the Bosun went down to hold 1 with one of the teams. The Chief Officer was busy in the deck office preparing the loading plan for the next port, so there was no effective supervision of the team washing the hatch covers.
Additionally, crew did not use fall arrest equipment while working and climbing on top of the partially opened hatch covers.

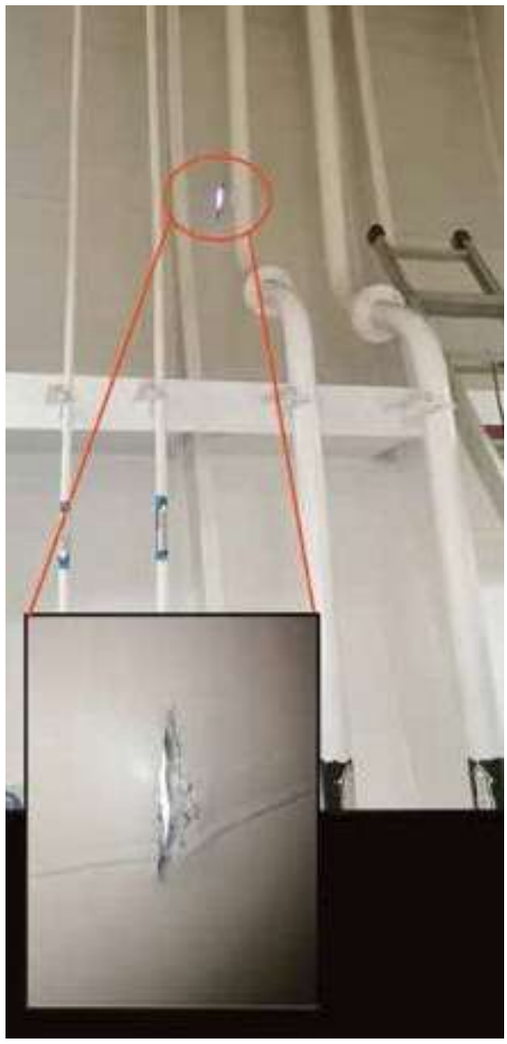
Lessons learned

• In an environment dominated by a weak safety culture, even such a dangerous situation as standing at the top of an open inclined hatch without fall protection does not dissuade people from 'getting the job done'.

Source: MARS

Hull breached by unprotected fender

A tanker discharged its cargo and left the berth without apparent incident. While drifting near the harbour and awaiting orders, routine inspections discovered a puncture in the hull above the waterline.
After investigation, it was deduced that the damage had occurred during the previous berthing and remained unnoticed since.
During that berthing, two tugs were used to push the vessel on the jetty's fenders during the mooring operation. Although everything appeared normal at the time, it was later suggested that the upper edge of the fender was unprotected. Although the impact while berthing and from the tugs pushing was so minor that no one noticed, it was still enough to pierce the hull.



Lessons learned

• An inspection of the fendering after berthing to ensure proper cushioning is a good practice.

Source: MARS

Dragging anchor due to wind ends in collision
As edited from TSB (Canada) report M20P0092

Two bulk carriers in ballast were at anchorage awaiting berthing instructions. The two vessels were approximately 910 metres apart. Vessel A's main engine was on 20 minutes' notice.

Later that night, the NAVAREA weather forecast indicated an approaching gale 636 miles away with southeasterly winds of 25–35 knots. The local weather forecast indicated that strong winds of 20–33 knots were expected to occur in the area, but the crew on vessel A were unaware of either forecast. A few hours later the wind speed had indeed increased and was now 28–33 knots. Soon after, vessel A began yawing due to wind gusts.

Vessel A's dragging anchor alarm activated, and the officer of the watch (OOW) noticed on the radar that his vessel was drifting towards vessel B. The Master and the engine room were informed of the situation and the anchor team went forward. An additional two shackles were released on the starboard anchor chain and the team attempted to deploy the port anchor too, but it would not release.

By now, vessel A was drifting towards vessel B at a speed of about 1.4 knots under the influence of the wind on its high freeboard and the tidal flow. Meanwhile, vessel B's crew were informed of the oncoming vessel

A. They paid out a total of 11 shackles on the anchor chain in order to allow more room and avoid contact between the vessels.

The anchor team on vessel A eventually managed to release the port anchor from its stowed position and deployed about 12 shackles. By now, the main engine was also available and was used in an attempt

to move away from vessel B. Nonetheless, vessel A's port mid-section collided with the starboard bow area of vessel B (position 4 on diagram).

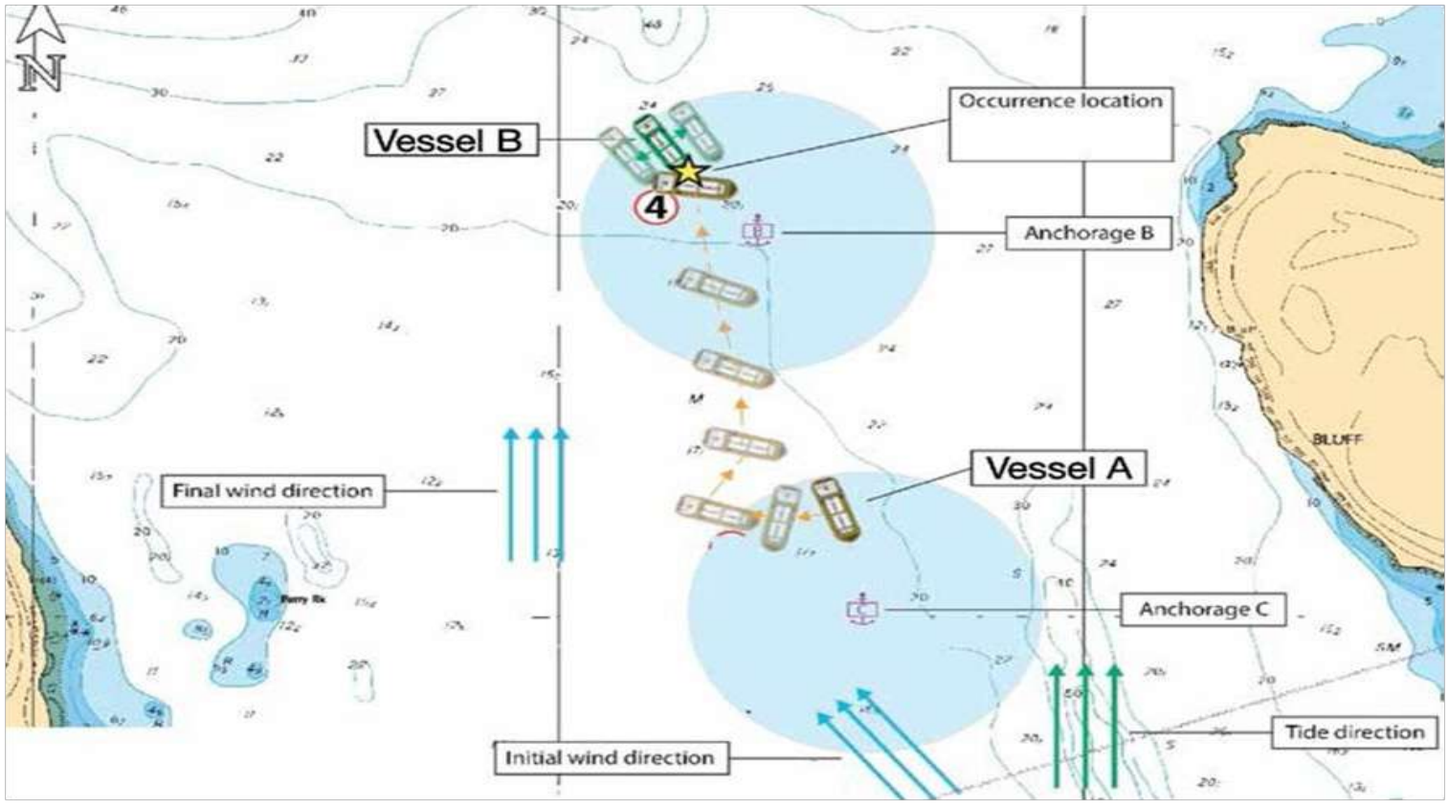
The official investigation found that, among other things, the crew of vessel A had not collected the local weather forecast for the day of occurrence from the VHF radio, weather fax, and MF broadcast, nor had

they obtained an up-to-date weather warning from local authorities. As a consequence the vessel and crew were unprepared for the impending adverse weather conditions.

Lessons learned

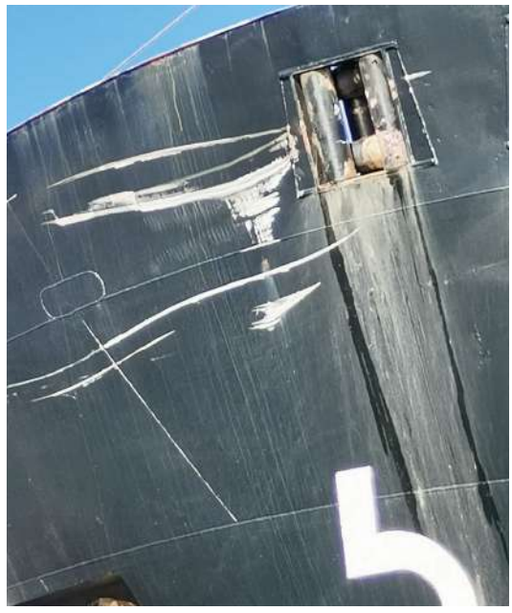
- This is not the first MARS report where a lack of situational weather awareness has led to a vessel dragging anchor. Weather awareness should be a priority of all OOWs and Masters while at anchor.
- Even with engines and anchors, limited space in some anchorages can easily trump these options when winds are strong. Vessels are safest at sea in these circumstances.

Source: MARS



Lessons Learnt

Collision while anchored



A tanker was anchored in a congested port anchorage area. During the evening the wind changed direction and freshened to 20 knots. Under these new conditions, another vessel at anchor that had
previously been on the port side at a distance of 0.18 miles was now on the bow at a distance of 0.13 miles.
The Officer of the Watch (OOW) immediately realised the increase in risk and advised the Master, who came to the bridge. The Master called the pilots to request a move to a safer position, but this request was not allowed. Soon, a gust of nearly 32 knots caused the vessel on the bow to begin dragging anchor towards the tanker. The Master sent some crew forward to let out additional anchor chain in an attempt to make room for the vessel dragging towards them. He also tried using the bow thruster to help avoid the oncoming vessel, but collision was now inevitable.
With the oncoming vessel now dragging anchor at about 1.2 knots, the crew at the bow were called back to prevent injuries in the case of collision. The impact was light and caused some scraped paint and a small indentation at the bow just above the starboard anchor.

Lessons learned
- Collisions are possible even when both vessels are at anchor. A vigilant anchor watch is always advisable.
- In this case, the vessel that was struck had a vigilant anchor watch, but even that did not save them from a collision. Tight anchorages with vessels less than two cables from each other are fraught with such risks.
- Wind direction shifts in a crowded anchorage can change the risk scenario. What was once a safe situation can change into one of concern.

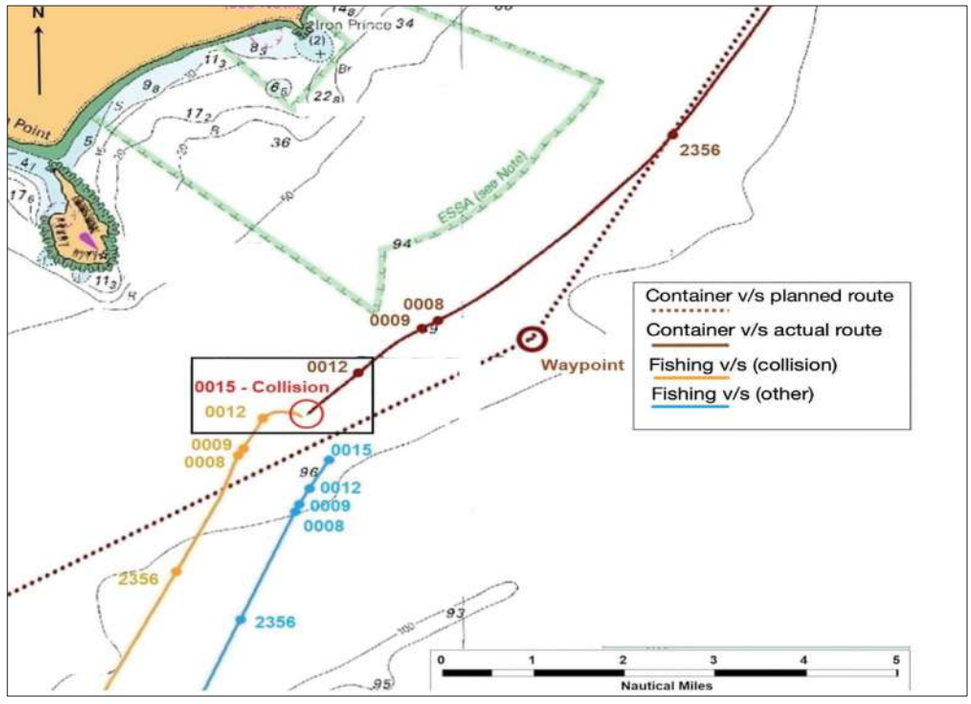
Source: MARS

Too little too early and too much too late leads to collision
As edited from the ATSB (Australia) report 339-MO-2018-002

Underway in darkness, the OOW on a medium sized fishing boat sighted the masthead lights and green sidelight of an approaching containership fine on the starboard bow. The ship was also detected on radar but was not acquired for tracking at that time.
Meanwhile on the container ship, the OOW visually sighted and later acquired on radar two approaching vessels on the starboard bow, one of which was the fishing vessel. The vessels were about 10nm from the container vessel. The OOW continued to monitor the two vessels, both visually and by radar, while making small adjustments to the heading to maintain the ship on the planned track.
At about 2356, and over the next 10 minutes, the OOW made a succession of small heading alterations that took the ship to starboard in a 'corner cutting' manoeuvre. The next planned course alteration would be to starboard and there was no danger in leaving the current course line.
Meanwhile, the watch had changed on the fishing vessel. The new OOW quickly acquired the container vessel on the radar. The ship was now about 6.5nm away on a south-westerly course with a speed of about 17.5 knots. When the container vessel was now about 4nm away, the fishing vessel's OOW walked the short distance to the trawler's bow to better assess the situation. He sighted the oncoming container vessel fine on the starboard bow with the ship's two masthead lights nearly
in a line. He returned to the wheelhouse and continued to monitor the approaching ship visually and by radar while maintaining his vessel's course and speed.
By now, the container vessel was steady on the new course with a heading of 241 degrees with the fishing vessel fine on the ship's port bow. About a minute later, the OOW altered the ship's heading to port with the intention of passing between the two trawlers and increasing the CPA with the fishing vessel under review. Shortly after, the fishing vessel's OOW commenced a rapid turn to starboard at a distance of about 1nm from the container ship. In response, the container vessel's OOW altered the ship's heading to port by three degrees and flashed the ship's Aldis lamp followed by a long blast on the ship's whistle. The OOW then quickly changed the steering over from autopilot to hand steering and placed the wheel hard to port.

Too little too early and too much too late leads to collision (Continued)
As edited from the ATSB (Australia) report 339-MO-2018-002

Notwithstanding all of these last minute manoeuvres, the two vessels collided, with the trawler's port bow impacting the container vessel's starboard side. As the trawler scraped down the container vessel's side, the skipper stopped the engine and the crew mustered in the wheelhouse. The trawler heeled over sharply to starboard and took on some water before it righted itself, passed the ship's stern and drifted away to the north-east.



Lessons learned

• Early and substantial action is the key to avoiding dangerous situations as above.

• Early and substantial action is not limited to course alterations. Both

OOWs were concerned about the developing situation and each chose course alterations as the unique and sole solution. But, because some of these actions were not substantial enough or others too late, they actually contributed to the collision. Had either vessel slowed, the developing situation would have resolved itself.

• When in doubt, slow down.

Source: MARS

STS transfer incident: spring line breaks

Two tankers met at a specified ship-to-ship transfer (STS) area, and were secured together as shown in the diagram. Seas were smooth with a one metre swell and wind was very light (5 knots). Moderate rolling and pitching was noted. Loading commenced but at one point during loading the deck watch reported that a spring line had broken. The crew took immediate action and the failed line was replaced. Transfers continued without further incident.

The company investigation found that the vessel was equipped with two mooring systems – mooring wires fitted with tails, and mooring ropes. In this case, the vessel used mooring ropes. All were reported to be in excellent condition with a rating 10 on a scale of 1 to 10 where 10 is new, 9 excellent and 1 is for scrap.

The investigation found that excessive movement of the vessels in combination with a less than adequate arrangement of protective sleeves caused chafing damage on the mooring lines.

Lessons learned

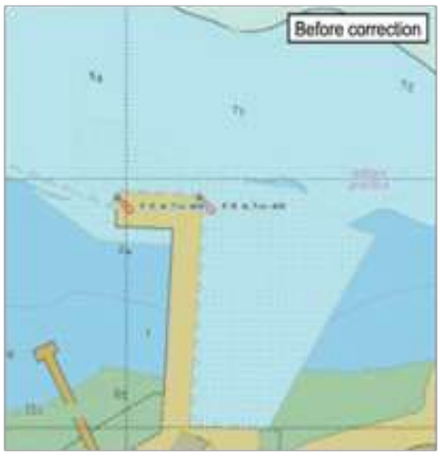
• If wire ropes are available for such mooring arrangements they would be preferable to fibre ropes.

• A thorough mooring analysis and compatibility check should be performed before every STS operation.

Tanker hits charted shoal while approaching berth
As edited from MAIB (UK) report 15/2021

A chemical carrier was inbound for a port in good visibility and weather conditions. This was the first time the Master and OOW had entered this particular port.
In preparing the passage plan, slack water had been chosen as a time best suited to berth as the tidal stream would be minimal. Low water was predicted to be at 1515 with a height of 1.1 metres, and the plan was to arrive around this time. The next daylight slack water was just over 19 hours later at high tide with a height of 4.7 metres.
In the final approach, the OOW advised the Master of a 4.9 metre charted depth just north of the pier. Since the state of the tide was low at 1.1 metre and the vessel was drawing 6.2 metres aft, this meant they would touch bottom if they passed over this charted depth. The Master responded that the echo sounder was reading 7.0 metres of water so
he was content to proceed with the berthing. As the vessel approached, now 50 metres north of the pier, there was a sudden shudder throughout the ship. The bow swung to the south and the vessel came
to a stop. After several attempts to clear the vessel, they berthed under their own power with the rising tide.
No.5 main ballast tank was experiencing an ingress of water, so the ballast pumps were started to control the flooding.
The investigation found that the 4.9m charted depth, 50m north of the pier, was brought to the attention of the Master while preparing the passage plan. Such a shoal would prevent the vessel from safely berthing at low water. The ENC from the on board ECDIS data was compared with the local survey chart and a photocopy extract of the Admiralty chart provided by the agent, neither of which showed the 4.9m feature. Reasoning that latter data was more recent, the Master directed the passage plan to be completed ignoring the 4.9m charted depth on the ENC.
As it transpired, neither the Master nor the officer had checked the update status of the ENC as part of the planning process. They were unaware that the 4.9m obstruction was a recent correction dated only eight days before the grounding. It was, in the end, more recent and accurate than the agent's pre-arrival information.

Lessons learned
- The safest passage plan is one which relies on the most accurate and recent navigation data. Make sure to check yours.
- Entering a new port (for the bridge team) with known strong tidal currents, without pilotage and with critical under keel clearance is a scenario that calls for extra care. Even discounting the fact that the Master believed the 4.9m depth was outdated, entering at high tide slack water would be a better choice than low tide slack water.

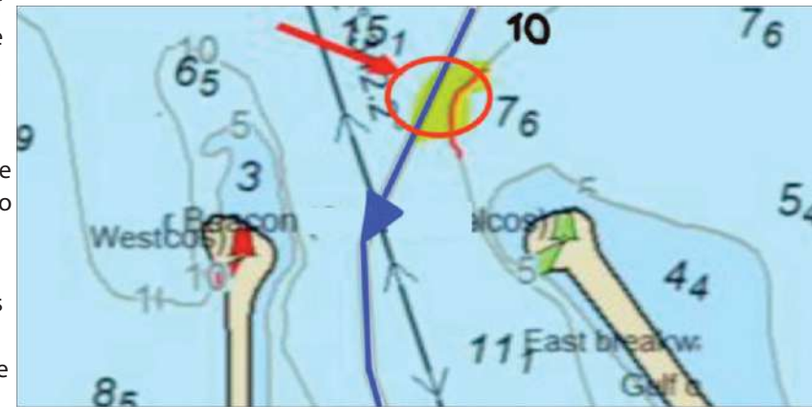


Reader's comment
Several readers have commented on the 'Lesson learned' from MARS report 2022005. These readers are not in agreement with establishing VHF contact with another vessel to vanquish any bad assumptions on the actions of the other vessel. The lesson learned was written as;
''When in doubt and always when a very small CPA is detected, establish communications with the other vessel and ensure everyone knows what actions are to be taken."
The collision regulations are meant to be applied by all mariners and if applied correctly will normally result in good outcomes without VHF communication. However, there can be ambiguous situations or other instances where it is an added value to ensure you are not making
a wrong assumption as to the actions of the other vessel. But, VHF communication should be done in good time and as a supplement to what the collision regulations require. Also, the word 'always' as written in the lesson learned is too categorical and readers should note that we stand corrected on that point.

Source: MARS

Bottom touch while under pilotage

In good weather and in darkness, a tanker took on two pilots for port entry in the early morning hours (03:00). According to reports, there was a perfunctory Master/Pilot exchange (MPX) after which one of the pilots took the con. The inbound passage plan had been prepared by the crew, and the ECDIS charts marked with 'No Go' areas and parallel indexing.



However, the actual pilot boarding area differed from the one in the original plan. As a result, after pilot boarding, the vessel was not on the planned route – it was significantly to the east of the leading lights that indicated the safe entry course.

Soon after the MPX, the Master noticed that the vessel was approaching the 10 metre shallow contour and reminded the pilot that vessel's maximum static draft was 10.6 m. The pilot replied, 'Yes Captain' and soon after ordered 'port 10' followed quickly by 'hard to port'. The helmsman confirmed both orders. Then the orders 'midship', 'steady', 'port 10' and 'port 20' were given in rapid succession by the pilot and were confirmed accordingly by the helmsman.

Almost immediately a strong vibration was felt throughout the ship and the vessel started swinging to starboard. The pilot ordered 'Stop the engine'. The bridge team now knew they had touched bottom and the depth sounder was turned on. It showed 1m.

Tanks were sounded and water ingress was discovered in the port side ballast tanks.

Lessons learned

• Once again we have the classic question of when and how to challenge a pilot. In this case the Master warned the pilot but it appears this was already too late. Being too far to the east of the port entry leading lights from the beginning was a red flag that should have been resolved before the vessel came close to the breakwaters.

Source: MARS

Rescue boat davit winch unable to stop hoisting
As edited from USCG Safety Alert 03-22

A rescue boat was being recovered after normal deployment and maintenance. When the davit operator tried to stop the raising operation, the hoist button, emergency stop and limit switch circuits all failed to stop the winch from hoisting. Thankfully, personnel were able to disconnect the electrical power via the 480V main breaker before the boat contacted the davit, avoiding serious damages and injury to personnel.

Metallurgical analysis carried out after the event found that the failure occurred when the winch control contactors fused together due to the duty rating being exceeded. Additionally, it appears that the contactors were not rated for intermittent cycling (repeated start/stop sequences) of the winch. After inspection on other installations, several contactors showed evidence of overheating and indications of welded and scorched contacts were found.

Intermittent cycling is a common practice during recovery of a lifeboat or rescue boat into the stowed position. For example, a winch may be cycled after the boat has cleared the water to verify release gear condition. Or again, it may be cycled as the boat approaches the davit guides/stops to reduce momentum. While intermittent cycling is commonly employed for a safe recovery process, it may in fact cause power to exceed design and duty ratings of the electrical components.

Lessons learned

• Verify the condition of winch motor contactors and replace any contactors that show signs of excessive wear, overheating, or welding.

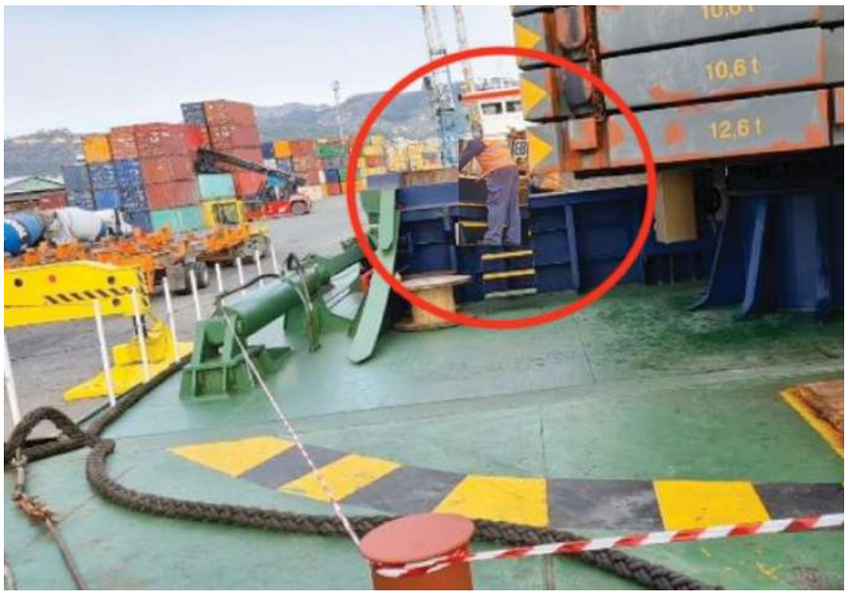
• Check the duty cycle ratings of lifeboat and rescue boat davit electrical components and compare those ratings to recommended and commonly-practised boat recovery procedures/processes.

• Confirm the design of the davit safety devices (ie, E-stop and limit switches) to see if they will secure electrical power to the motor in the event of welded contacts.

• Implement training for all personnel that operate the davits to ensure awareness related to electrical duty cycles and the actions needed to isolate power in the event of a welded winch motor contactor.

Source: MARS

Lack of physical barriers invites a tight squeeze
As edited from MSIU (Malta) report 02/2022



A small hopper-dredger equipped with a deck grab crane was working on refurbishing a port breakwater. The work involved lifting boulders from the cargo hold with the deck grab crane and positioning them at the breakwater. The chief engineer was on the bridge overseeing the operation, and maintained direct contact with the crane operator via a portable radio. The Master, who was new to the ship and had joined only two weeks earlier, was occupied with administrative tasks. At one point he decided to go on deck and check on some recent maintenance work at the bow. He took the access way on the starboard side of the cargo hold to reach the forecastle (the port side access way had been cordoned off). The crane operator, who was placing a boulder in position at the breakwater, noticed the Master in the proximity of the paint locker.

After checking on the maintenance, the Master decided to check the status of the boulders in the cargo hold. He climbed the starboard stairs to the cargo hold and looked inside the cargo hold. At this time, the crane operator had the crane's boom in line with the cargo hold and was picking up a boulder from the hold. Within a matter of seconds, the crane turned clockwise towards the breakwater, trapping the Master between the body of the crane and the cargo hold coaming. (Photo is a reenactment – the red and white danger tape was not present at the time of the accident.)

The crane operator heard a scream and turned the crane back towards the cargo hold. He immediately noticed the Master lying on deck. He raised the alert and the chief engineer called for shore medical assistance.

The Master was admitted to the local hospital, where it was found that he had suffered a massive hematoma, muscle laceration of the right abdominal wall, and a fractured vertebra. The victim was discharged from hospital the next day and received further medical treatment once home.

The investigation found, among other things, that although access to the forecastle from the port side of the cargo hold had been cordoned off by physical barrier system (a chain), access to the forecastle from the starboard side was unobstructed. Black and yellow 'hazardous area' markings were painted in a semi-circle on the deck around the crane, extending from port to starboard. But paint markings are a symbolic barrier system and therefore require interpretation to be effective (as opposed to a physical barrier system).

Lessons learned

- While symbolic barriers are better than nothing, their effectiveness is debatable. Physical barriers are much better. And an excellent complement to physical barriers are administrative barriers documented in a vessel's SMS.
- MARS report 201851 documents a very similar accident but one with more serious consequences as the victim, new to the ship, died of his injuries. In that case, not only was there an absence of physical barriers but there were no danger warnings.

Source: MARS

Launch of the 6th Edition of the Joint CDI-SIRE Harmonised Vessel Particulars Questionnaire 05Jul22

Since 16Oct20 we have launched the SIRE2 and TIARE project to facilitate the smooth transition to the new SIRE 2 system, a basic challenge been the prompt familiarisation of all on board and ashore and the revision of TIARE, form CP09-01.
Further to our circular 07Jun22, please be informed that, following close cooperation between SIRE & CDI, the new 6th Edition 'Harmonised Vessel Particular Questionnaire' (HVPQ6), is now available.
Until 09Jan23, the industry have to shift from HVPQ5 to HVPQ6 and the following actions for SIRE will take place during this period:
i. The HVPQ6 document is available to Operators as from 04 July 2022 on the SIRE database.
ii. As from 04 July 2022, HVPQ6 documents will be available to Operators via the web-based Online Editor only.
iii. The HVPQ6 Offline Desktop Editor will be made available at a later date, which will be communicated once confirmed.
iv. HVPQ5 will continue to be available on SIRE database until 09 January 2023 and Ship operators will have the choice to submit HVPQ5 reports with the existing software.
v. Operators will be able to transpose data from all existing HVPQ5 documents to HVPQ6 in the SIRE database in accordance with the mapping document provided.
vi. All published HVPQ5 documents will be withdrawn on 09 January 2023, and thereafter, ship operators will only have the ability to update and publish HVPQ6 documents. Ship operators will be able to access, review, update and publish any HVPQ6 document in SIRE database that have not been released before this date.
vii. Ship operators will remain responsible for ensuring the accuracy of the data that has been transposed from HVPQ5 to HVPQ6 and for the decision to publish any HVPQ6 documents for their vessels.
viii. Ship operators will only be able to update HVPQ6 documents from 09 January 2023 onwards.

On 09Jan23 the transition of HVPQ5 to HVPQ6 will be complete and submissions of HVPQ5 to either CDI or SIRE databases will no longer be possible.
Based on the above by 15Aug22 we will revert with a separate message containing the new HVPQ6 for your ship, in order to review it and revert with your comments by 15Sep22, prior uploading it to the SIRE database with deadline 30Sep22.
Meantime pls take the time to review the documentation in full and discuss the above with your crew and keep the records in HSQE CMM, form CP06-10.

SIRE 2.0 Programme
Inspection Process Rollout Documentation Timetable of release – update April 2022

Initial release

The initial SIRE 2.0 Programme rollout documentation consisted of the following:
• SIRE 2.0 Programme: Introduction and Guidance – Version 1.0 (January 2022)
• SIRE 2.0 Question Library: Part 1 – Chapters 1 to 7 – Version 1.0 (January 2022)
• SIRE 2.0 Question Library: Part 2 – Chapters 8 to 12 – Version 1.0 (January 2022)
• SIRE 2.0 Question Library: Question Programming Attributes – Version 1.0 (January 2022)
• SIRE 2.0 – VIQ7 Comparative Analysis – Version 1.0 (January 2022)
SIRE 2.0 Question Library: Question Programming Attributes: This spreadsheet helps users understand how questions are assigned in the SIRE 2.0 Programme. Attributes may be adjusted over time to ensure that inspections are compiled in accordance with the objectives of the SIRE 2.0 Programme.
SIRE 2.0 – VIQ7 Comparative Analysis: In most cases, there is no direct correlation between VIQ7 and SIRE 2.0 questions. This comparative analysis spreadsheet will help a SIRE 2.0 user understand where aspects of VIQ7 questions are addressed in the SIRE 2.0 Question Library.

April release

The April 2022 release of SIRE 2.0 Programme documentation:
For vessel operators:
• SIRE 2.0 Instructions for Completing the Pre-Inspection Questionnaire (PIQ) – Version 1.0 (April 2022)
• SIRE 2.0 Instructions for Uploading Photographs to the Photograph Repository – Version 1.0 (April 2022)
• SIRE 2.0 Instructions for Uploading Certificates to the Certificate Repository – Version 1.0 (April 2022).

Please note – access to the SIRE 2.0 area of vessel operator SIRE user accounts will be made available in the run up to SIRE 2.0 go-live. The detailed timeline for go-live will be communicated in Q3 2022.

SIRE 2.0 Programme (Continued)
Inspection Process Rollout Documentation Timetable of release – update April 2022

For inspectors and vessel operators:
• SIRE 2.0 Inspection Opening Meeting checklist – Version 1.0 (April 2022)
• SIRE 2.0 Inspection Closing Meeting checklist – Version 1.0 (April 2022)
For all participants:
• SIRE 2.0 Negative Observation Module Explanation – Version 1.0 (April 2022)

Information releases before SIRE 2.0 implementation

To ensure the industry is prepared for SIRE 2.0 implementation, further documentation on the inspection process will be released as follows:
June 2022
For vessel operators:
• SIRE 2.0 Instruction for Submitting Operator Comments to Inspection Reports – Version 1.0
For Submitting Companies:
• SIRE 2.0 Paper-Based Contingency Process – Instructions for Submitting Companies – Version 1.0
• SIRE 2.0 Inspection Resubmission Process – Instructions for Submitting Companies – Version 1.0
For Inspectors:
• SIRE 2.0 Paper-Based Contingency process – Instructions for Inspectors – Version 1.0
• SIRE 2.0 The Inspection Resubmission Process – Instructions for Inspectors – Version 1.0
Impact of the introduction of HVPQ6 on SIRE 2.0
The assignment of many SIRE 2.0 questions to a compiled vessel inspection questionnaire (CVIQ) is linked to a vessel's HVPQ5.
SIRE 2.0 Question Library: Question Programming Attributes – Version 1.0, provides details of all SIRE 2.0 questions which may be assigned to a CVIQ based on a link to a vessel's HVPQ5 or PIQ.
HVPQ6 is scheduled for release in 2022. The programming within the SIRE 2.0 Question Library database will be updated to accommodate both HVPQ5 and HVPQ6 during the industry transition to HVPQ6.
SIRE 2.0 Question Library: Question Programming Attributes – Version 1.1 will be published in Q3 2022 to provide details of all questions with links to the HVPQ5, HVPQ6 and PIQ.

Source: OCINF

SIRE 2.0 Question Library and Supporting Documentation update 22Jun

Since 16Oct20 we have launched a VIQ SIRE2 project to facilitate the smooth transition to the new SIRE 2 system, a basic challenge been the prompt familiarisation of all on board and ashore and the revision of TIARE, form CP09-01.
Further to our circular of outgoing Message 1036356 of 09May22, where we attached the available at the time documentation,, please be informed that the SIRE 2.0 Question Library and Supporting Documentation is on track for delivery in Q4 this year.
Particular attention should be paid to the SIRE 2.0 Question Library and all supporting documentation on the inspection process, as attached in our circulars on the matter.
This summer, additional documentation on the inspection process will be released as follows:
For Ship Operators:
SIRE 2.0 Instruction for Submitting Operator Comments on Inspection Reports - Version 1.0
For Submitting Companies:
SIRE 2.0 Paper-Based Contingency Process - Instructions for Submitting Companies - Version 1.0
SIRE 2.0 Inspection Resubmission Process - Instructions for Submitting Companies - Version 1.0
For Inspectors:
SIRE 2.0 Paper-Based Contingency Process - Instructions for Inspectors - Version 1.0
SIRE 2.0 Inspection Resubmission Process - Instructions for Inspectors - Version 1.0
In addition to the above, documentation on policies and procedures will be released in due course, alongside a comprehensive package of familiarisation materials which can be used as internal training materials.
Familiarisation material will be provided for all users of the SIRE 2.0 program and is designed to be specific to each user group. In addition to documentation on policies and procedures, a full set of videos covering all aspects of the SIRE 2.0 program.
Based on the above we will revert with the further scheduling of our actions to facilitate the smooth transition to SIRE2.
Meantime pls take the time to review the documentation that was attached to our circulars, as above, discuss them with your crew and keep the records in HSQE CMM, form CP06-10.

SIRE 2.0 Question Library and Supporting Documentation update 22May

Since 16Oct20 we have launched a VIQ SIRE2 project to facilitate the smooth transition to the new SIRE 2 system, a basic challenge been the prompt familiarisation of all on board and ashore and the revision of TIARE, form CP09-01.
Further to our circular of outgoing Message 1019132 of 20Jan22, please be informed that the SIRE 2.0 Question Library and Supporting Documentation has been updated in Apr22, giving specific guidance for SIRE Programme Participants and Inspectors. All users of the program are strongly encouraged to take the time to review the documentation in full and follow the necessary Management of Change (MOC) actions detailed within.
To this extend, and in order to facilitate the familiarisation of all stakeholders, attached herewith (2 parts) is the April 2022 release of SIRE 2.0 Program documentation, as follows:

For Ship Operators:
SIRE 2.0 Instructions for Completing the Pre-Inspections Questionnaire (PIQ) - Version 1.0 (April 2022)
SIRE 2.0 Instructions for Uploading Photographs to the Photograph Repository - Version 1.0 (April 2022)
SIRE 2.0 Instructions for Uploading Certificates to the Certificate Repository - Version 1.0 (April 2022)

For Inspectors and Ship Operators:
SIRE 2.0 Inspection Opening Meeting checklist - Version 1.0 (April 2022)
SIRE 2.0 Inspection Closing Meeting checklist - Version 1.0 (April 2022)

For all Programme Participants:
SIRE 2.0 Negative Observation Module Explanation - Version 1.0 (April 2022)

Please note:
- The detailed timeline for go-live will be communicated in Q3 2022.
- When an updated version of a document is published the latest version will be available on the OCIMF website and the previous version should be considered obsolete.
- A comprehensive programme of communications and engagements will be delivered throughout 2022 to support industry in preparing for and adjusting to SIRE 2.0, and further information will be shared as appropriate.
It is important to stress that while OCIMF develops SIRE 2.0, the existing SIRE programme will continue to be supported and improved, ensuring SIRE incorporates the latest industry standards, best practice and regulation.
Based on the above we will revert with the further scheduling of our actions to facilitate the smooth transition to SIRE2.
Meantime pls take the time to review the documentation in full and discuss the above with your crew and keep the records in HSQE CMM, form CP06-10.

IMO Regulatory Change - A Boost for Biofuels!

Biofuels can play an important part in helping to lower carbon intensity for shipping. However, MARPOL Annex VI's rules on bunker emissions which apply also to biofuels and biofuel blends, impose a challenge to the wider use of biofuels. Apart from limits on sulphur content, Regulation 18.3.2.2 also requires that such fuels shall not "… cause an engine to exceed the applicable NOx emission limit…".
Whilst it is not a challenge for biofuels to meet applicable sulphur limits, it has been more challenging to demonstrate that biofuels do not cause engines to exceed the applicable NOx emission limit.
A new "Unified Interpretation (UI)" on the application of Regulation 18.3 MARPOL Annex VI in relation to biofuels was approved by the IMO's MEPC in June 2022. According to the International Bunker Industry Association (IBIA), the UI means that biofuel blends up to 30% (B30) will be regarded in the same way as regular oil-based fuels. The UI also allows the use of B30 to B100 biofuels for "engines certified in accordance with regulation 13 of MARPOL Annex VI which can operate on a biofuel or a biofuel blend without changes to its NOx critical components or settings/operating values outside those as given by that engine's approved Technical File".
The UI has been issued as MEPC.1/Circ.795/Rev.6, replacing MEPC.1/Circ.795/Rev.5.
Members are directed to the UK P&I Club's webinar: UK P&I Club Live Webinar (Series 14): Biofuels - Benefits and Barriers (ukpandi.com), and Q&A Biofuel: Benefits and Barriers webinar - Q&A (ukpandi.com) for additional information on this subject.

Source: UK Club Weekly

Shanghai MSA announced new controls to reduce ship's machinery failure

Applicability: shipowners, ship operators, ship managers and ship masters.

New rules for shipowners and ship operators regarding machinery failure in Shanghai Port's territory come into effect on 1 July 2022 and are applicable for two years.

A notice published on 2 June 2022 by the Shanghai Maritime Safety Administration (MSA) of People's Republic of China emphasises that shipowners, managers and operators are responsible for ensuring the sea worthiness of their ships. They must implement ship safety management systems and test a ship's main and auxiliary machinery before calling at Shanghai Port.

Machinery failure actions

In case of machinery failure, the ship's master should take emergency measures to ensure safety and avoid accidents, report to vessel traffic services (VTS) and follow instructions.

When the vessel is stable, a written report should be submitted to the local MSA with details of the incident, emergency measures and corrective and correct actions, as well as ship information on the owner, management, agent and classification. Vessel requires to carry Safety Management Certificate should also carry out safety management system review and report to MSA.

Any machinery failure in Shanghai's territorial waterway, incident causing risk of traffic safety or repair requiring more than two hours will require an onboard incident root cause investigation and safety inspection by the Port State Control.

High risk listing for ships and owners

Ships with two or more machinery failures in 12 months in Shanghai waters will be listed as high risk by the Shanghai MSA. They will also be subject to additional measures, which may include detention, suspension, or removal from port.

Listed vessels must also report their precautionary actions to test machinery to VTS and local MSA, with video of the test and captain's declaration. Alternatively, a listed ship can employ an additional tug for the voyage through the Yangtze River. Owner, manager or operator with three or more machinery failures and total times over 10% of the vessel numbers they own or operating, will also be listed. Those listed face action from the Shanghai MSA, which includes downgrading governmental service and vessel traffic priority as well as informing their banking and insurance provider.

What shipowners and managers should do now

With this new safety notice coming into force on 1 July 2022, it is more important than ever to implement effective safety management systems to maintain the ship's machinery. Propulsion, steering and navigational systems must be pre-checked and tested before entering Shanghai's territorial waterway.

For further information

Please contact Shanghai-port@lr.org for more details.

Source: Lloyd's Register

BALLAST WATER MANAGEMENT SYSTEMS COMMISSIONING Testing

1. INTRODUCTION

The 2020 amendments to the Ballast Water Management (BWM) Convention Regulation E-1 (adopted in November 2020 at MEPC 75 and entered into force on 1 June 2022) mandate a commissioning testing of the Ballast Water Management System (BWMS) to be carried out during the installation survey to validate that its mechanical, physical, chemical and biological processes are working properly.
The commissioning testing is not intended to validate the design of type approved BWMS that are approved by the Administration.

2. APPLICATION

The commissioning testing applies to any new installation survey of BWMS
carried out on or after 1 June 2022, as follows:
1. initial survey for new ships; and
2. additional survey for new BWMS to be installed on existing ships.

This testing is required also for system installed or partly installed before 1 June 2022 for which the installation survey (initial or additional) has not been completed within such date.
The commissioning testing is also mandatory for the additional commissioning survey required after a change, replacement or significant repair of the BWMS necessary to achieve full compliance with the D-2 standard.
According to the IMO Unified Interpretation for the date to be used for determining the implementation of mandatory commissioning testing (BWM.2/Circ.66/Rev.2), the commissioning testing of individual BWMS should be conducted if the initial or additional survey is completed on or after 1 June 2022.
The commissioning testing is not applicable to ships that had already installed a BWMS before 1 June 2022 and were certified for compliance with regulation D-2 (MEPC 74/18 para. 4.55).

3. GUIDANCE FOR THE COMMISSIONING TESTING OF BALLAST WATER MANAGEMENT SYSTEMS (BWM.2/Circ.70/Rev.1)

The commissioning testing shall be performed taking into account the "2020 Guidance for the commissioning testing of ballast water management systems" (BWM.2/Circ.70/Rev.1) and the "2020 Guidance on ballast water sampling and analysis for trial use in accordance with the BWM Convention and Guidelines (G2)" (BWM.2/Circ.42/Rev.2).

Local ambient water should be used for testing regardless of the level of challenge it poses to the BWMS. If the ambient water is not appropriate for the commissioning testing, alternative testing should be carried out to the satisfaction of the Flag Administration (e.g. another port may be chosen).

The following steps should be undertaken following installation of the BWMS on board the ship, and after all ballasting equipment (e.g. pumps and piping) has been fully installed and tested, as appropriate:
1. a sample may be collected during ballast water uptake to characterize the ambient water, by any means practical (e.g. in-line sample port or direct harbour sample). Characterization of the ambient water does not require detailed analysis of the uptake water, however an indicative analysis may be undertaken;
2. a representative sample should be collected during the corresponding ballast water discharge after the full treatment has been applied. Samples should be collected from the sampling point as described in the Guidelines on ballast water sampling (G2). The total sample volume should be at least 1 m3. If a smaller volume is validated to ensure representative sampling of organisms, it may be used
3. the representative samples should be analyzed for the two size classes of organisms, namely ≥ 50 µm and ≥ 10 µm to < 50 µm, as specified in the D-2 standard, using indicative analysis methods listed in BWM.2/Circ.42/Rev.2, as may be amended; and
4. the applicable self-monitoring parameters (e.g. flow rate, pressure, TRO concentration, UV transmittance/intensity, etc.) of the BWMS should also be assessed, taking into account the system design limitations of the BWMS, and the correct operation of all sensors and related equipment should be confirmed.
The commissioning test is successful if the indicative analysis indicates that the discharge samples do not exceed the D-2 standard for the size classes analyzed (see item 3 above) and the self-monitoring equipment indicates correct operation. Indicative analysis equipment used should be to the satisfaction of the Administration. Indicative analysis is defined in BWM.2/Circ.42/Rev.2, as may be amended.

BALLAST WATER MANAGEMENT SYSTEMS COMMISSIONING Testing (Continued)

In the case that the ambient water is not appropriate for the commissioning testing (e.g. salinity of ambient water is outside the system design limitations of the BWMS), testing should be evaluated to the satisfaction of the Administration.
A written report, including the methods used, results (including raw data) and information on the self-monitoring parameters, should be provided to the surveyor and, if required by Flag, to the Flag Administration.

4. RESPONSIBLE ENTITY FOR THE COMMISSIONING TESTING

The collection and analysis of the representative samples should beindependent of the BWMS manufacturer or supplier and to the satisfaction of the Administration (BWM.2/Circ.70/Rev.1 para.7). For that purpose, sampling and analysis of ballast water and verification of the self-monitoring equipment have to be conducted by a RINA Service Supplierapproved in accordance with the requirements of IACS Unified Requirement UR Z17.
In case an approved RINA service supplier is not available in the port of attendance, the appointment of another service supplier approved directly by the Flag Administration or by another Flag Administration's RO may be considered.

5. REPORT NOT COMPLETED BEFORE VESSEL DEPARTURE OR SERVICE SUPPLIER NOT AVAILABLE

If the vessel's D-2 compliance date has been met but the report is not completed before departure, the Flag Administration's advice should be followed.
In addition, in case a Service Supplier is not available, the Flag Administration may allow the test to be postponed on a case-by-case basis. In such a case, the BWM certificate for D-2 is to be issued or endorsed as advised by the Flag Administrationand a statutory condition may be issued in addition.
In all the above-mentioned cases, RINA surveyor or Flag liaison should approach the Flag on request.

6. COMMISSIONING TESTING NOT SUCCESSFUL

As mentioned in paragraph 3, the commissioning test is successful if the indicative analysis indicates that the discharge samples do not exceed the D-2 standard for the two size classes of organisms ≥ 50 μm and ≥ 10 to < 50 μm and the self-monitoring equipment indicates correct operation.
If the test is not successful, the possible reasons for non-compliance need to be investigated, and the commissioning test must be repeated. If a
successful repetition of the commissioning test is not possible before the D-2 compliance date of the vessel, the Flag Administration needs to be informed and its advice followed.

7. APPROVED SERVICE SUPPLIERS

The list of the Service Suppliers approved by class societies are provided in their site.

Source: RINACube

IMO Sub-Committee On Pollution Prevention And Response (PPR 9)

The 9th session of the IMO's Sub-Committee on Pollution Prevention and Response (PPR 9) was held remotely from 4 to 8 April 2022. A wide range of topics was on the agenda, including biofouling, ballast water management, black carbon, sewage treatment and marine plastic litter. PPR agreed on draft guidelines on risk and impact assessments of the discharge water from exhaust gas cleaning systems when considering local or regional regulations.

Meeting highlights

· Draft guidelines supporting the implementation of control of cybutryne in the Anti-Fouling System Convention
· Draft guidelines on risk and impact assessments of the discharge water from exhaust gas cleaning systems (EGCSs) when considering local or regional regulations
· Draft amendments to MARPOL Annex V making the garbage record book mandatory also for ships between 100 and 400 GT
· Unified interpretations on biofuels, Selective Catalytic Reduction (SCR) systems and issuing certificates for ships using other approaches to ballast water management

Amendments to the IBC Code

There was no working group on this topic at PPR 9. The agenda for the next intersessional ESPH (Evaluation of Safety and Pollution Hazards) meeting was approved (ESPH 28). This includes the ongoing review of existing trade-named mixtures and consideration of the implication that the lack of toxic vapour detection will have on the daily operations of chemical tankers.

Anti-fouling Systems (AFSs)

To support the implementation of the controls on cybutryne in the AFS Convention, PPR 9 agreed on three drafts of updated guidelines:

· 2022 Guidelines for brief sampling of anti-fouling systems on ships
· 2022 Guidelines for inspection of anti-fouling systems on ships
· 2022 Guidelines for survey and certification of anti-fouling systems on ships

Biofouling

PPR 9 discussed inspection frequencies and proactive versus reactive
cleaning as recommended actions of the drafts of revised Biofouling Guidelines. The correspondence group was re-established to further discuss these topics, as well as the biofouling rating, the outcome of reactive cleaning activities, including appropriate capture rates, and how to increase uptake and effectiveness of the guidelines. The revised guidelines should be finalized at PPR 10 and adopted at MEPC 80 in June 2023.

Black carbon

PPR 9 agreed to continue the work aimed at reducing the impact of black carbon emissions on the Arctic through the correspondence group on air pollution. The correspondence group was given the following specific terms of reference:

· Develop draft guidelines for recommendatory goal-based control measures
· Review existing data on the recommended measurement methods to be used in conjunction with the draft of the recommendatory guidelines
· Further consider regulating or otherwise directly controlling black carbon emissions

Use of multiple engine operational profiles for a marine diesel engine

The use of multiple engine operational profiles (EOPs) in the context of NOx certification and a possible extension of the NOx Technical Code to better reflect new applications, for instance hybrid propulsion, was delegated to a correspondence group for further discussion. The correspondence group will consider regulatory controls on the use of multiple EOPs and clarify the need for definitions of terminology and application related to engine test cycles.

Sewage treatment

PPR 9 recommended to expand the existing output on confirming the lifetime performance of sewage treatment plants to also include a prohibition of fitting comminuting and disinfecting systems (CDSs) on new ships. The correspondence group was re-established and instructed to further progress the work. One important issue to address is the potential retroactive requirements to existing vessels.

Standards for shipboard gasification of waste systems

PPR 9 discussed standards for shipboard gasification of waste systems and the associated amendments to regulation 16 of MARPOL Annex VI. It tasked a correspondence group with developing a draft of standard specifications/guidelines for thermal waste treatment devices.

Evaluation and harmonization of rules and guidance on discharge water from exhaust gas cleaning systems (EGCSs)

PPR 9 agreed on draft guidelines on risk and impact assessments of the discharge water from EGCSs. This will ensure a uniform approach for member states when considering local or regional regulations with respect to restrictions on or the conditions of discharge water. The guideline also includes assessments of the risks in a long-term perspective.

Furthermore, an MEPC Circular on guidance regarding the delivery of EGCS residues and stored discharge water to port reception facilities was drafted for approval at MEPC 78 in June 2022.

IMO Sub-Committee On Pollution Prevention And Response (PPR 9) (Continued)

Marine plastic litter

PPR 9 agreed on draft amendments to MARPOL V to make the garbage record book mandatory also for ships between 100 and 400 GT. Subject to adoption by MEPC 79 in December 2022, entry into force of the amendments is expected to be in May 2024.

The following additional topics were discussed:

- The transport of plastic pellets
- The reporting of lost or discharged fishing gear
- The marking of fishing gear

PPR 9 supported the need for measures reducing the environmental risk of marine transport of plastic pellets. Concrete proposals included amendments to MARPOL Annex III and the IMDG Code to strengthen stowage requirements for containers containing plastic pellets and to develop guidance for handling pellets. A correspondence group was tasked to consider the options further.

The correspondence group was also instructed to further progress the work on reporting mechanisms for lost fishing gear. In order to progress on the topic of the marking of fishing gear, the MEPC was invited to provide further advice on possible regulatory options to seek clarity as there was a divergent view on potential options.

Unified interpretations

PPR 9 agreed on draft amendments to unified interpretations (UI) to MARPOL Annex VI regarding the usage of biofuels. The amendment clarifies that fuels with a biofuel content up to 30% in principle fall under the definition of marine fuel oil derived from petroleum refining (Regulation 18.3.1) and no further NOx testing is required. For fuels with a biofuel content of more than 30%, it needs to be verified that the engine is not altered beyond the approved parts and settings of the NOx Technical File (Regulation 18.3.2) in order not to require NOx testing.

PPR 9 agreed on unified interpretations of the NOx Technical Code, clarifying the process for on-board testing, definitions of the engine family concept for engines with Selective Catalytic Reduction (SCR) systems and interpreting requirements for parent engine NOx tests.

PPR 9 agreed on unified interpretations of Appendix I of the Ballast Water Management (BWM) Convention, which is the international BWM certificate. It was clarified how to issue certificates for other approaches to BWM, especially with respect to ships occasionally engaged in an international voyage, ships exempted due to voyages between specific ports or locations, and for ships with "other approach" in accordance with Regulation A-5, B-3.6 or B-3.7.

PPR 9 did not come to a consensus for unified interpretations of Regulation B-3 of the BWM Convention regarding the loophole identified by IACS for ships constructed before 8 September 2017 but with a compliance date that falls after 8 September 2024. Unless an UI is agreed to at a later stage, the application of Regulation B-3 for the relevant ships needs to be decided on a case-by-case basis by the flag state.

Any other business

Volatile Organic Compounds

Due to time constraints, PPR 9 was unable to consider the submissions on reduction of emissions of Volatile Organic Compounds (VOC) and agreed to have these sent to a correspondence group tasked with identifying the outline of a scope of work on VOC emissions reduction.

Protocol for verification of ballast water compliance monitoring devices

PPR 9 made good progress on finalizing the protocol for verification of ballast water compliance monitoring devices. A correspondence group will continue the work on the outstanding issue of laboratory testing using treated water and the development of a standard reporting format.

Pollution prevention equipment for machinery space bilges of ships Interested member states and international organizations were invited to submit a proposal for a new output on the development of amendments to Res. MEPC.107(49) to ensure that no discharge of water with oil content exceeding 15 ppm occurs in the event that access of sample water to the oil content meter is inadvertently or deliberately blocked.

Correspondence groups established

The following correspondence groups were established and will report back to PPR 10 in April 2023:

- Correspondence Group on review of the biofouling guidelines
- Correspondence Group on prevention of air pollution from ships (addressing black carbon, thermal waste treatment, multiple engine operating profiles, and volatile organic compounds)
- Correspondence Group on amendments to MARPOL Annex IV and associated guidelines (addressing sewage treatments)
- Correspondence Group on marine plastic litter from ships (addressing plastic pellets and reporting mechanisms for lost fishing gear)
- Correspondence Group on development of a protocol for verification of ballast water compliance monitoring devices

Recommendations

As PPR is a sub-committee, all decisions concerning rules, regulations and dates are subject to further consideration and approval by the Marine Environment Protection Committee (MEPC).

Source: DNV

IMO Update: Marine Enviroment Protection Committee – MEPC 78

The 78th session of the IMO's Marine Environment Protection Committee (MEPC 78) was held remotely from 6 to 10 June 2022. Highlights included the finalization of technical guidelines for the upcoming EEXI, CII and SEEMP regulations; approval of a proposal for a sulphur emission control area (SECA) in the Mediterranean Sea; and further discussions on the revision of the IMO GHG Strategy scheduled for 2023, and future technical and market-based measures.

Meeting highlights

·Finalization of guidelines for the EEXI, CII and SEEMP

· Consideration of revisions to the IMO GHG Strategy and future technical and market-based measures

· Approval of a new sulphur emission control area (SECA) expected to take effect from 1 July 2025, subject to final adoption at MEPC 79 in December 2022

· Adoption of amendments to MARPOL Annex I and the IBC Code on watertight doors

· Adoption of amendments to MARPOL Annex II on the Hazard Evaluation Procedure for chemical tanker products

· Extension of the ballast water experience building phase

Adoption of amendments to mandatory instruments

MEPC 78 adopted amendments to the following IMO instruments:

MARPOL Annex I and the IBC Code – watertight doors

Amendments to MARPOL Annex I and the IBC Code concerning watertight doors were adopted to harmonize the consideration of watertight doors in damage stability calculations with those in SOLAS. The amendments apply to all oil and chemical tankers and will not have any impact on existing ships.

The amendments will enter into force on 1 January 2024 and on 1 July 2024 respectively.

MARPOL Annex II – revised GESAMP Hazard Evaluation Procedure Amendments to Appendix I of MARPOL Annex II related to the revised GESAMP Hazard Evaluation Procedure used for classification of new products carried on chemical tankers were adopted. Column E1 is reassigned for the rating of the flashpoint, and Column C3 concerning inhalation toxicity has been expanded to introduce sub-categorization with thresholds for mist and vapour concentrations.

The amendments will enter into force on 1 November 2023.

Harmful aquatic organisms in ballast water

Experience building phase (EBP)

The EBP for the Ballast Water Management (BWM) Convention was extended with a proposal to complete the EBP by autumn 2026.

The non-penalization of early-movers provision is applicable for the duration of the EBP. A convention review plan will be prepared by a correspondence group reporting to MEPC 80 in July 2023, including the prioritized topics:

· Challenging uptake water quality for BWM systems

· Areas for improving BWM system performance and reliability, including crew training and maintenance

· The potential to verify BWM system performance outside of Port State Control Ports with challenging water quality (PCWQ)

There was an exchange of views regarding operation in PCWQ with respect to:

· Challenging water quality identification (e.g. BWM systems not able to operate due to challenging water quality)

· Aspects of ballast water exchange plus treatment (BWE+BWT) (e.g. port/coastal state authorities determine where ballast water exchange could take place)

· Whether operation in PCWQ and subsequent BWE+BWT can be considered as a contingency measure or are part of anticipated operation which should be approved in the BWM Plan

Further discussions will take place at MEPC 79 in December 2022 if proposals are submitted.

Guidance on modifications to BWMS using active substances

Guidelines for re-evaluations when modifications are made to a BWM system using active substances was adopted. Re-evaluations by GESAMP are applicable to modifications which could influence the outcome of the risk assessment for the environment, human health or ship safety (e.g. removal of filter or increased dose).

International Ballast Water Management Certificate (IBWMC) MEPC approved a unified interpretation of Appendix I to the BWM Convention (form of the IBWMC). It clarifies how to issue certificates for other approaches to BWM, especially with respect to ships occasionally engaged in an international voyage, ships exempted due to voyages between specific ports or locations, and for ships with "other approach" in accordance with Regulations A-4, A-5, B-3.6 or B-3.7.

Temporary storage of treated sewage and grey water in ballast tanks

MEPC 78 discussed principles related to the temporary storage of treated sewage or grey water in ballast tanks. Ballast water discharges from ballast tanks used also for other purposes should be compliant with the BWM Convention, while other issues should be addressed in the context of MARPOL Annex IV. However, MEPC 78 did not confirm if temporary storage is acceptable in principle and deferred the matter to MEPC 79 in December 2022.

Air pollution and energy efficiency

Exhaust Gas Cleaning Systems (EGCS)

Guidelines for risk and impact assessment of the discharge water from EGCS were approved. The guidelines provide information on the recommended methodology for risk and impact assessment that member states should follow when considering local or regionalregulations concerning EGCS discharge water

IMO Update: Marine Enviroment Protection Committee – MEPC 78 (Continued)

Guidance regarding the delivery of EGCS residues to port eception facilities was approved. These best practises are intended to assist both ship operators and port states in assuring the proper management and disposal of EGCS residues and stored discharge water form EGCS into port reception facilities.

Reporting of flashpoint in the Bunker Delivery Note (BDN)

Following the approval of amendments to SOLAS Chapter II-2 by MSC 105 in relation to the flashpoint of oil fuel, amendments to Appendix V of MARPOL Annex VI (Information to be included in the BDN) were approved subject to adoption at MEPC 79. The following new item has been added to the BDN: "Flashpoint (°C) or a statement that flashpoint has been measured at or above 70°C".

Unified interpretations MEPC approved a unified interpretation of Regulation 18.3 of MARPOL Annex VI with regard to the use of biofuels. The amendment clarifies that fuels with a biofuel content up to 30% in principle fall under the definition of marine fuel oil derived from petroleum refining (Regulation 18.3.1) and no further NOx testing is required. For fuels with a biofuel content of more than 30%, it needs to be verified that the engine is not altered beyond the approved parts and settings of the NOx Technical File Regulation 18.3.2) in order to not require NOx testing.

MEPC 78 also approved a unified interpretation of Paragraph 4.4.6.1 of the NOx Technical Code 2008, clarifying the process for on-board testing, definitions of the engine family concept for engines with Selective Catalytic Reduction (SCR) systems, and interpreting requirements for parent engine NOx tests.

Reduction of GHG emissions

Technical guidelines for the EEXI, CII and SEEMP MEPC 78 finalized guidelines related to the EEXI, CII and SEEMP. With these guidelines adopted, the EEXI, CII and SEEMP are ready for implementation. The EEXI technical file needs to be approved before the first annual, intermediate or renewal IAPP survey or the initial IEE survey on or after 1 January 2023. The SEEMP Part III needs to be approved and on board by 1 January 2023. The first reporting of the CII based on 2023 data is due no later than 31 March 2024.

The following is a short summary of the main discussions and changes:

EEXI guidelines: Included option for in-service performance measurements. CII calculation guidelines (G1): The capacity parameter for ro-ro cargo ships was changed to gross tons.

CII reference lines guidelines (G2): Reference lines for ro-ro cargo ships and ro-ro cargo (vehicle) ships were updated; the reference line for ro-ro passenger ships was split in two, with a separate line for high-speed craft (HSC) and an updated line for ro-ro passenger ships excluding HSC.

CII rating guidelines (G4): Updates to the rating thresholds for the ship types with updated reference lines.

Interim CII correction factor and voyage adjustment guidelines (G5): New guideline which includes correction factors and voyage adjustments for various ship types and circumstances. There was an extensive discussion on which corrections and adjustments to include.

Corrections for adverse weather and extensive port and waiting time were not included at this stage and will need to be raised at the review in 2025.

DCS verification guidelines: Provisions for verification of the CII as part of the fuel data collection system (DCS) reporting.

SEEMP guidelines: Updated to include guidance on developing and verifying the SEEMP Part III (ship operational carbon intensity plan). There were minor adjustments to other parts of the guidelines.

Port State Control guidelines: MEPC 78 requested the sub-committee on Implementation of IMO Instruments (III 8) (July 2022) to consider if failing to implement the implementation plan in SEEMP Part III is a detainable deficiency.

Revision of the Fuel Data Collection System

MEPC 78 approved amendments to Appendix IX of MARPOL Annex VI to include information related to the EEXI and CII in the fuel data collection system (DCS). Further revisions the DCS will considered, including transparency of data and cargo data.

Revision of the IMO GHG Strategy

There was an extended exchange of views on the scheduled revision of the IMO GHG Strategy, but with no new decisions being made. The main divergence in views between countries is the split between those calling for full decarbonization by 2050, and those calling for further assessments on feasibility and impacts on states before such a decision can be made.

The MEPC will adhere to the established workplan on this matter and make its decision at MEPC 80 in July 2023. Further discussions will take place at an intersessional meeting agreed to be held back-toback with MEPC 79 in December 2022. There is also the expectation that an intersessional meeting will be held in the spring of 2023 dedicated to this matter.

Mid and long-term measures to reduce GHG emissions

There was an extensive discussion on potential mid and long-term measures at the intersessional meeting held two weeks prior to MEPC 78. At this meeting, proposals for various market-based measures were discussed:

· A levy system based on absolute well-to-wake GHG emissions. The GHG price is determined by the IMO.

· A levy system based on CII performance, where ships with CII performance below a benchmark pay a contribution per tonne CO2, and ships with performance above the benchmark receive a reward. The contribution is determined by the IMO, while the reward depends on the level of achievement of the fleet.

· A levy system based on absolute tank-to-wake CO2 emissions where the revenues are partly used to provide a direct rebate to zero-emission vessels. The CO2 price and rebate are determined by the IMO.

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· An emissions cap-and-trade system, similar to the EU ETS, where the well-to-wake GHG emission level is set by the IMO and allowances are auctioned out. The carbon price is then determined by the market.

Additionally, there were discussions on a proposed technical measure in the form of a well-to-wake GHG intensity fuel standard. MEPC 78 did not develop these proposals further, and discussions will continue at an intersessional meeting prior to MEPC 79 and following meetings. The decision on which measures to develop into regulations will be made at MEPC 80 in July 2023.

On-board CO2 capture

Due to time constraints, only a very brief discussion was held on provisions for taking into account on-board CO2 capture in instruments such as the EEDI and CII. The topic will be discussed further at future meetings.

Lifecycle GHG/carbon intensity for marine fuels

An intersessional working group prior to MEPC 78 developed draft guidelines on lifecycle GHG/carbon intensity for marine fuels. The work will continue through a correspondence group reporting to MEPC 80 in July 2023.

Marine plastic litter

Marking of fishing gear

MEPC 78 discussed whether the marking of fishing gear should be made mandatory under MARPOL Annex V or if a voluntary approach should be pursued. It was concluded to make marking of fishing gear mandatory through MARPOL and to develop a circular as a short-term measure to promote the implementation of fishing gear marking.

Garbage record book

Amendments to MARPOL Annex V to make the Garbage Record Book mandatory also for ships of 100 gross tonnage and above and less than 400 gross tonnage were approved with a view to adoption at MEPC 79.

Pollution prevention and response

Following the adoption of the amendments to the Anti-Fouling System (AFS) Convention to include controls on cybutryne adopted at MEPC 76, three revised guidelines were adopted at this session concerning the sampling, inspection and survey of anti-fouling systems.

Draft amendments to MARPOL Annexes I, II, IV, V and VI concerning regional reception facilities in the Arctic were approved together with amendments to the 2012 Guidelines for the development of a regional reception facility plan (Resolution MEPC.221(63)). The amendments are subject to adoption at MEPC 79.

In connection with the revision of the Integrated Bilge Water Treatment System (IBTS) guidelines at PPR 7, it was questioned whether forced evaporation by heating of oily bilge water for the purpose of disposal is acceptable. MEPC was asked to clarify this and after discussing the issue, it was concluded that in principle forced evaporation by heating of oily bilge water is acceptable as a means of disposal and delegations were invited to submit proposals to PPR 10 for amending MARPOL Annex I to reflect this.

Identification and protection of special areas, ECAs and PSSAs

MEPC 78 considered and approved a proposal for a Sulphur Emission Control Area (SECA) to be established in the Mediterranean Sea. The proposal is subject for adoption at MEPC 79 in December of this year, and is expected to take effect from 1 July 2025. The requirement will be the same as for other SECAs, mandating the use of fuel oil with a sulphur content of 0.10% or of an EGCS.

Work programme

MEPC 78 agreed to new or amended outputs to the work programme as follows:

A new output on the development of a practical guide on the development of local-level marine spill contingency plans to support key authorities in effectively implementing the OPRC Convention.

Amend the title of the existing output 1.26 to "Revision of MARPOL Annex IV and associated guidelines" and expand the scope to amend the definition of "person" as provided in MARPOL Annex IV, taking into account persons other than the crew and passengers.

Recommendations

DNV recommends that our customers evaluate possible technical and operational modifications to comply with the upcoming GHG requirements and, when applicable, to prepare and submit an EEXI Technical File and a SEEMP Part III for verification.

For more information about decarbonizing shipping and about the relevant DNV services relating to GHG emissions, visit:

· www.dnv.com/decarbonize-shipping
· www.dnv.com/cii
· www.dnv.com/eexi
· www.dnv.com/seemp3

Provisional list of resolutions and circulars

Please note that the list and document references below are provisional:

Resolution MEPC.343(78)
Amendments to MARPOL Annex I (watertight doors)
Resolution MEPC.344(78)
Amendments to MARPOL Annex II (abbreviated legend to the revised GESAMP Hazard Evaluation Procedure)
Resolution MEPC.345(78)
Amendments to the International Code for the Construction and Equipment of Ships Carrying Dangerous Chemicals in Bulk (IBC Code) (watertight doors)
Resolution MEPC.346(78)
2022 Guidelines for the development of a Ship Energy Efficiency Management Plan (SEEMP)
Resolution MEPC.347(78)
Guidelines for the verification and company audits by the administration of Part III of the Ship Energy Efficiency Management Plan (SEEMP)
Resolution MEPC.348(78)
2022 Guidelines for administration verification of ship fuel oil consumption data and operational carbon intensity
Resolution MEPC.349(78)
2022 Guidelines for the development and management of the IMO ship fuel oil consumption database
Resolution MEPC.350(78)
Guidelines on the method of calculation of the attained Energy Efficiency Existing Ship Index (EEXI)

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Resolution MEPC.351(78)
2022 Guidelines on survey and certification of the attained Energy Efficiency Existing Ship Index (EEXI)
Resolution MEPC.352(78)
2022 Guidelines on operational carbon intensity indicators and the calculation methods (CII guidelines, G1)
Resolution MEPC.353(78)
2022 Guidelines on the reference lines for use with operational carbon intensity indicators (CII reference lines guidelines, G2)
Resolution MEPC.354(78)
2022 Guidelines on the operational carbon intensity rating of ships (CII rating guidelines, G4)
Resolution MEPC.355(78)
2022 Interim guidelines on correction factors and voyage adjustments for CII calculations (CII guidelines, G5)
Resolution MEPC.356(78)
2022 Guidelines for brief sampling of anti-fouling systems on ships
Resolution MEPC.357(78)
2022 Guidelines for inspection of anti-fouling systems on ships
Resolution MEPC.358(78)
2022 Guidelines for survey and certification of anti-fouling systems on ships
BWM.2/Circ.61/Rev.1
2022 Guidance on methodologies that may be used for enumerating viable organisms for type approval of ballast water management systems
BWM.2/Circ.66/Rev.3
Unified interpretations to the BWM Convention
BWM.2/Circ.13/Rev.5
Methodology for information gathering and conduct of work of the GESAMP-BWWG
MEPC.1/Circ.895/Rev.1
Unified interpretations to the NOx Technical Code 2008, as amended
MEPC.1/Circ.795/Rev.6
Unified interpretations to MARPOL Annex VI
MEPC.1/Circ.899
2022 Guidelines for risk and impact assessments of the discharge water from exhaust gas cleaning systems
MEPC.1/Circ.900
2022 Guidance regarding the delivery of EGCS residues to port reception facilities
MEPC.1/Circ.901
Guidance for submission of data to the IMO data collection system of fuel oil consumption of ships from a State not Party to MARPOL Annex VI
MEPC.1/Circ.902
Guidance on methods, procedures and verification of in-service performance measurements MSC-MEPC.1/Circ.5/Rev.3
Organization and method of work of the Maritime Safety Committee and the Marine Environment Protection Committee and their subsidiary bodies
FAL.2/Circ.133-MEPC.1/Circ.903-MSC.1/Circ.1646-LEG.2/Circ.4
List of certificates and documents required to be carried on board ships, 2022

Source: DNV

IMO Maritime Safety Committee One Hundred and Fifth session (MSC 105)

Introduction

MSC 105 took place 19 – 29 April 2022 as a virtual meeting. This briefing summarises the discussions and outcomes which are significant to Lloyd's Register's work with our customers.

In order to progress the meeting in the limited time available a number of documents were considered by correspondence prior to the Committee meeting. These include documents submitted under:

- Goal-based New Ship Construction Standards (papers submitted to MSC 102; MSC 103 & MSC 104) (Agenda item 6).
- Any Other Business (papers submitted under MSC 104) (Agenda item 18).

Any decisions are included under the relevant agenda item.

Introduction of an ad-hoc mid-term amendment cycle

The COVID-19 pandemic has caused some disruption to the regular meeting schedule which has meant that the finalisation of significant draft amendments to SOLAS and other IMO instruments for approval and adoption has been delayed. Examples include the draft amendments to SOLAS chapter II-1 for onboard lifting appliances and winches and the draft amendments to the LSA Code for the new ventilation requirements for lifeboats and survival craft both of which will be considered at MSC 106 (November 2022).

MSC 104 agreed to introduce an ad-hoc mid-term amendment cycle to facilitate the delayed approval, adoption and entry into force of such draft amendments. Any relevant draft amendments adopted before 1 July 2024 will enter into force on 1 January 2026 (rather than 1 January 2028 under the usual four-year amendment cycle).

Following this mid-term cycle the Committee will revert to the normal four-year amendment cycle with draft amendments approved and adopted between 1 January 2024 and 1 July 2026 due to enter into force 1 January 2028.

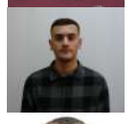
Executive Summary

Below are some of the discussions and outcomes from MSC 105 which will have some impact on current practices. These can be found in detail under the relevant subject headings in the document.

- Following the conclusion of the review of the Global Maritime Distress and Safety System (GMDSS), MSC 105 adopted amendments to SOLAS Chapters II-1, III, IV and V, the appendix (Certificates) and the 1994 & 2000 HSC Codes. MSC 105 also adopted or approved, as appropriate, associated amendments and revisions to non-mandatory instruments, including a new MSC circular, that were approved in principle by MSC 104. These will all enter into force 1 January 2024. (Navigation & Communication)
- MSC 105 approved the new SOLAS Chapter XV & mandatory Code addressing safety standards for the carriage of more than 12 industrial personnel (IP Code). The new Code will apply to new and existing ships and permits more than 12 additional persons on board cargo ships. Industrial personnel (IP) are recognised as an additional category of person. Existing ships certified under the Interim Recommendations on the Safe Carriage of more than 12 Industrial Personnel on Board Vessels Engaged on International Voyages (MSC.418(97)) will be allowed to continue to operate, provided that they also meet the operational and equipment requirements in the new IP Code. The new SOLAS chapter XV and the IP Code are expected to be adopted at MSC 106 (November 2022) and enter into force 1 July 2024. (Agenda item 15)
- To address some of the safety issues identified after the loss of MV Stellar Daisy, MSC 105 approved draft amendments to the 2011 International Code on the Enhanced Programme of Inspections during Surveys of Bulk Carriers and Oil Tankers (2011 ESP Code) which include increased survey requirements for water ballast tanks (WBTs) and void spaces on Bulk Carriers. (Agenda item 15)
- MSC 105 adopted the MSC resolution on Model Regulations on Domestic Ferry Safety (MRDFS). The model regulations, developed to try to mitigate against domestic ferry accidents (notably MV Sewol), are intended to provide a framework of provisions for domestic ferry safety and are drafted in a way to enable easy translation and incorporation into national law. It should be noted that the incorporation of model regulations into national law by interested countries is purely voluntary and recommendatory. (Agenda item 4)
- MSC 105 continued the work on measures to address the safety issues related to low sulphur fuel oil and approved draft amendments to SOLAS chapter II-2 on the reporting of confirmed cases where oil fuel suppliers have failed to meet the flashpoint requirements specified in SOLAS regulation II-2/4.2.1.
- MSC 105 agreed to the development of a non-mandatory goal-based Maritime Autonomous Surface Ships (MASS) Code which will become effective from 1 January 2024, as an interim measure prior to the adoption of a mandatory Code which is expected to enter into force 1 January 2028.

Source: Lloyd's Register

Promotions Roxana Shipping - ROKS Maritime 01Apr22 - 30Jun22

Name	Rank	Promotion Date	Photo
Shtyrba Dmitrii	Master	13/05/2022	
Kostyukevich Sergey	2nd/Off	17/05/2022	
Lesov Dalel	2nd/Off	26/05/2022	
Machtakov Artem	3rd/Off	13/04/2022	
Bacharnikov Sergei	2nd/Eng	02/06/2022	
Somov Vladimir	4th/Eng	09/04/2022	
Zhukov Ilia	5th/Eng	17/05/2022	
Kotov Dmitrii	Electro Tech Off	08/06/2022	
Girin Viktor	Ch/Cook	26/05/2022	

Familiarization Roxana Shipping - ROKS Maritime 01Apr22 - 30Jun22

Name	Rank	Familiarization Date	Photo
Vitaly Bekirov	Master	03-05/06/2022	
Kozlov Alexander	Master	13-17/06/2022	

Job Opportunities

In view of the 2018-2023 5 years plan following new positions are announced for 2021-22:

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

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

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

Liana Kapsali's promotion

We are pleased to inform you that as of 01Jun22 Mrs. Liana Kapsali (LPK) will shift to Roxana Shipping & Roks Maritime Crew Dept., as senior ccrew co-ordinator and alternate DPA, directly reporting to Capt. KNA.

In 2016, Liana graduated from the National Technical University of Athens, acquiring a BSc in Naval Architecture and Marine Engineering, and worked as technical assistant at a Hellenic Ship Design & Technical Marine Consulting Company.

On 19Oct16 she joined Roxana Shipping where she undertook an internship receiving a rotation training within SQM & Technical Depts.

Since 01Jan17 she has been working as SQM and TD Coordinator and Company's alternative DPA till today.

The transfer of Liana to Crew dept. is in line with our Mission for career development and CP04 par. 4.1, 4.2, 4.3, 4.12. and 4.16 Position Transfer.

All of us know the skills, devotion and Liana's loyalty who will definitely add value in the crew dept 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.

Liana welcome again on board, now senior crew co-ordinator in Roxana & Roks Maritime Crew dept!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State of the Art In Shipmanagment is our Tradition
Incident Free Effective Efficient