News Waves

Jan - Mar 2023 Edition 2023-01

ROXANA SHIPPING S.A.

Contents

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Please recycle

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

A New Year is always welcome, with fresh expectations, particularly when the last year 2022 passed, taking away the covid19 restrictions. Unfortunately, 2023 carries the shadow of the Ukraine – Russia conflict, which continues in an unpredictable manner, increasing the worldwide instability.

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

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

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

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

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

Committed to ensure for our seamen undistracted port operations, we continue to push through our shipping associates the concept of remote surveys, and we focus in installing the equipment and the software, which will enhance the communication capabilities, video and audio.

Performance monitoring will assist us reduce the Company environmental footprint.

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

The learning engagements program will continue the path designed in 2022, with focus in human performance and learning from success, which in fact means learning from normal work. The concepts of "fearless ego for success", the most important "me", take care about myself and my team, Return Home Healthy all times! and the human-centric S.H.E.L.L model, the three pillars (CPAR Incident reporting and investigation, corrective and preventive actions, MoC management of change and RM risk management) and engagement, will continue to be in focus.

We will also focus in the OCIMF SIRE2 project, along with all the remarkable number of projects 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.

We are happy to confirm once more for 2022 the steady course of the Fleet and the Company towards high levels of performance. All above and other interesting topics are included in the Hot Stuff section.

The New Rules section contains updates on the SIRE2 and HVPQ, BWMS commissioning testing, EU ETS, EU Fit for 55 and EU taxonomy.

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.

Mr Zenya Belii, after serving the Company for more than 22 years, and being instrumental to the founding of RoKcs in Vladivostok, has decided to retire. Mr Lefteris Rizos is a new addition to the Crew dept. Details on the above, along with other human resources related matters, are addressed in the Human Resources section.

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

Enjoy the reading!

Takis E. Koutris
Managing Director

Who is Who

Captain Khairulin Oleg

Khairulin Oleg was born in Almaty city on 26Jan72.
He graduated from Far Eastern State Marine Academy on 25Feb95 and received the Master's License in January 2005.
Captain Oleg joined Roxana Shipping S.A. on 15Apr08.
Since then he has been offering his services on Roxana Fleet, as Master, with a total sea service of 14,9 years with our Company.
Oleg lives in Nakhodka and has a daughter. He enjoys reading.
For the time being, he is ashore.
We wish him to enjoy his vacation and re-join a ship with full batteries.

Ch.Eng Andrey Vazhenin

Andrey Vazhenin was born in Vladivostok on 11Jun74.
He is a graduate of Far Eastern State Technical Fisheries University since 1997 and received the Chief Engineer's License on 02Feb10.
Andrey joined Kristen Marine S.A. on 24Dec04 as 4th Engineer on M/V Tasman Independence and on 25Apr10 he joined M/V "Adventurer" as Chief Engineer.
He joined Roxana Shipping S.A. on 05Mar11, as Chief Engineer on M/T "Malbec", and has a total sea service of 19 years with our Company.
Andrey is married to Vazhenina Natalia and has two daughters. He enjoys attending theaters.
He is currently ashore, on vacation since 05Mar23.
We wish him to enjoy his vacation and re-join a ship with full batteries.

Capt. Chernobrovkin Andrey

Chernobrovkin Andrey was born in Kazan city on 08May64.
He graduated from Odesa National Maritime Academy in 1984 and received the Master's License in 2001.
Captain Andrey joined Roxana Shipping S.A. on 27Dec14, as Master.
Since then, he has been offering his services on Roxana Fleet as Master, with a total sea service of 8.2 years with our Company.
Andrey is married to Natalia and has a son. He enjoys picking mushrooms, skiing and travelling by car with his family.
For the time being, he is offering his services on our MT Asprouda as Master.
We wish to him and his crew always calm seas, safe and successful trips.

RoKcs pool consists of about 300 tanker and 300 bulker seafarers, excluding cadets.
One of our Customers decided to replace the ratings of their fleet for Filipino seafarers.

This move will definitely benefit our officers and engineers, who remain in the fleet, in terms of learning and improving the level of knowledge of the English language.

On March 1st, 2023, a new order of the Ministry of Health of the Russian Federation on the expansion of examinations and analyzes for the pre-employment medical examination came into force, which in turn led to a significant increase in cost. At the moment, RoKcs is in close contact with MSUN clinic, to regulate the price policy of clinic under MSUN-RoKcs agreement.

In January 2023, RoKcs staff were congratulated by the delegation of VMC (Vladivostok Maritime College) and FEIC (Far-Eastern Institute of Communications) on the 15th anniversary of RoKcs. The model of a large sailing ship was presented by the VMC and FEIC delegation, as symbol of the long and successful co-operation between the three parties.

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

RoKcs external learning engagements and training activities

RoKcs in liaison with Roxana and ROKS, were active as usual in identifying useful webinars for the pool of officers and ratings. During the period 01Jan23 – 31Mar23, following learning engagements were recommended and implemented:

BIMCO
The link with the recorded "BIMCO 15+15" weekly webinars, as well as the upcoming ones, was distributed to all officers ashore, as follows:
https://www.bimco.org/insights-and-information/video-library?ftop=6373ccb0-afda-4d9d-ae0a-a146ad33e9da

These webinars cover various shipping trends, with the following topics:
o Different types of time pressure
o How to motivate our people to maintain the alignment between rules and practice
o What are the key current threats affecting the maritime industry?
o Learn about the most important compliance missteps and practical steps to avoid those.
o Wind-assisted propulsion
o The latest IMSBC Code amendments

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

Tanker/Bulker senior and junior Officers, Ratings & Catering staff remote reflective learning engagements Mar23

The reflective learning engagements of senior and junior Officers, Ratings and Catering staff ashore were conducted remotely with the use of Zoom platform for 44 senior officers (35 Tanker and 9 Bulker), 31 junior officers (24 Tanker and 7 Bulker officers), 17 ratings (16 Tanker and 1 Bulker) and 10 Catering staff, on 21-30Mar23.
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 March 2023, was to refresh senior and junior Officers, Ratings and Catering staff'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 S.H.E.L.L model, the three pillars and engagement (Incident reporting investigation and CPARs / Management of Change / Risk Management), Health and competence for performance, Human performance principles, Fair and Just for no blame culture, Health and Safety aspects and management, Environmental aspects and management, Quality management, DMS reporting and document control, Ulysses Doc Manager, Danaos crewing, Career development and appraisals, emergency preparedness, Oil Record Book, Garbage Management, Security management, Cyber security management, update on last Management Review and KPIs, Cargo Operations, Bunkering procedures, New Rules, Log Book entries, observations from 3rd party inspections and commercial issues were discussed.
An extensive presentation was given on the OCIMF SIRE2 project and the status of implementation in-house, particularly the revision of Tanker Inspection and Audit Report.
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	J. Officers	Ratings	Catering
Workshop Communication for Resilience and Care - Let's talk	22Mar23	x	21Mar23	30Mar23
Workshop Take care of myself and my team - Leading my team's wellbeing	22Mar23	29Mar23	21Mar23	30Mar23
Workshop Learner Mindset	22Mar23	29Mar23	21Mar23	30Mar23
Workshop How you respond matters	23Mar23	29Mar23	x	x
Workshop Context drives behavior	23Mar23	x	x	x

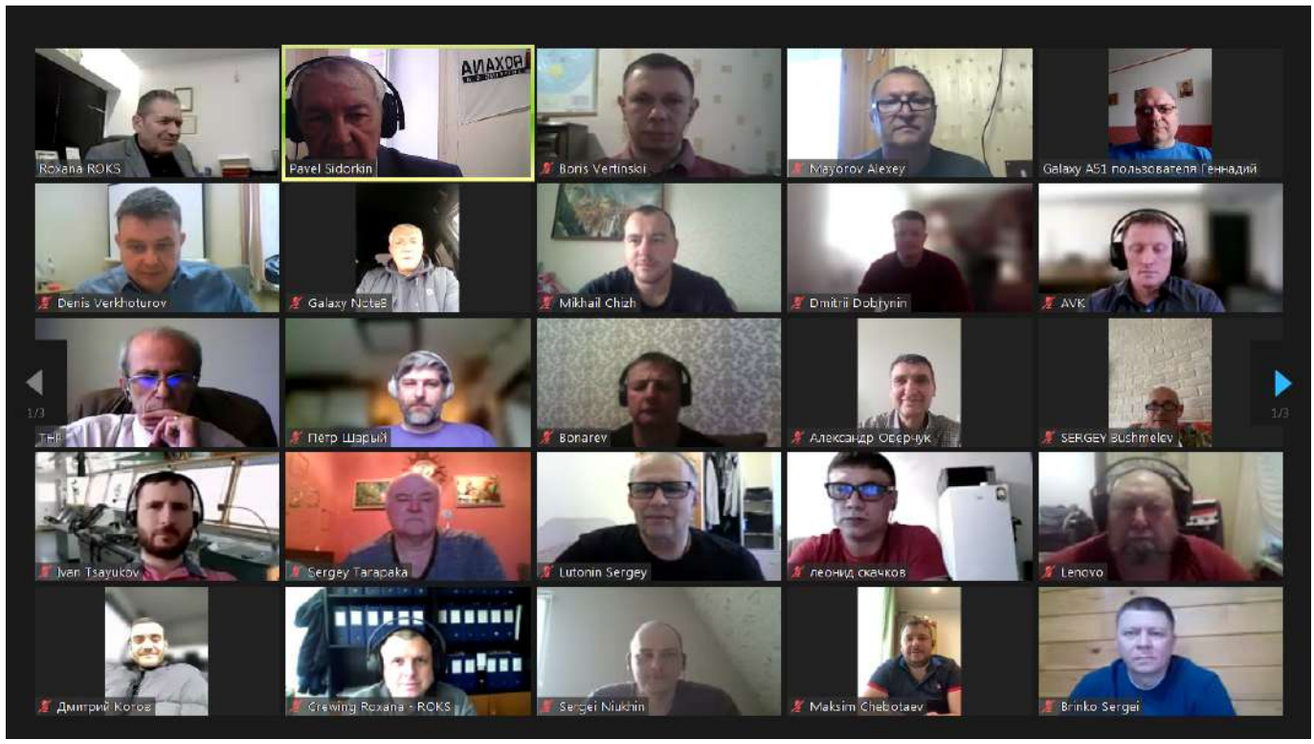
Tanker/Bulker senior and junior Officers, Ratings & Catering staff remote reflective learning engagements Mar23

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.
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. 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!"
► 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.

Our Managing Director T. Koutris confirmed that, all going well, we plan for June23 the engagements to be along with physical meetings, and that all issues raised this time will be considered for the next workshops.
Finally all participants were encouraged to contact their facilitator, their managers, RoKcs/ Capt Pavel Petrovich Sidorkin and Capt Denis Valentinovich Verkhoturov, and their managing director T. Koutris, anytime for any idea or concern.
The workshops conducted this time are analytically described below.



Tanker/Bulker senior and junior Officers, Ratings & Catering staff remote reflective learning engagements Mar23

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

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

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

The questionnaire is designed for us to:

- ***increase the awareness and reduce the stigma of mental health***
- ***introduce the ALL ACT drive*** ***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, 38 Tanker officers, 13 Bulker officers, 16 Junior Tanker officers, 8 Junior Bulker officers and 15 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 Let's Talk 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 & Catering staff remote reflective learning engagements Mar23

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

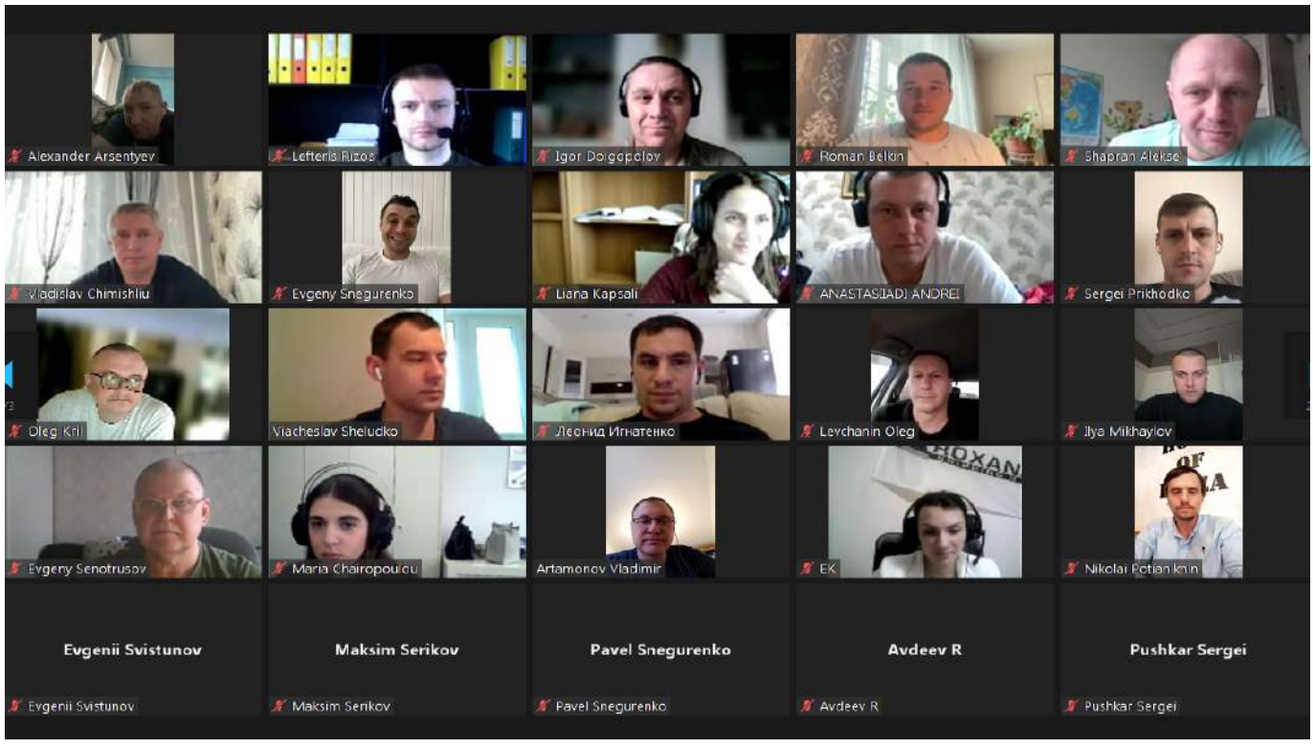
5.1 Concluding the workshop

- ► 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.



Tanker/Bulker senior and junior Officers, Ratings & Catering staff remote reflective learning engagements Mar23

2nd 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 38 Tanker officers, 13 Bulker officers, and 15 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 wellbeing of his team, by creating:

- ► a workplace where the wellbeing of the team is one of the key priorities
- ► an environment of open and fearless communication

Tanker/Bulker senior and junior Officers, Ratings & Catering staff remote reflective learning engagements Mar23

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 wellbeing (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 wellbeing of his team, not by intimidation, command and control, but by creating:
  - a workplace where the wellbeing 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 wellbeing, to ensure that:
  - state of mental health of the individuals is assessed and managed
  - the state of the team's wellbeing 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
  - Emotional fitness of the individual and his teams in most cases is good
  - The majority of seafarers feel free and comfortable to share their wellbeing status (physical and mental) with the other people on board, on a daily basis.
  - The Lost Time Injury (LTI) of the deck rating and the related CPAR, highlighted the importance of the PALI principle, the care about myself and the proper supervision in conducting all tasks in HSQE incident free manner, effectively and efficiently
  - EffEff communication is still a challenge, with room for improvement
  - 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.

It was highlighted that:

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

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

Tanker/Bulker senior and junior Officers, Ratings & Catering staff remote reflective learning engagements Mar23

3rd 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, 38 Tanker officers, 13 Bulker officers and 15 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 wellbeing 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 & Catering staff remote reflective learning engagements Mar23

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:

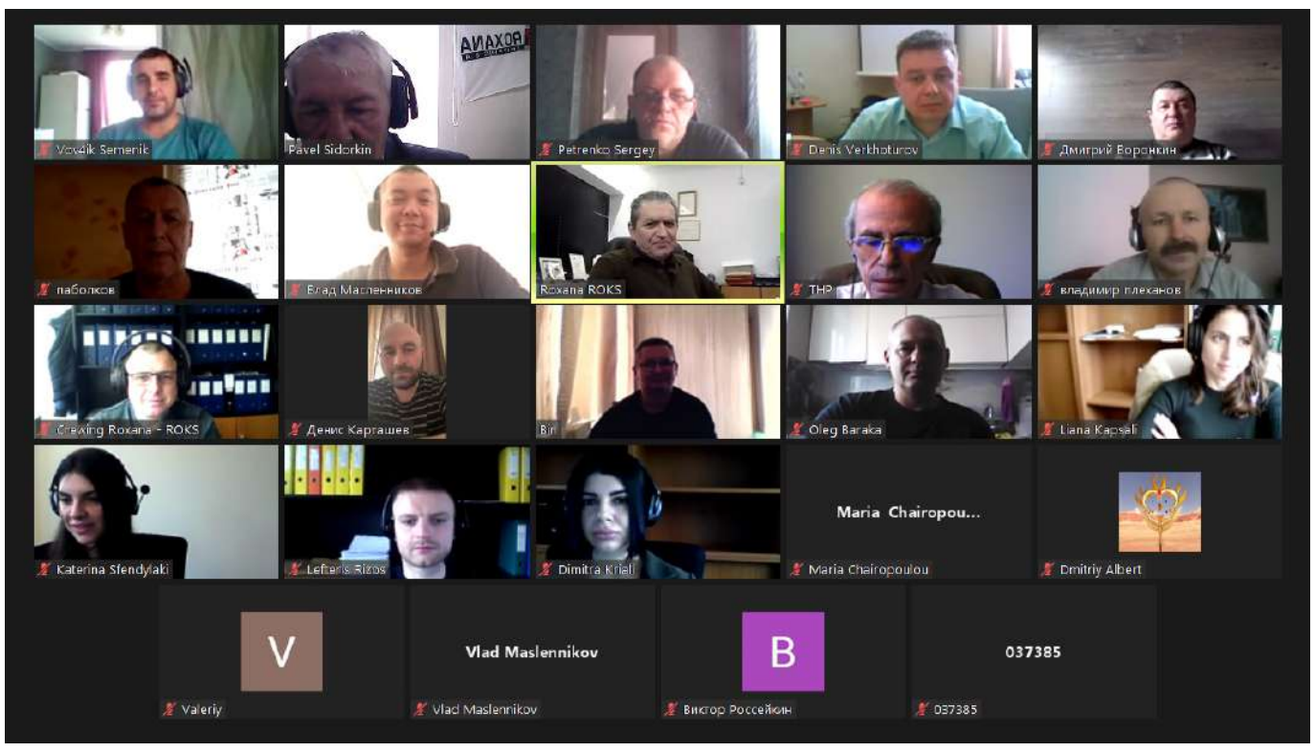
Learner	Myself (%)		Superior (%)		Master (%)		Organization (%)	
mindset	LM	50/50	LM	50/50	LM	50/50	LM	50/50
T	57	26	43	34	46	26	43	23
B	55,5	44,5	22	33,5	22	66,5	33,5	33,5
r	76,5	18	41	41	65	23,5	41	29,5
JOff	74	19,5	26	42	32	26	48,5	19,5
C	64	27	54,5	18	54,5	9	54,5	18

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



Tanker/Bulker senior and junior Officers, Ratings & Catering staff remote reflective learning engagements Mar23

4th 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, 38 Tanker officers , 13 Bulker officers, 16 Junior Tanker officers and 8 Junior 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 & Catering staff remote reflective learning engagements Mar23

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, and 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 & Catering staff remote reflective learning engagements Mar23

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 feedback 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 behavior 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

Tanker/Bulker senior and junior Officers, Ratings & Catering staff remote reflective learning engagements Mar23

5th Workshop: Context drives behavior

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:
- *each individual is interacting with S.H.E.L.L. factors, which are the context, ie the "system", within which all individuals perform*
- *human behavior, and performance, is very much dependant on the S.H.E.L.L factors*
- *the human performance principle "human error is opportunity for system improvement" dictates that the leader, and the team member, should learn from success and failure and shape the S.H.E.L.L. factors for the team to perform IF EffEff.*

The related questionnaire is a tool for each individual, in any role, to understand how:
- *the S.H.E.L.L. factors are the context, within which he performs*
- *the S.H.E.L.L. factors, as context, drive his/her behavior and hence performance*

1. Appreciation

Thank you all, 25 Tanker officers and 8 Bulker officers, , for your reflective learning engagements in the workshop " Context drives behavior" 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 "Context drives behavior" 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.
- ► 3 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.
- ► OCIMF Human Factors Management and Self-Assessment was released in Sep21, based on the previous publication and introducing what will be TMSA chapter 14 on Human factors.
- ► 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".

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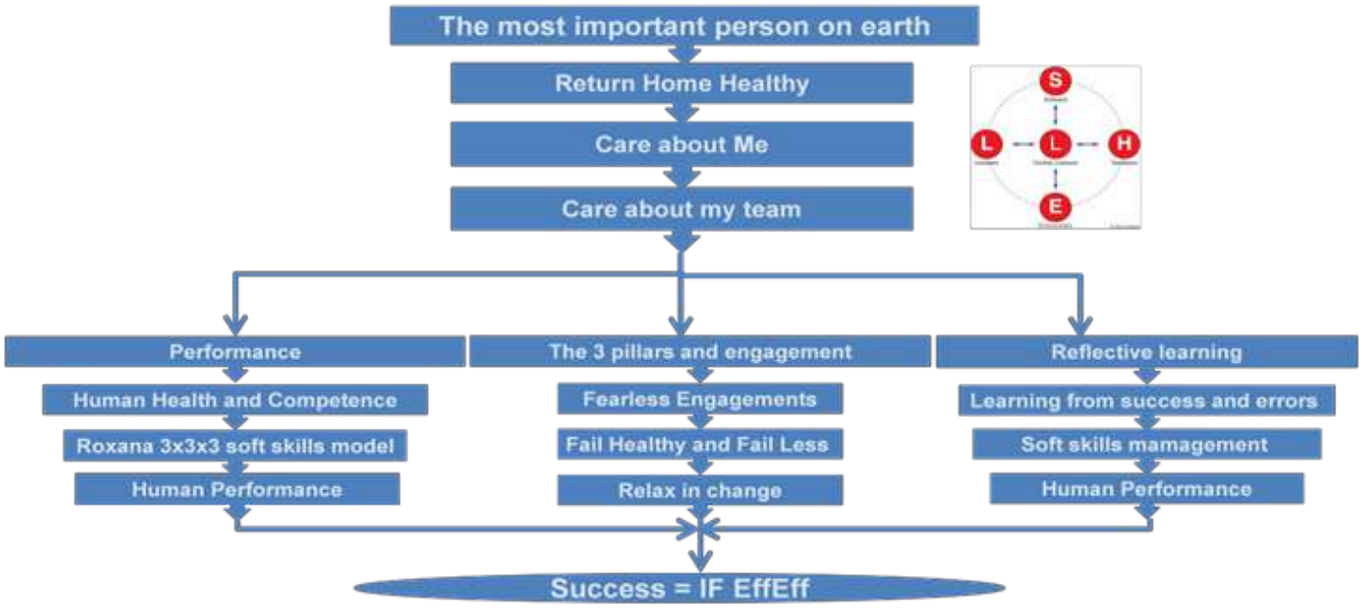
- ► Partners in Safety release in Mar20 the PnS Human performance 1 and 2, adopting also the Todd Kronklin's 5 principles of human performance.
- ► Let's talk module, was released in Jun20 and it comprises of 4 modules, making reference to the Resilience modules as above for communication, available off-line and in Russian and introducing the ALL ACT drive AskLookListen ActCheckbackTakecareofyou
  (Feel touch taste and smell is also valid ALL FACT)
  as a tool of communication for resilience.
- ► Leadership Skills for crew wellbeing, was released in Jun20, and It consists of three modules / videos prompting participants to realize that
  - Leaders set the tone on board a ship. 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 crews will enhance the culture on board and create an environment where crew perform IF EffEff.
- ►Learner Mindset, was released along with the 2021 CEO conference in Mar21.
- ► It consists of one video elaborating on the Learner Mindset, known also as Growth Mindset, as a belief that everyone can grow their ability, learn from mistakes and successes and speak up openly in a safe environment.
- ► How you respond matters, was released along with the 2021 CEO conference in Mar21.
- ► 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, ensuring for his individuals and teams a fearless environment for all to perform IF EffEff.
- ► Context drives behavior, was released along with the 2022 CEO conference in Mar22

It consists of two videos reflecting leader behaviors and prompts participants to realize how leaders shape the environment for individuals and teams to perform without fear and IF EffEff.

2.2 Roxana Soft skills, behavioral competency and human performance particularly:

2.2.1 The fearless ego for success



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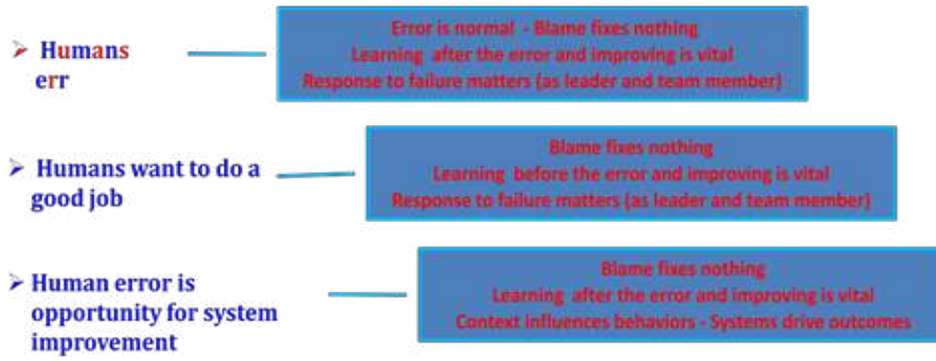
The Roxana "Fearless Ego for Success" concept, the most important ego, the principal order "Return Home Healthy… with full basket", the PALI poster, the "Care about Me" meaning "Care about my team", the S.H.E.L.L human factors, the three pillars and engagement, Health and Competence for performance, Fair and Just for no Blame culture and the reflective learning engagements were gradually introduced since 2016, representing Company Governance.
The "Fearless Ego for Success" concept is the governance towards a sustainable fearless and learning organization performing IF EffEFF, based on three axes of activity:
Human Performance, The 3 pillars and engagement, Reflective learning.

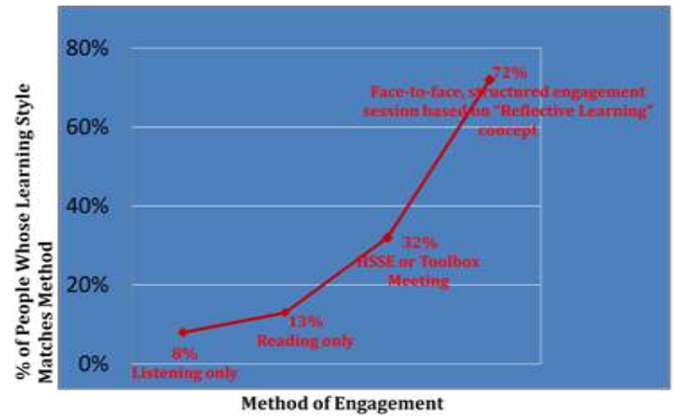
► Human Performance



► The three pillars and engagement

► Reflective Learning

"Reflective Learning" concept is the face to face, or virtual, structured engagements sessions, where groups are sharing knowledge and experience, learning from each other.



Tanker/Bulker senior and junior Officers, Ratings & Catering staff remote reflective learning engagements Mar23

Since late 2016 the "reflective Learning" concept supplemented and occasionally replaced the traditional "Training" concept. This axis of activity is related to creating an open environment for reflective learning engagements at all levels in our organisation. Gradually the focus was set to three core themes:

- Learning from success and errors
- Soft Skills management
- Human Performance

and relevant workshops were introduced in Google forms, applied even for virtual group engagements.

2.3 Partners in Safety (PnS) "Context drives behavior"

Along with the 2022 CEO conference in Mar22 PnS introduced the "Context drives behavior" module. Same was addressed in the PnS London Focus group workshop in Athens in Oct22. Two videos, two parts each, were produced, elaborating on the fact that leader behaviors set the tone and the context for their teams to perform.

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.

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:

► each individual is interacting with S.H.E.L.L. factors, which are the context, ie the "system", within which all individuals perform
► human behavior, and performance, is very much dependent on the S.H.E.L.L factors
► the human performance principle "human error is opportunity for system improvement" dictates that the leader, and the team member, should learn from success and failure and shape the S.H.E.L.L. factors for the team to perform IF EffEff.

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

► the S.H.E.L.L. factors are the context, within which he performs
► the S.H.E.L.L. factors, as context, drive his/her behavior and hence performance

4. Key messages

Key messages of the "Context drives behavior" model were passed over to the participants as follows:

► the S.H.E.L.L. factors are the context within all of us perform, and thus they should be applied by us in order to attain/create a context for IF EffEff operations.
► the S.H.E.L.L. factors, as context, drive our behavior and hence performance, regardless of whether we are leaders or team members.
► All of us should learn from success and failure and shape the S.H.E.L.L. factors for the team to perform IF EffEff.

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

Out of the workshop questionnaire responses:

► the level of understanding of the topic of the workshop is very satisfactory for all participants, particularly the equivalence between S.H.E.L.L. factors and context was adequately understood
► All participants were committed to apply the learnings of this workshop and improve, as team leaders or team members,the context within which the team performs.
► Related to the feedback section of the questionnaire we will continue to focus on developing a fearless environment for IF EffEff operations for the individual and the team.

Tanker/Bulker senior and junior Officers, Ratings & Catering staff remote reflective learning engagements Mar23

BULKERS GROUPS

Gr 1		Gr 2		
Name	rank	Name	rank	role
Rychkov Stanislav	Master	Vertinskii Boris	Master	Facilitator
Levchanin Oleg	Master	Sharyy Petr	ChOff	Flipchart
Chizh Mikhail	ChOff	Senotrusov Evgeny	2nd Eng	Presenter
Mishakov Gennady	ChEng	Kosianchuk Aleksandr	ChEng	PC operator
Tarapaka Sergey	ChEng			
DV		DV		ROKS

TANKERS GROUPS

Gr 1		Gr 2		Gr 3		
Name	rank	Name	rank	Name	rank	role
Artamonov Vladimir	ChEng	Belkin Roman	ChOff	Anastasiiadi Andrei	Master	Facilitator
Khairullin Oleg	Master	Overchuk Alexander	Master	Bushmelev Sergey	Master	Flipchart
Salavatov Arslan	ChOff	Sheludko Viacheslav	Master	Koshetov Igor	Master	Presenter
Arsentyev Alexander	ChEng	Pushkar Sergei	Master	Ignatenko Leonid	ChOff	PC Operator
Potianikhin Nikolai	2nd Eng	Tsayukov Ivan	ChOff	Niukhin Sergei	ChOff	
Mikhaylov Ilya	2nd Eng	Kril Oleg	ChEng	Svistunov Evgenii	ChEng	
Shapran Aleksei	2nd Eng	Dolgopolov Igor	ChOff	Mayorov Alexey	ChEng	
Kotov Dmitrii	ETO	Avdeev Roman	ChEng	Lutonin Sergey	2nd Eng	
Chebotaev Maksim	ETO	Brinko Sergei	ChEng	Efimov Andrei	2nd Eng	
Skachkov Leonid	2nd Eng	Dobrynin Dmitrii	2nd Eng	Goncharov Konstantin	ChEng	
Snegurenko Evgenii	ChOff	Bonarev Albert	2nd Eng	Prikhodko Sergey	ETO	
Chimishliu Vladislav	ETO	Snegurenko Pavel	ETO			
PS		PS		PS		Roxana

RATINGS TANKERS GROUPS

Gr 1		Gr 2		
Name	rank	Name	rank	role
Galaida Denis	2nd Off	Maslennikov Vlad	3rd Off	Facilitator
Rosseikin Viktor	Bosun	Plekhanov Vladimir	Bosun	Flipchart
Kartashev Denis	A/B	Bulachev Yury	Bosun	Presenter
Semenik Vladimir	A/B	Baraka Oleg	A/B	PC operator
Voronkin Dmitrii	Oiler	Petrenko Sergey	Oiler	
Belousov Artur	A/B	Tsyrulnikov Oleg	Oiler	
Albert Dmitrii	AB	Evtushenko Konstantin	Oiler	
Pabolkov Aleksandr	Oiler	Lovshuk Valery	A/B	
Bondarev Igor	A/B			
PS		PS		Roxana

JUNIOR TANKER OFFICERS GROUPS

Gr 1		Gr 2		Gr 3		
Name	rank	Name	rank	Name	rank	role
Cherepanov Nikita	2nd Off	Durnov Egor	2nd Off	Iakovlev Anton	2nd Off	Facilitator
Shpak Konstantin	2nd Off	Emelianov Andrei	3rd Off	Semerov Igor	3rd Off	Flipchart
Tsys Ilya	2nd Off	Zubov Anton	3rd Off	Emelianov Anton	3rd Off	PC operator
Machtakov Artem	3rd Off	Ponimaskin Vasilii	4th Off	Kovalenko Artem	4th Off	Presenter
Azamov Mukhammadsodik	3rd Off	Kalenchenko Aleksandr	3rd Eng	Sabitov Mikhail	4th Off	
Dribas Danila	3rd Off	Zhukov Ilia	5th Eng	Tsybulskiy Iurii	5th Eng	
Karpov Ilia	4th Off	Vorozhchenko Andrei	3rd Eng	Kaiumov Kirill	4th Off	
Prokhorikhin Maksim	4th Off	Loginov Vadim	4th Eng	Bodzhgua Ruslan	4th Off	
PS		PS		PS		ROXANA

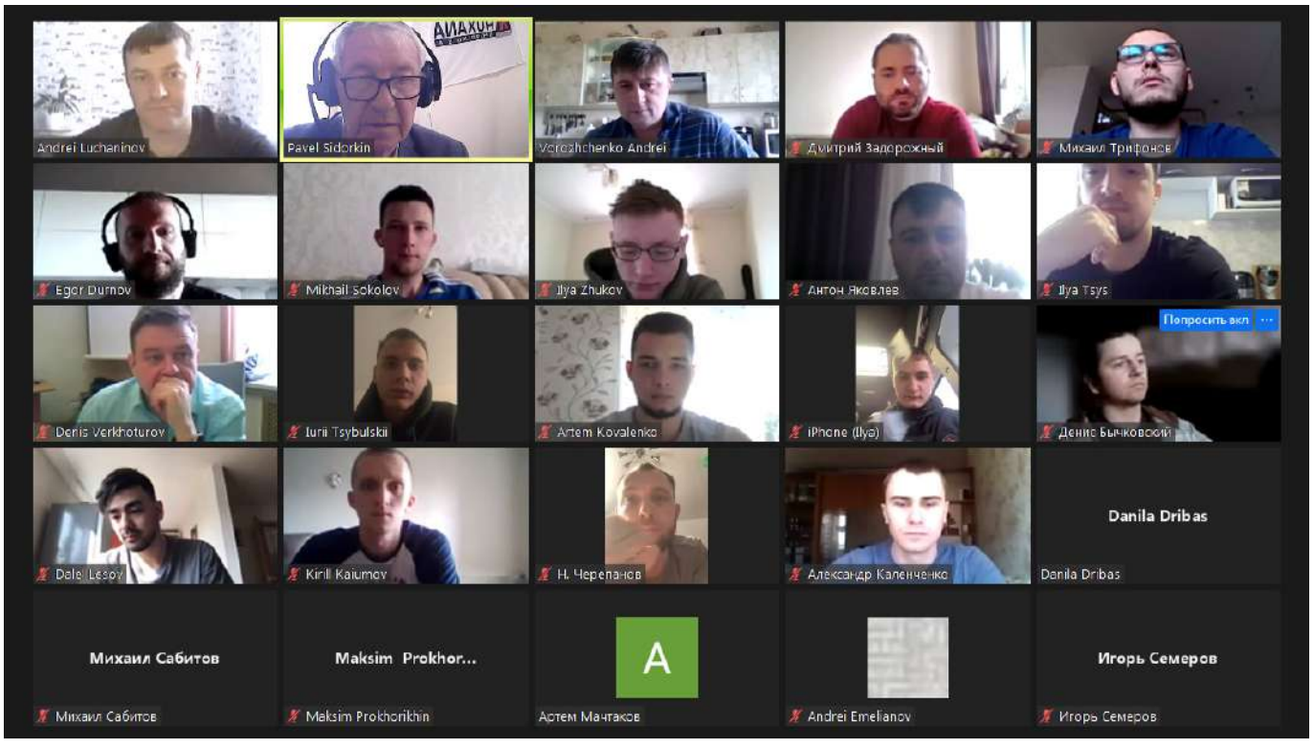
Tanker/Bulker senior and junior Officers/Ratings remote reflective learning engagements Dec22

JUNIOR BULKERS OFFICERS GROUPS

Gr 1		
Name	rank	role
Sokolov Mikhail	2nd Off	Facilitator
Lesov Dalel	2nd Off	Flipchart
Bychkovskii Denis	3rd Off	PC operator
Zadorozhnyi Dmitrii	3rd Eng	Presenter
Kovalenko Victor	2nd Off	
Trifonov Mikhail	3rd Off	
Luchaninov Andrei	4th Eng	
DV		ROKS

CATERING STAFF GROUPS

Gr 1		Gr 2		
Name	rank	Name	rank	role
Sidorkin Pavel	TO	Sidorkin Pavel	TO	Facilitator
Shibaev Oleg	Cook	Khalilov Shukhrat	Cook	Flipchart
Zayats Vitaly	M/boy	Nikolaenko Vladimir	Cook	PC operator
Bogdan Yanis	M/boy	Ivanenko Denis	Cook	Presenter
Nazarov Aleksandr	M/boy	Kaptcionok Ianis	M/boy	
Valkovskii Anton	M/boy	Zabrovskii Artem	M/boy	
PS		PS		Roxana



Pancoast Singapore

Pancoast Trading (Singapore) Pte. Ltd. Update 01Oct22 - 31Dec22

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 spot ships in East and recently in the West too following the strong market changes.

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

Fixtures: In 2023, Q1 Period: Pancoast office under commercial operational responsibility of Capt. Karthik were spot chartered with different Charterers including Oil majors.

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

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.

Weekly Meetings: Roxana and ROKS departmental weekly meetings are carried out every Thursday to discuss and co-ordinate ship updates.

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

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 and ROKS in East of Suez market. Apart from his other diversified roles, he also is heading the FPost Fixture / Claims department of Pancoast Singapore for the managed Tanker Ships.

- Mr. Alexandros Stathopoulos; entered his 7th year as Tanker Operator; and plays vital role in day to day operational issues, assisting with Pre-Post Fixture / Claims and co-ordination with other departments.

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

We thank with all our heart our Seafarers on board during this difficult pandemic time for their strength and patience during these exceptional times.

VMC (Vladivostok Maritime College)

A concert dedicated to the Defender of the Fatherland Day of Russia took place at the Vladivostok Maritime College.

The concert was held on 15th of February 2023, in the assembly hall of the Vladivostok Maritime College, so as to coincide with the celebration of the Defender of the Fatherland Day of Russia. The concert program of 10 compositions was performed by the military orchestra of the Direc-torate of the National Guard in the Primorsky Krai. The orchestra was conducted by its leader - lieutenant Roman Shadrin. The concert program included well-known and beloved patriotic melodies of different years. Vocal parts were performed by Sergey Proskuryakov and Yana Mindaugo Karibova. Cadets and college staff sang along with the artists, since the songs and musical compositions that sounded in the hall were familiar to everyone since childhood.

The director of the Vladivostok Maritime College, Vladimir Manko, thanked the orchestra for the mastery of the performance and the emotions presented, many kind words and wishes to the musicians, and presented the orchestra with a letter of thanks from the college staff.

Во Владивостокском морском колледже состоялся концерт, посвященный Дню защитника Отечества России!

15 февраля 2023 года в актовом зале Владивостокского морского колледжа состоялся концерт, приуроченный к празднованию Дня Защитника Отечества России. С концертной программой из 10 композиций выступил военный оркестр Управления Росгвардии по Приморском краю. Дирижировал оркестром его руководитель - лейтенант Шадрин Роман Алексеевич. Концертная программа включала известные и любимые патриотические мелодии разных лет. Вокальные партии исполнили Проскуряков Сергей Витальевич и Карибова Яна Миндауго. Курсанты и сотрудники колледжа подпевали артистам, ведь песни и музыкальные композиции, прозвучавшие в зале, знакомы каждому с детства.

Директор Владивостокского морского колледжа, Владимир Юрьевич Манько, поблагодарил оркестр за мастерство исполнения и подаренные эмоции, высказал музыкантам множество добрых слов и пожеланий, и вручил оркестру Благодарственное письмо от коллектива колледжа.

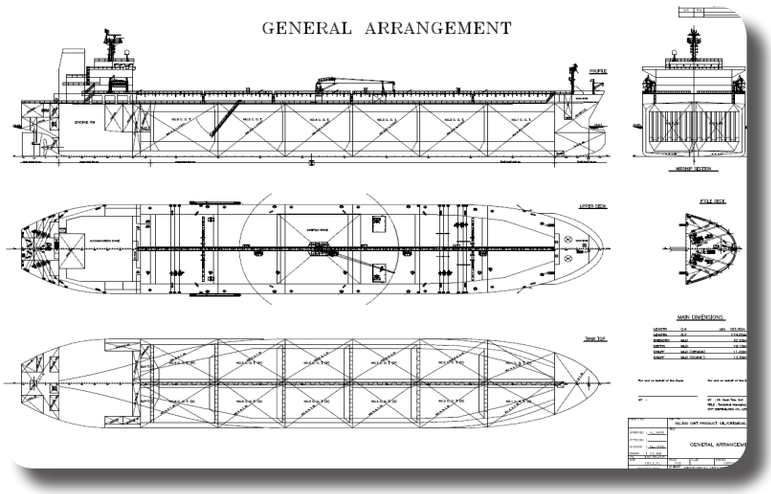
New Ladies on the Block

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 and carbon capture systems (CCS)
- Air emissions NOx and SOx control technologies and limits
- ECO designs and options

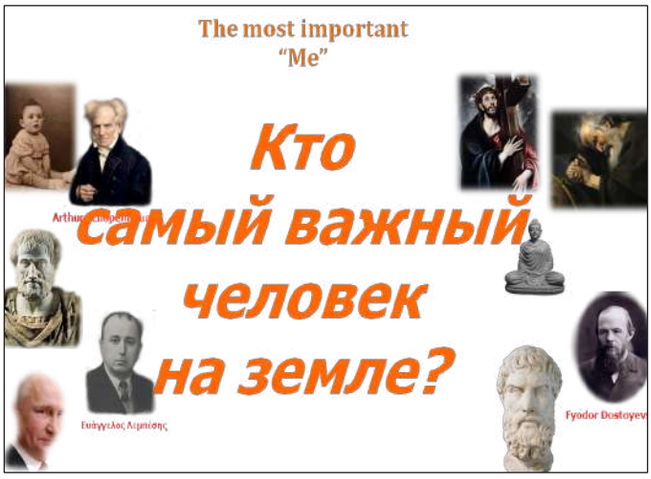
The next generation of newbuildings will be a challenge for the industry, particularly due to the evolution of LNG and other alternate fuels as marine fuels and the price level of the conventional and VLS/ULS fuel oil.

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



The fearless ego for success

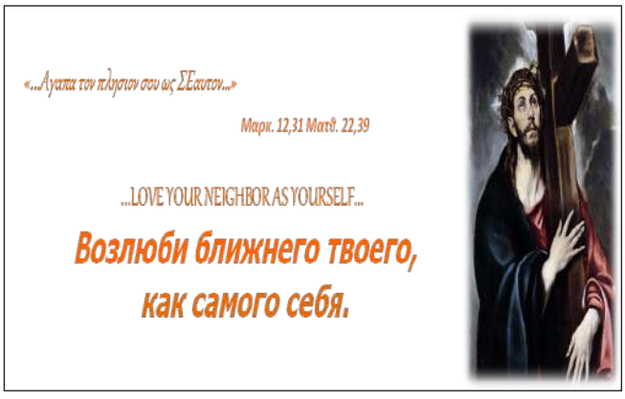
Inspired by the Partners in Safety project the Roxana "Ego" tree was launched end of 2016, finally introduced after the management review of May 2019 and was further developed to the Roxana "fearless ego for success" tree.
Each one of us elaborated on a basic question who is the most important person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



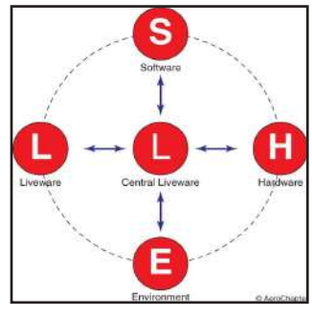
Based on this conclusion the principal order was introduced:

Return Home always Healthy!

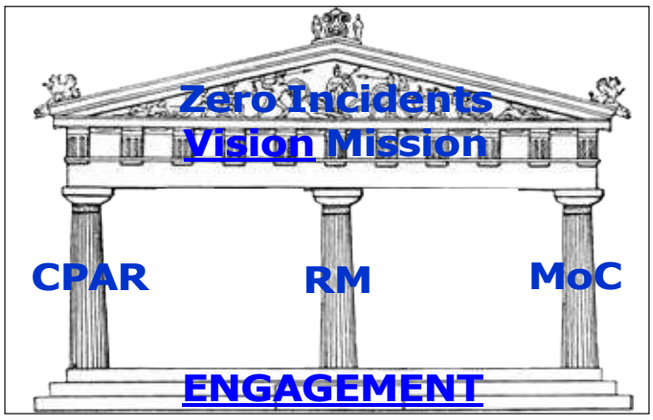
God by instructing us to love our neighbor as we love ourselves also guided us to the next conclusion that care about myself means care about my team.
If I care about myself I should care about my team so that all of us return home healthy.

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.

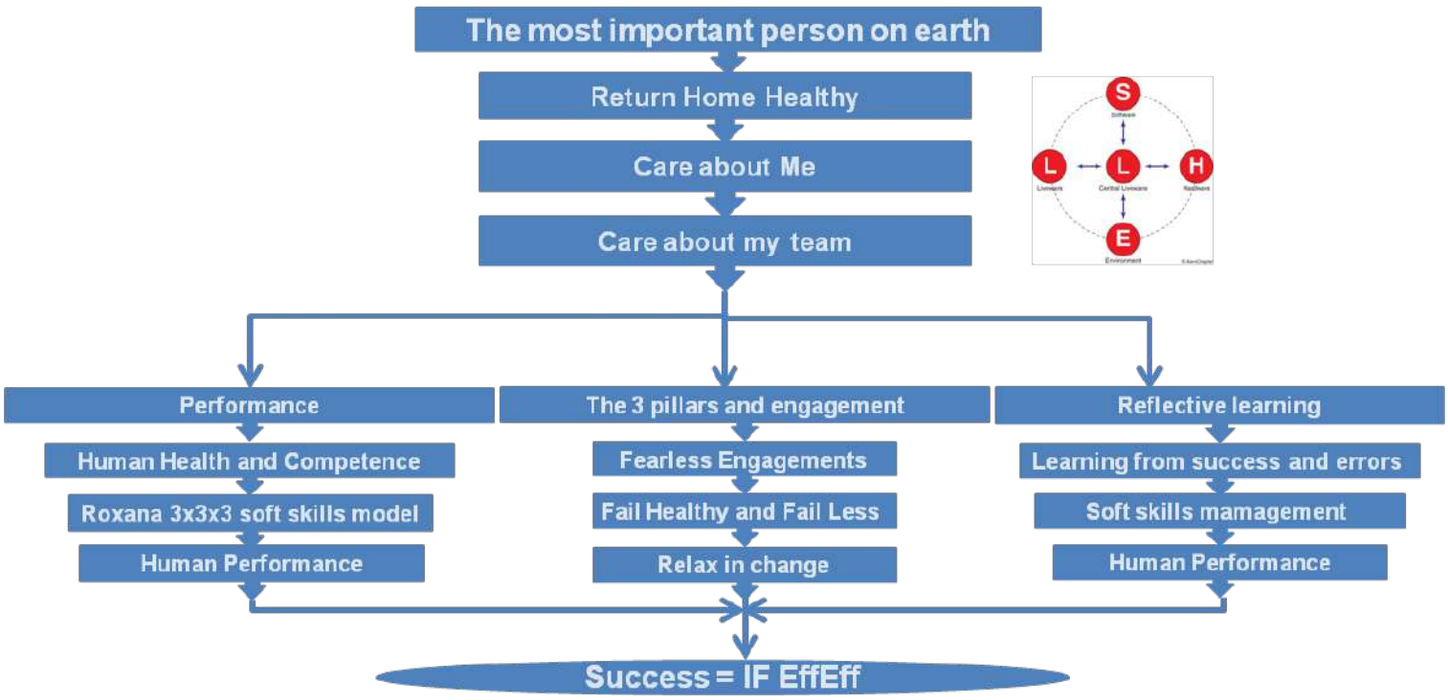
The 1st activity axis is addressing the Fearless engagements, the Risk management and the Management of Change as the three pillars, with engagement being the basement of our system, towards commitment to our Values and our policies for zero incidents.

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.

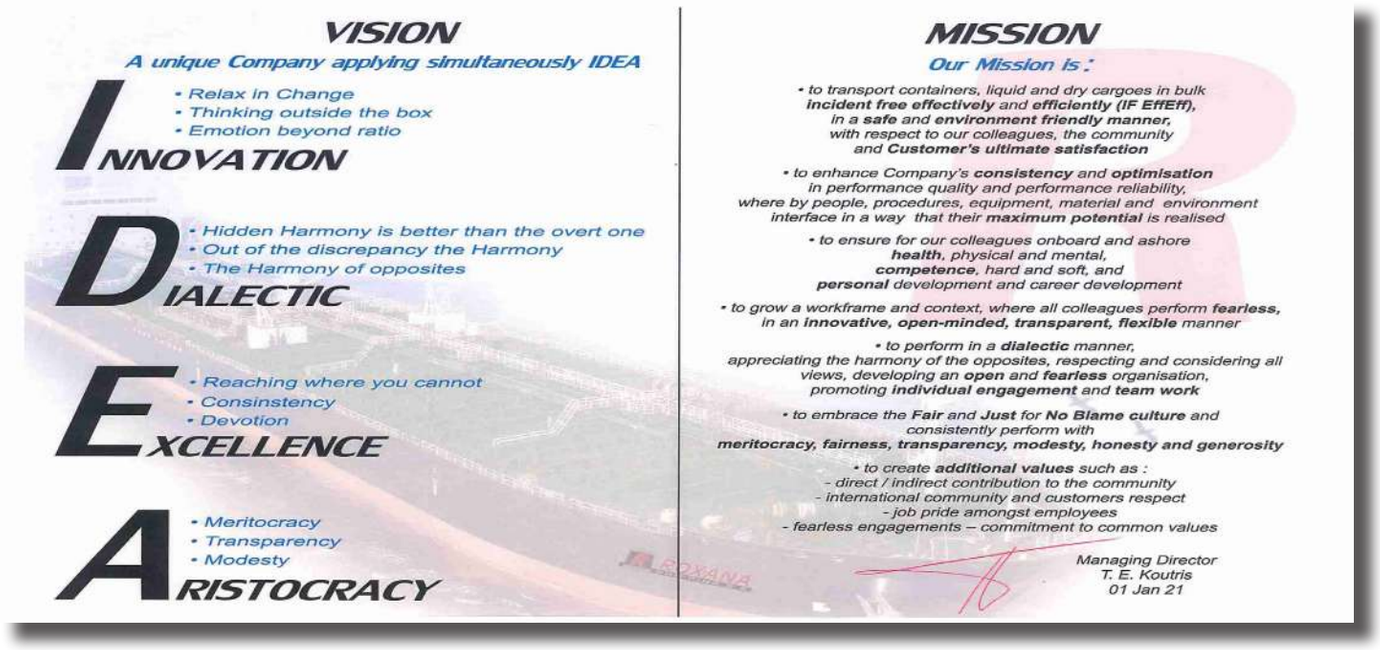
Separate articles in this magazine elaborate on the above three axes of activity, who ensure the Incident Free, Effective and Efficient (IF EffEff) operations throughout our organization ashore and on board.

Fearless Ego for Success



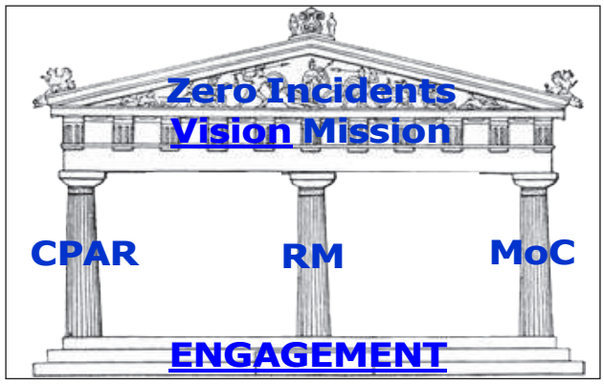
The 3 pillars and engagement

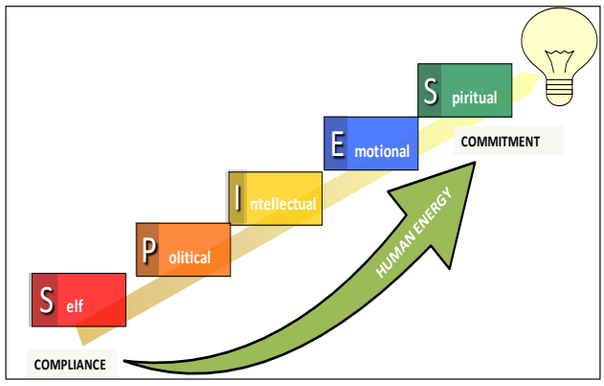
Late 2107 we introduced the three pillars and engagement principle, as the backbone of our system development to meet our Zero Incidents target, in compliance with our IDEA Vision and Mission.



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

"THE WHOLE IS NOT THE SAME AS ITS PARTS"

2000 year before Dostoyevsky a pure mathematical paradox was quoted

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

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

«...ΤΟ 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!

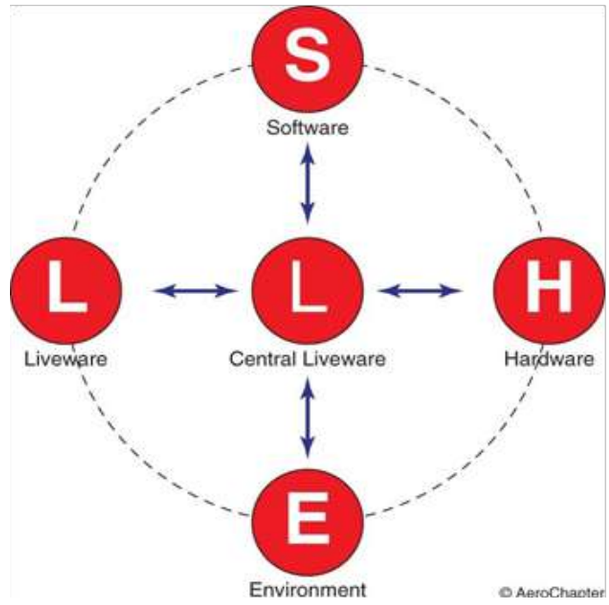
The 2+2=5 concept was developed while elaborating on the TeamWorking soft skills and facilitated our understanding of the added value of a team where differences are harmonized.
The teams concept is introduced

- **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

Composition of Helmepa Training Committee

The composition of Helmepa's Training Committee took place within the end of December 2022, and is based on the expertise and valuable voluntary input of its Member properties (Novices, P&I Clubs, ship managers, anti-fouling companies, technology or marine equipment companies, etc.), and through their executives.

Each member-company nominated one participant, who should be expert in maritime training and able to provide knowledge and insight on the current operatio`nal aspects/needs of shipping and the wider maritime sector.

Our managing director, Mr. Koutris joined the TC as our Roxana Shipping S.A. representative, so as to support Helmepa's goal, to empower seafarers and shore-based professionals with quality refresher training and skills necessary to address decarbonization and the ongoing green/digital transition as well as other contemporary challenges, leaving no one behind.

The composition of the new TC includes 45 executives of 28 managers companies, 6 registered and reinsurers (P&I), 3 supporting members and 2 representatives of the academic community (World Maritime University - University of Piraeus).
The Commission's Executive Board is made up of 15 TC members and with a new President, Capt. Nikos Polymeris of Danaos Shipping.

The two-year training program for 2023-2024, has been scheduled with the priceless help of 65 member companies, who took place in the Helmepa's survey, taking always into consideration the legislative and technological developments, the findings of PSCs, the evaluation of last year's program by the participating sailors and shipping companies executives, as well as the highlights from the last Committee meeting of Dec22.

The program includes 28 one-day and two-day webinars, 13 seminars and labs with physical presence at HELMEPA Maritime Training Center and member companies' premises, as well as 5 hour-long electronic dialogues (HELMEPA Dialogues) between invited panelists on topical issues. In addition, the HELMEPA Academy includes a series of physical presence seminars and webinars on ESG/ Soft Skills/ Environmental Awareness/ Blue Economy topics, which have been developed under the cooperation with members and partners.

Our company will continue to support these trainings and benefit from the valuable expertise shared, both to our employees and our seafarers. Finally, the first TC is to be held on 4 April at ATHINA Maritime Learning & Development Center, Voula, Athens.

To read more about Helmepa as well as to review the training program, please visit:
https://www.helmepa.gr/naftiliaki-epimorfosi/trexon-epimorfotiko-programma

Newsfront - Greener Shipping Summit 2023

Our managing director Mr. Koutris, attended the Greener Shipping Summit 2023, held by Newsfront and under the auspices of Martecma, which took place on the 16th of March in Eugenides Foundation, Athens.
The summit with title "New Technologies and Education", was attended by 400 delegates, from 242 companies and 13 countries around the world.
You will find the recorded presentations of the summit (in three parts, i.e the three sessions), which have been uploaded at the Summit's website, in the following link:
https://conference20.newsfront.gr/home/conference-details/presentations

Photos of the summit:
https://conference20.newsfront.gr/home/conference-details/photos

2023 Green4Sea Athens Forum

Our Managing director Mr. Koutris attended on 29Mar23 the 2023 Green4Sea Athens Forum, held by Safety4Sea, which took place in Eugenides Foundation, Athens.
The one-day event focused on ways to accelerate maritime decarbonization, providing the current landscape and challenges of alternative fuels and propulsion systems being developed as well as recent regulatory updates and their impact on industry's journey towards a more sustainable future.
This was an event aiming at a target group of more than 700 Delegates and 350 Organizations (Mainly Safety, Technical, Operations, marine departments of Shipping Operators and relevant associated Industry Organizations).

During the meeting, presentations from various shipping companies were given, covering various shipping trends, such as:
- Sustainability challenges and key areas to focus on up to 2030 - Forthcoming regulatory developments and options
- Challenges, Barriers and Drivers towards sustainable shipping
- Strategy towards effective energy transition
- Best practices to drive maritime decarbonization
- Key measures to enhance industry's environmental performance
- Lessons to be learned and applied from other industries
- Market momentum and success stories of alternative fuels
- Competitive strengths and weaknesses of alternative fuels and wind propulsion against other power options

Our Managing Director Mr. Koutris participated in the last panel of Ship Managers Perspectives, and passed the message to the participants that the zero carbon target resembles the zero incidents target, and therefore the human factor should be considered, in this case the leaders have to pass to each individuals in their teams to consume less and re-use more, to protect a planet with limited resources.
You will find the relevant agenda and material of the forum at the link below: https://events.safety4sea.com/2023-green4sea-athens-forum/?utm_source=newsletter&utm_medium=email&utm_campaign=2023+GREEN4SEA+Athens+Forum+Follow+Up

Photos of the forum: https://www.flickr.com/photos/safety4sea/

Press Release of the forum: https://safety4sea.com/2023-green4sea-athens-forum-how-industry-navigates-the-complex-legislative-landscape-towards-decarbonization/

Video Presentations are available on YouTube at the SAFETY4SEA Channel: https://www.youtube.com/@Safety4Sea/playlists

Speaker Articles:
Edited articles with key points of several presentations will be available at https://safety4sea.com/ under 'Opinions' column

Paper Magazine Coverage: Event will be covered in the next SAFETY4SEA Log

TEK attendance M/T Malbec 10-11Feb23

Our Managing Director Mr. T. Koutris boarded M/T Malbec on 10&11Feb23 at Dubai during her Drydocking.
Security watch on board headed by ChOff Dmitrii Emelianov was very polite, helpful and effective. Tour of the vessel was conducted, in the presence of Master Leonid Karasev and Chief Engineer Evgeny Slinko. The following follow up message was sent to Master Leonid Karasev:

qt
Dear Capt Leonid,
Thank you, the Chief Engineer Evgeny Slinko, the Chief Officer Dmitrii Emelianov and your crew for the co-operation and hospitality extended throughout our attendance on board on the 10&11Feb23.
We have noted with interest that no particular personal issues for your crew were reported to be resolved.
During this attendance we had the chance to:
• express our appreciation for:
• the excellent team you are privileged to manage and work with, and the efforts done to improve the overall condition of your Ship
• achieving the 0 injuries target
with the will to keep up doing a good job
• 3rd party inspections performance, meeting the targets and particularly for vetting 3.5 dpi
• PSC inspections, meeting the target of 0.6 def/inspection
• your crew resilience and understanding for crew changes delays during the covid19 pandemic and the war sanctions, which will most likely last throughout the 2023
• discuss the Company Vision the IDEA values, the TAB Safe and PALI principle
• elaborate on the Roxana "Fearless ego for success" tree , highlighting:
• the Principal Order for all to" Return Home Healthy", with the related "care about myself and my team" and the "communication for resilience" workshops
• the three pillars of our system, CPAR MoC and RM
• the engagement as ticket to commitment and culture and how engagement is boosted on board with the active participation of HSQE committee members, through Master's review and response to Company project FUNs and the application on board of reflective LFI, LET, debate on board and resilience modules
• introduce the new concepts of:
• the Roxana 3x3x3 soft skills model and the health (Physical and mental) and competence (soft and hard), as pre-requisites for success in human performance
• the principles of human performance:
• Humans err
• Humans want to do a good job
• Human error is opportunity for system improvement
which are the basement for developing a fair and just culture, which at the same time is a no blame culture, success, meaning Incident Free Effective Efficient (IF EffEff)

We had the opportunity to address:
• The covid19 and the war sanctions and how to manage crew changes and crew allotments in such a challenging environment
• the campaigns we are up to this period ie:
• Return Home Healthy and PALI principle
• The Building healthy habits, exercises
• The training on board for promotion, the reflective LFIs/LETs and resilience modules
• All company projects FUNs and action plans from ship's side

We had also the opportunity to discuss how your and your crew contribution to the smooth completion of the repairs can be effected, how to improve co-ordination with the Fleet sup/nt and how to attend the daily meetings with shipyard.
Thank you again, stay healthy, ensure that all Return Home Healthy and pls convey our thanks to your crew.
uqt

USE OF BIOFUELS IN SHIPPING - Extract from DNV Technical Regulatory News No. 05/2023

The use of biofuels or biofuel blends is one of many ways to comply with the IMO's strategy on the reduction of GHG emissions from ships, and DNV has seen an increasing interest in these new fuels. This technical news aims to clarify the regulatory status and other considerations on the usage of such fuels.

DNV has received many requests regarding the safe operation of ships using biofuels and/or biofuel blends and how to comply with international regulations when using these fuels. Below is a summary of regulatory issues, safety and operational aspects:

Types of biofuels

Three types of biofuels are relevant for maritime shipping:

• **FAME (**Fatty acid methyl ester) is produced from vegetable oils, animal fats or waste cooking oils by transesterification, where various oils (triglycerides) are converted to methyl esters. This is the most widely available type of biodiesel in the industry and is often blended with regular marine diesel.

International standards: ISO 8217:2017, EN 14214, ASTM D6751, EN 590

• **BTL** (Biomass to liquid) fuels are synthetic fuels that are produced from biomass by means of thermo-chemical con- version using the Fischer-Tropsch process or the methanol- to-gasoline process. The final product can be fuels that are chemically different from conventional fuels such as gasoline or diesel but can also be used in diesel engines.

International standards: EN 16709, EN 15940

• **HVO/HDRD** (Hydrogen vegetable oil / Hydrogenation derived renewable diesel) is the product of fats or vegetable oils – alone or blended with petroleum – refined by a hydrotreating process known as fatty acids-to-hydrocarbon hydrotreatment. Diesel produced using this process is often called renewable diesel to differentiate it from FAME biodiesel. HVO/HDRD can be directly introduced in distribution and refuelling facilities as well as existing diesel engines without any further modification.

International standards: ASTM D 975

Currently, FAME is the most prominently used biofuel in marine applications. It is either used in blends with traditional petroleum fuels or as 100% biofuel.

Biofuels and their effect on GHG regulations

• **EEDI and EEXI**

The EEXI and EEDI only consider the so-called tank-to-wake approach, meaning that only the carbon content of standard reference fuels the vessel is designed for is considered. For that reason, the usage of biofuels has no effect on the EEXI or the EEDI.

• **CII (Carbon Intensity Index)**

In view of IMO DCS reporting as well as the CII calculation methodology – as per the 2022 SEEMP Development Guidelines, Resolution MEPC.346(78), and the CII Calculation Methods Guidelines, Resolution MEPC.352(78) – in case of fuel types not covered by the guidelines, the con- version factor Cf is to be obtained from the fuel oil supplier and supported by documentary evidence.

Any non-standard approach in the determination method- ology of tank-to-wake emissions for biofuels is subject to acceptance by the vessel's flag administration as well as the RO handling the IMO DCS and CII verification on behalf of the flag, where an addition to the list of fuel types used and applicable conversion factors needs to be reflected in the SEEMP Part II.

In case of acceptance of the flag state administration, the usage of biofuels, also in form of blends with traditional petroleum fuels, will have a significant impact on the reduction of the CII value.

USE OF BIOFUELS IN SHIPPING - Extract from DNV Technical Regulatory News No. 05/2023 (Continued)

• **EU MRV**

As per Regulation (EU) 2015/757, in case of alternative fuels, the monitoring plan shall contain "the methodologies for determining the emission factors, including the methodology for sampling, methods of analysis and a description of the laboratories used, with the ISO 17025 accreditation of those laboratories, if any". It is worth noting that Directive (EU) 2018/2001 (EU RED II), Annex V, Part C provides a methodology for greenhouse gas emissions from the production and use of transport fuels, whereas per point 13, the CO2 emissions of the fuel in use shall be taken to be zero for biofuels and bioliquids.

The proposed method for calculation of the CO2 emission factor for biofuel and biofuel blends should be included in the ship's MRV Monitoring Plan along with an addition to the list of fuel types used and method for determination of fuel density, with the revised plan being subject to acceptance from the Accredited Verifier, such as DNV.

In summary:

Effect from use of biofuels:	
EEXI/EEDI	No effect
CII	Reduction of CII if accepted by flag
EU MRV	Reduction of the annually reported CO2 emissions

Biofuels and their effect on NOx regulations in IMO MARPOL Annex VI

On 10 June 2022, the Marine Environment Protection Committee approved Unified Interpretations (UIs) to Regulation 18.3 of MARPOL Annex VI simplifying the use of biofuels on board ships. It is now generally assumed that marine diesel engines certified in accordance with MARPOL Annex VI Regulation 13 should be permitted to use most liquid biofuels without the challenge of emission testing on board.

There is no need for applying an exemption according to MARPOL Annex VI Regulation 3 for testing the use of biofuels, and there is no need to follow the equivalency procedure under Regulation 4 of the Annex VI to the MARPOL Convention.

A self-check according to the Onboard Verification Procedure (to be found in the engine-specific Technical File) would be sufficient to demonstrate that biofuels do not "cause an engine to exceed the applicable NOx emission limit".

Appendix 1 contains more details on the application of Regulation 18.3 of MARPOL Annex VI.

Technical items to be observed and challenges on board

These are some of the possible consequences from the use of biofuels:

• Microbial growth: Bacteria and mould may grow, causing filters and piping to clog.
• Oxygen degradation: Biodiesel could form deposits in pip- ing and engine, compromising operational performance.
• Low temperature: The higher cloud point may lead to the clogging of filters at lower temperatures.
• Corrosion: Some types of hoses and gaskets could degrade, leading to loss of integrity, and interact with some metallic material to form deposits.
• Possible degeneration of rubber sealings, gaskets and hoses: Important to verify that these components can be used together with biofuel.
• Conversion: When switching from diesel to biofuel, fuel filters can become clogged.

DNV support

As your DCS verifier, DNV can support you in communication with the flag administration on biofuel topics to support the inclusion of biofuels into your fuel oil consumption reports and CII ratings.

Recommendations

We advise our customers to contact DNV at an early stage to evaluate the individual impact of the intended biofuel usage and to assess the most practical way to ensure safe ship opera- tion whilst staying in compliance with international regulations.

USE OF BIOFUELS IN SHIPPING - Extract from DNV Technical Regulatory News No. 05/2023 (Continued)

References

- Decarbonize shipping – information hub
- MRV topic page
- DCS topic page
- EEXI topic page
- EU ETS – Emissions Trading System page
- MARPOL Annex VI Regulation 18
- MARPOL Annex VI Regulation 19
- Resolution MEPC.346(78)
- Resolution MEPC.352(78)

APPENDIX 1
Application of MARPOL Annex VI Regulation 18.3 for biofuels

- **Fuels with a biofuel content <30%**: In principle these fuels fall under the definition of marine fuel oil derived from petroleum refining (Regulation 18.3.1) and no NOx testing nor assessment is required.

- **Fuels with a biofuel content >30%**: A marine diesel engine which can operate on a biofuel which is a blend of more than 30% without changes to its NOx critical components or settings outside those as given by that engine's approved Technical File, should be permitted to use such a fuel oil

Applying for a non-objective letter from flag would be advisable for the first trials to test that the engine(s) for the use of biofuels, but if reliable statements can be made that changes to the NOx critical components and settings/operating values outside those given in the engine approved Technical File will not be necessary, also a non-objective letter will not be necessary nor a re-certification of the EIAPP certificates for the engine.

In such cases the unified interpretation by MEPC.1/Circ.795/ Rev.6. can be taken for granted and fuels up to 100% of biofuel can be used without any further checks since the Onboard Verification Procedure will be checked anyhow dur- ing each annual and intermediate survey.

Should it be necessary to amend NOx critical components or adjust settings/operating values outside those given in the engine approved Technical File to use biofuels on board ships, the overall NOx emissions performance should be verified by NOx testing not to cause the specified engine to exceed the applicable NOx emissions limit.

This needs to be done by using the onboard simplified measurement method acc. 6.3 of the NOx Technical Code 2008, or the direct measurement acc. 6.4 of the NOx Technical Code 2008, or by reference to relevant test-bed testing (an allowance of 10% of the applicable limit may be accepted for measurements on board).
The related trials should be covered by an exemption issued by the relevant flag authority acc. to MARPOL Annex VI Regulation 3 for testing the use of biofuel of the vessel from MAR- POL Annex VI, Regulation 13. The trials should be subject to a detailed plan being submitted, including approximate sea area and trials for a limited period.

For continued usage of the fuel after completion of such trials, further confirmation should be submitted to the Administrator that NOx emissions were within the limits set out in MARPOL Annex VI, Regulation 13 and the continued usage should be accepted as an equivalent under Regulation 4 of the MARPOL Annex VI.

To prevent challenge from third party inspection such as PSC, please pay attention that the product name, as entered onto the bunker delivery note, should be of sufficient detail to identify whether, and to what extent, a biofuel is blended into the product as supplied.

KR Cyber Security Technical Seminar

Our Managing director Mr. Koutris, attended on 31Mar23 the KR Cyber Security Technical Seminar, held by Korean Register, which took place at the Intercontinental Hotel, Athens.

This seminar gave the insight and comprehensive knowledge of maritime cyber security recent issues and regulations to top/technical managers, superintendents and in-house IT experts related to ships in operation and new buildings.

In addition, Korean Register provided lessons and learn based on the practical experiences from the certification services and technical services to support its customers to respond cyber security issues.

The Agenda included the below topics:
- IACS new regulations overview: Cyber resilience of ships and on-board systems and equipment
- KR maritime cyber security services: Lessons learned
- Q&A

Participants from the Korean Register included PARK Joosung, SVP & Europe Regional Manager, and KR HQ's Maritime Cyber Security Team experts who presented the seminar, LIM Jeoungkyu, Senior Surveyor & YOO Jinho, Senior Surveyor.

UGS offers scholarships for the academic year 2023-2024

On Tuesday 21Mar23, the official presentation of the Annual Postgraduate Scholarship Program of the Hellenic Shipowners' Union, for the academic year 2023-2024, took place at the Piraeus Maritime Club.
The Union of Greek Shipowners announced the offer of 100 scholarships which includes studies both in Greece and abroad, in postgraduate programs of pre-doctoral level, for one or two-year studies, through its Syn-enosis* Program. ROKS Maritime Inc. was one of these companies receiving this request, and we are proud to support Union of Greek Shipowners' Program, which in turn supports young professionals who are passionate about academic excellence.
The awarding of the 100 Scholarships is the most extensive scholarship program in the history of the Hellenic Shipowners' Union and demonstrates in practice that Greek shipping and Greek society are always together.
It is worth noting also that the last years, UGS, through its Syn-enosis Program, has offered over 80,000,000 euros in the fields of health, education, social welfare, food aid, projects of public interest as well as crisis response.
The Union stated that strongly supports the young men and women of our country, who believe in themselves, invest in their skills, dream, claim their wants and follow their vision.

For more info regarding Syn-enosis please visit:
https://ugs.gr/gr/scholarships-social-welfare-and-solidarity-programmes/social-welfare-and-solidarity-programmes/

For watching the video of the event please visit:
https://youtu.be/IQuYq055R9s

*The word Syn-enosis comes from the Greek word Συν-ένωσις, meaning we unite together.

From left to right: Rear Admiral George Alexandrakis, Chief of the Hellenic Navy - Coast Guard / Hellenic Coast Guard, Mr. Ioannis Plakiotakis - Minister of Shipping and Island Policy, Ms. Melina Travlou - President of the Union of Greek Shipowners, Mr. Antonios Th.N. Laimos - Vice President of the UGS, Mr. Dimitrios Fafalios - Secretary of the UGS, Mr. Konstantinos Karousis - Deputy Treasurer of the UGS, Mr. Konstantinos Katsafados - Deputy Minister of Shipping and Island Policy.

Remote pita cutting 2023

The Covid-19 pandemic again did not prevent our Company from organizing the traditional New Year ¨pita¨ cutting.

The process though was modified, so that all the measures against the corona virus spread were effectively implemented.

The physical presence of 10 colleagues and the priest was backed up by the remote attendance of all Company employees through the
Zoom platform.

The winner of the golden coin was Stavros Kavouris, while from the Fleet M/V Discoverer was the lucky ship to win another golden coin.

The ceremony ended as always with the warm whishes of our priest father.

Intertanko ISTEC63 and BSC50 07-09Mar23

Please note that from 07Mar23 till 09Mar23, our Managing Director Mr. Koutris attended the Intertanko Safety & Technical Committee Meeting (ISTEC63), along with the Bunker Sub-Committee Meeting (BSC50), which took place in London, at the America Square conference center.

The main topics that were discussed during the BSC meeting (7Mar23), are listed below:
- Lack of uniformity of sampling procedures, MEPC.182(59)
- Outcome of MSC106 on bunker licensing scheme
- Fuel Oil Safety low flashpoint fuel oil
- Biofuel – updates
- Use of LNG and Ammonia as fuel
- LCA Guidelines (IMO draft Guidelines on Lifecycle Assessment (LCA) of Marine Fuels)
- In-use fuel oil sampling point - MARPOL Annex VI, Reg. 14.10

During the ISTEC meeting (8-9Mar23), the following main topics were discussed:
- GHG Emission Reductions
  - Updates from MEPC 79 - IMO's Medium- and Long Term Measure
  - Sharing of experiences on EEXI and CII implementation
  - Updates on work of OCIMF/Industry EPL WG
  - INTERTANKO Members' data reporting project
  - Alternative fuels (complementary to BSC discussions)
  - Lifecycle GHG and Carbon Intensity Guidelines for Maritime Fuels (LCA Guidelines)
  - EEDI Phase 4 and Onboard Carbon Capture
  - Fuel EU Maritime and EU Emission Trading Scheme
- Tanker Specific Matters
  - California CARB At-Berth Regulation
  - ISO standard 15364:2021 & MSC/Circ.677 / confusion on P/V valves allowable leakage
  - Additional measures to reduce VOC emissions from tankers
  - Digitalization and automation of ships
- Other matters
  - OCIMF Intertanko safety initiative
  - Crew Exchange / current and future challenges
  - Remote surveys
  - IACS/Industry JIWG on Future Proofing Maritime Safety Regime
  - Material Declaration (MD) & Supplier's Declaration of Conformity (SDoC)

You will find the relevant agenda, material and final minutes of the conferences in the links below:
ISTEC agenda , ISTEC material , ISTEC minutes
BSC agenda , BSC material , BSC minutes

Inhouse path:
ISTEC: K:\Pool\MR\Intertanko\ISTEC\ISTEC 63 London 08-09Mar23
BSC: K:\Pool\MR\Intertanko\Bsc\Bsc50 London 07Mar23

Shell Maritime Partners in Safety CEO Conference 2023

Our managing director Mr. Koutris attended from 28Feb23 till 01Mar23, the Shell Maritime Partners in Safety CEO Conference 2023, which took place in London, at the Courtyard hotel by Marriott, Heathrow.

During the conference an update was given for the past and the presence of the PnS journey, highlighting the 2011 - 1 every 7 days serious or potentially serious incidents to the 2017 - 1 every 62 days, which in 2022 was 1 every 52 days.
Then the issue was discussed in how to move forward the journey to the 0 incidents industry, and the three pillars of sustainability, partnership and trust were introduced.

The causal reasoning investigation method was introduced, to be used on its own or supplementary to the existing incident investigation methodology each company is using, with objective that investigation ends up in decent lessons learnt to avoid re-occurrence.

The basic take over for us out of the conference is that:
- Incident investigation is meant to lead to lessons learnt for improving.
- Incident investigation leads to learn from when things go wrong, but most importantly when things go right.
- Incident investigation should shift to "what" from "who", ie to system improvement from human error.

The above principles are already reflected in our DMS, however we will further revise it to highlight that Learning for improvement out of incident investigations is vital and that causal reasoning may supplement the S.H.E.LL model we use during investigations, so that investigations lead to meaningful lessons learnt for improving.

You will find the relevant agenda and material of the conference in the links below:
Agenda
Material

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 was 0 detentions and then 0.9 deficiencies per inspection, and the same remains for 2023, 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, remaining the same for 2023.

Thanks to the effective efforts of our Fleet we are proud for the outstanding performance of the vessels in terms 3rd party inspections as indicated in following table:

VESSEL	MASTER	CHENG	FLEET SUPNT	INSPECTION	PORT	DATE	DPI	Target
M/T Aramon	V. Siniavskii	A. Mayorov	-	Vetting	Fujairah	08Dec22	4	3,5
M/T Miracle	I. Koshetov	K. Evgrafov	-	Vetting	Laconia Bay	17Dec22	3	3,5
M/T Aligote	V. Cherepanov	A. Potyanikhin	-	Vetting	Lome	28Feb23	4	3,5
M/T Altesse	O. Sukhodoev	A. Polkonikov	-	Vetting	Fujairah	28Feb23	2	3,5
M/T Asprouda	A. Okolo-Kulak	I. Mikhailov	-	Vetting	Dock Sud	10Feb23	2	3,5
M/T Asprouda	A. Okolo-Kulak	I. Mikhailov	-	PSC	Common Zone	09Feb23	0	0,9
M/T Asprouda	A. Okolo-Kulak	I. Mikhailov	-	PSC	Primorsk	15Mar23	0	0,9
M/T Athiri	N. Zenenko	S. Orevkiy	-	Vetting	Sohar	21Feb23	2	3,5
M/T Athiri	N. Zenenko	S. Orevkiy	-	PSC	Ras Tanura	28Feb23	0	0,9
M/T Marvel	S. Simonov	B. Selifontov	-	Vetting	Durban	05Feb23	4	3,5
M/T Marvel	S. Simonov	B. Selifontov	-	PSC	Fujairah	03Mar23	0	0,9
M/T Miracle	I. Koshetov	K. Evgrafov	-	PSC	Eregli	09Jan23	0	0,9
M/V Discoverer	S. Rychkov	G. Mishakov	-	PSC	Dakar	03Jan23	0	0,9
M/V Revenger	A. Lysyy	S. Makalich	-	PSC	Rosario	01Feb23	0	0,9

Best ship performance 2022

It was in the Management Review of 2012-02 that the issue of monitoring the individual performance of Ships and Officers serving in Roxana and ROKS Fleet was raised. At that time, KPIs were considered to be LTIF/TRCF, 3rd party Inspection performance and spares ordered vs budget.

In the Management Review of 2022-01 a new excel monitoring the Ship's performance was introduced. The new format monitors further key aspects of each Ship's performance including LTIF/TRCF, PSC detentions and DPI, Vetting acceptance and DPI (for Roxana and ROKS Fleet), Master's review proposals, Near misses and RMs, Best practices, Condition of Class.

Each of the above KPIs bears a weight factor in the equation calculating the point each ship collects over the year.

Apart from LTIF and TRCF, the PSC and vetting performance, Near misses and RMs and the Master's review proposals have influenced a lot the score of the ships.

The 2022 statistics for Roxana and ROKS Fleet according to the new format have indicated following 3 top scoring ships:

		EVALUATION CRITERIA																EVALUATION RESULTS
SHIP NAME	VESSEL'S AGE	LTIF	TRCF	Fatalities per year	No of Pollution incidents	No of TIARE obs - Unsafe Acts/ Unsafe Conditions	No of vetting obs/inspection	No of Vetting rejections	No of PSC inspection obs per inspection	PSC detentions	Downtime due to critical equipment failure h	No of Best practices identified / implemented	No of Near Misses per year	No of Risk assessments	No of Master's review proposals and change requests per year	Crew complains per year	COC	REMARKS / COMMENTS
TARGET VALUE	10	0	1	0	0	10	3	0	0,9	0	0	2	36	24	12	0	0	
WEIGHT FACTOR	3	-10,0	-7,0	-100,0	-10,0	-5,0	-6,0	-10,0	-5,0	-10,0	-0,9	0,7	0,7	0,7	0,7	0,7	-10,0	
Altesse	13	0	0	0	0	6	3	0	0	0	0	2	27	19	5	0	0	
Asprouda	10	0	0	0	0	4,5	2	0	0	0	0	1	25	20	2	0	1	
Marvel	15	0	0	0	0	5,5	5	0	0	0	0	0	28	20	3	0	0	
																		EVALUATION RESULTS
Weighted Targets	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ship																		Weighted Result
Altesse	9	0	-29,33	0	0	-5	-10,5	0	-5,5	0	0	-1,4	-7,7	-1,4	-6,3	0	0	25,8
Marvel	15	0	7	0	0	20	0	0	4,5	0	0	0	-6,3	-3,5	-4,9	0	0	20,9
Asprouda	0	0	7	0	0	3,5	-12	0	-0,5	0	0	-0,7	-7	0	-4,9	0	0	16,8

Congratulations for a job well done to the Masters, Chief Engineers and crew on board of:

Altesse: 30Jun21-25Jan22 Khairullin Oleg, 24Jan22-15Jul22 Sukhodoev Oleg, 14Jul22-13Dec22 Khairullin Oleg, 13Dec22-todate Sukhodoev Oleg
27Nov21-09Apr22 Polkonikov Alexey, 06Apr22-18Nov22 Dolgopolov Igor, 18Nov22-22Mar23 Polkonikov Alexey

Marvel: 02Dec21-13Jun22 Cherepanov Viacheslav, 13May22-08Aug22 Shtyrba Dmitrii, 02Aug22-24Nov22 Mikhalev Oleg, 20Nov22-07Apr23 Simonov Sergey
22Dec21-13Jun22 Selifontov Boris, 09Jun22-21Nov22 Shumkov Anton, 20Nov22-07Apr23 Selifontov Boris

Asprouda: 16Dec21-02Aug22 Chernobrovkin Andrey, 01Aug22-15Mar23 Okolo-Kulak Andrey
21Sep21-10Mar22 Svistunov Evgenii, 08Mar22-31Jul22 Mikhailov Iurii, 03Aug22-07Jan23 Kril Oleg

The 2022 statistics for ROKS Fleet according to the new format have indicated the following top scoring ship:

		EVALUATION CRITERIA													EVALUATION RESULTS
SHIP NAME	VESSEL'S AGE	LTIF	TRCF	Fatalities per year	No of Pollution incidents	No of BIARE obs - Unsafe Acts/ Unsafe Conditions	No of PSC inspection obs per inspection	PSC detentions	Downtime due to critical equipment failure h	No of Best practices identified / implemented	No of Near Misses per year	No of Risk assessments	No of Master's review proposals and change requests per year	Crew complains per year	COC	REMARKS / COMMENTS
TARGET VALUE	10	0	1	0	0	10	0,9	0	0	2	36	24	12	0	0	
WEIGHT FACTOR	3	-10,0	-7,0	-100,0	-10,0	-5,0	-5,0	-10,0	-0,9	0,7	0,7	0,7	0,7	0,7	-10,0	
Discoverer	12	0	0	0	0	8,8	2,33	0	0	2	35	23	8	0	0	
																EVALUATION RESULTS
Weighted Targets	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ship																Weighted Result
Discoverer	6	0	7	0	0	6	-7,15	0	0	0	-0,7	-0,7	-2,8	0	0	7,65

Congratulations for a job well done to the Masters, Chief Engineers and crew on board of:

Discoverer: 24Nov21-27May22 Bekirov Vitaly, 26May22-28Jan23 Rychkov Stanislav
24Nov21-27May22 Kabakov Yury, 26May22-06Jan23 Mishakopv Gennady

Lithium batteries as fire risk

Lithium batteries are inherently hazardous and should be treated with the greatest respect. IMCA members have reported a number of incidents of injuries, fires and explosions caused by mishandling of Lithium batteries.
The lessons learned from several incidents relating to lithium batteries are provided by the International Marine Contractors Association (IMCA) as follows (link available here):
• USB power bank (Lithium battery) fire
• USCG: Lithium battery fire

Allianz Global Corporate & Specialty (AGCS) marine risk consultants have long warned about the potential dangers that Li-ion batteries can pose if they are not handled correctly.
Lithium-ion (Li-ion) batteries are increasingly impacting shipping safety with a number of fires and in the below risk bulletin the AGCS team takes a deeper dive into the hazards and storage concerns associated with newly manufactured Li-ion batteries being shipped on vessels as cargo or already installed in new electric vehicles.
https://www.agcs.allianz.com/content/dam/onemarketing/agcs/agcs/reports/agcs-lithium-ion-batteries-fire-risks-shipping.pdf

The UK Chamber of Shipping has established an ad hoc working group to gain a comprehensive understanding of the risks associated with lithium ion batteries (LIBs).
The group is to examine various aspects of batteries, including how to guard against such batteries going into thermal runaway and catching fire. The group has participants from the Chamber membership, the Maritime and Coastguard Agency and expert specialists. It is aiming to develop:
• Proposals for regulations relating to the carriage of LIBs on ships
• Recommendations for training and information for ships' crews
• Procedures for detecting damaged or faulty LIBs
• Equipment that can be used in ports and on ships to help manage the risks effectively.

The carriage, stowage, and safety of electric vehicles is an issue the shipping industry aims to tackle. Lately, in order to reduce greenhouse gas (GHG) emissions and accelerate the energy transition, the marine industry has begun to incorporate batteries onboard ships. However, for marine stakeholders, batteries present both a unique set of opportunities and a challenge.
Batteries can be very dangerous cargo if not handled properly. Some of the reasons include:
• Fire (Li-ion batteries contain electrolyte, an ignitable liquid);
• Explosion (resulting from the release of ignitable vapor/gases in a confined space);
• Thermal runaway (a rapid self-heating fire that can cause an explosion);
• Toxic gases that these hazards can produce.

Source: IMCA

Risk assessments of gangway management should cover risks of vessel movements

IMCA reported two cases regarding gangways being rigged incorrectly. After analyzing them, IMCA also provides lessons learned, in order to prevent similar incidents in the future.

Incident 1

According to IMCA, the bottom of the gangway was placed on the deck less than 1m from an un-barriered drop on the quay, which could potentially have led personnel descending the gangway to fall;

A safety net was also not mounted correctly.

Lessons learned

• Gangways should not be used at an angle of inclination greater than 30° from the horizontal;

• A safety net should be used where it is possible that a person may fall from the gangway;

• Gangways should never be secured to a ship's guardrails unless they have been designed for that purpose. If positioned through an open section of bulwark or railings, any remaining gaps should be adequately fenced;

• As far as practicable, the means of embarkation and disembarkation should be sited clear of the working area and should not be placed where cargo or other suspended loads may pass overhead.

Incident 2

A Platform Supply Vessel (PSV) was alongside loading deck cargo. The PSV suddenly started moving alongside the jetty due to propeller wash from another vessel passing nearby.

A passing workman on the quayside observed that the gangway had got stuck over a quayside bollard and was getting deformed by the vessel movement.

He released the gangway rope and informed the gangway watch. The gangway was recovered to the vessel. It was found that it was significantly damaged; it was quarantined and sent away for repairs.

Probable cause

• Crew failed to assess the risks related to potential vessel movement due to weather conditions and other vessel movements nearby – in this case, propeller wash;

• The gangway watch was not thorough enough – a passing worker noticed what was happening.

Lessons learned

• Ensure risk assessments related to gangway management cover risks of vessel movements due to weather conditions and impacts of waves from other vessels passing nearby;

• Ensure gangway watch and management is suitable and sufficient.

Source: IMCA

Smoke but no fire yet indications of weak safety culture

An LNG vessel had completed loading and preparations for departure were underway. With the pilot now on board, the forward winch was started prior to singling up. Soon after, the fire detection system indicated smoke in the bosun store.

The unmooring operation was suspended and the officer forward reported seeing smoke coming from the bosun store. The mooring winches were stopped using the remote external shut off button and the smoke decreased. Once it was deemed safe to enter, crew saw that a loose screw had caused lubricating oil to leak, generating smoke when it struck the hot motor.

The ship left the dock without the deficiency corrected because the necessary spare part was not quickly available – possibly not even on board. In order to prevent the smoke, it was decided not to use the mooring winches forward, so lines were handled manually.

This was accomplished fairly well, but it was a big challenge for the crew to manually heave in the tug escort line forward. The vessel's windlass was also affected by the decision to not use the forward mooring hydraulics, so the anchors could only be cast by gravity.

In this case, the reporting person mentioned that he disagreed with the Master about leaving the berth without having the deficiency corrected, but had to acquiesce as compromise was not possible.

He was also critical of the company's response and confided that many senior officers were often searching for someone to blame instead of discovering the contributing factors of an incident. Another complicating factor was that the ship was quite new and still under builder's guarantee, so deficiencies were supposed to be taken care of by the builder.

Lessons learned

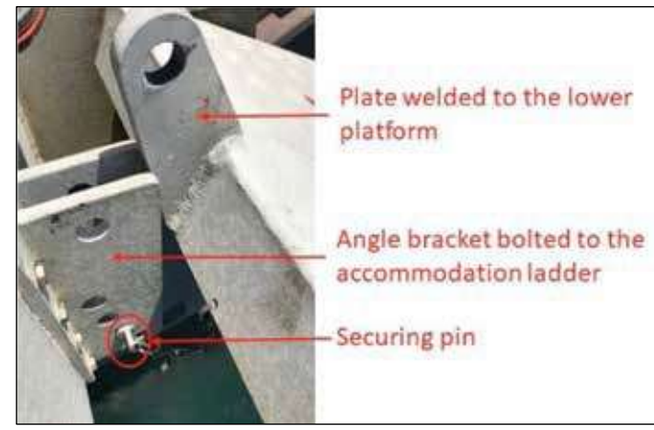
• If your windlass has been sidelined due to hydraulic problems it may be a good idea to stay at berth until it can be properly repaired.

• When in doubt about how to proceed when equipment fails, consult your Classification Society.

• Searching for someone to blame is a red flag for a weak safety culture. Accidents and incidents are caused by unsafe conditions. Period. Even complacency, which has been cited as a contributing factor to some accidents, is not in and of itself a true underlying cause. Complacency does not suddenly appear, it grows and multiplies under tacit approval of leadership. Why was this complacency not detected and corrected? The unsafe condition could more correctly be stated as weak safety leadership, less than adequate auditing, or procedural slip to name but three.

Source: MARS

Deadly MOB while rigging pilot combination ladder
As edited from the Marshall Islands report published 12 November 2021



In the early morning hours, a loaded tanker with seven meters of freeboard was approaching port at about 6.5 knots. There was a light wind and seas of approximately 1 meter. Visibility was good, but it was still dark; sunrise was in about one hour and 45 minutes. The air temperature was 15C and the sea water temperature was 16C.
The combination accommodation/pilot ladder was being rigged to allow pilot access. The Bosun and one other seaman were on deck for this task while the OOW monitored from the bridge. After lowering the accommodation ladder the Bosun and the seaman took off their lifejackets and safety harnesses/lines. They then rigged the pilot ladder, but they found that the lower platform of the accommodation ladder needed adjusting to be parallel with the water. The seaman went down the accommodation ladder without putting his lifejacket and safety harness back on. Neither the Bosun nor the OOW in the wheelhouse objected to this unsafe act. The lower platform is held in position by a securing pin that passes through one of four sets of holes in the angle bracket. The angle of the platform is determined by which set of holes on the angle bracket the securing pin is passed through. Changing the angle of the platform after the accommodation ladder is lowered requires the operator to crouch down to reach and remove the securing pin with one hand while using the other hand to hold onto the rope attached to the platform to reposition it at the intended angle. They can then put the securing pin in the proper set of holes.
While performing this balancing act, the seaman lost his balance and fell overboard. The Bosun immediately reported an MOB on the port side to the bridge with his handheld VHF radio and then ran aft to throw a life buoy. He lost sight of the victim when he was about 100 metres astern of the vessel. Meanwhile, the Master ordered the rudder hard to starboard. In the flurry of events, the lighted MOB buoy mounted on the bridge wing was not released.
Within 12 minutes the vessel had completed a single turn maneuver and reached the position where the victim had fallen overboard. The rescue boat was ready to be launched, but was not used, since local search and rescue (SAR) units and the outbound pilot boat were already tasked to search for the victim. The pilot assigned to the vessel embarked to assist the Master and coordinate with local authorities. When the victim could not be found after three hours searching, the SAR mission was suspended.

Lessons learned

Actual Man Overboard (MOB) events are rather rare but when they happen, they are often serious or fatal for the victim. Numerous quick and decisive actions must be taken by the vessel's crew. For this reason, realistic MOB exercises are regularly performed to imprint the actions into rote memory. In this case, many of those actions were performed well but two critical ones were not:

- The vessel was turned to starboard for a port side MOB. Normally the vessel should always be turned to the same side as the victim to throw the stern clear of the victim.
- The bridge wing lighted MOB buoy was not released. This should be an automatic gesture by the OOW in any real MOB situation.

I PPE, PPE, PPE. Every time someone works overboard they should be wearing a lifejacket and a well secured safety harness.

- Look after yourself but also look after your mates! The victim decided to go down the accommodation ladder without his lifejacket and safety harness/line. Yet, both the OOW on the bridge watching the work and the Bosun acquiesced to this unsafe act.
- If acrobatic acts are necessary to complete a task, that means the task should probably not be completed under those conditions.

Source: MARS

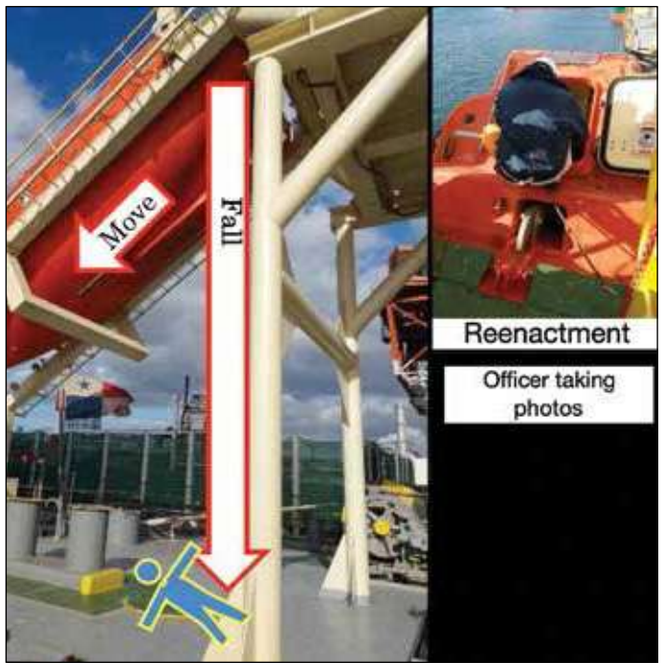
Fatal fall from stern mounted lifeboat davit
As edited from JTSB (Japan) report MA2021-2

A bulk carrier was anchored outside a port awaiting a berth. During this time, the crew were involved in an abandon ship exercise where the stern-mounted lifeboat was lowered to the sea without crew members on board. After the sea entry, the lifeboat was recovered with the hoisting wire.
Once the lifeboat was back in position on its launching ramp, a navigation officer entered from the stern door to restore the release system that locks the hook onto the securing ring. Another officer was crouched down taking photos at the door to keep a record of the event, as shown in the reenactment photo.

As the officer inside the lifeboat worked on resetting the release system, he tried to insert the safety pin; the last step in the reset process.

Fatal fall from stern mounted lifeboat davit (Continued)
As edited from JTSB (Japan) report MA2021-2

He was unable to fully insert the safety pin, and as he was trying to do so the hook was suddenly released and the lifeboat moved down about two meters on the ramp. This sudden movement caused the officer at the doorway to lose his balance. He fell to the deck six meters below, without a safety harness.
The victim was transferred by helicopter and ambulance to a local hospital but he was pronounced dead by an attending physician. The cause of death was confirmed as brain contusion



Lessons learned
• This crew seemed to do everything right, until everything went wrong. Lowering the lifeboat to the sea and recovering it without crew on board reduces risks and bad outcomes. Despite this, an unsafe act with lethal consequence occurred in what appeared to be a secure and safe environment.
• Some environments appear safe yet they really are not so. In this case the lifeboat was recovered and was in its final stowed position. But it was not yet locked in place and the victim was in a precarious location without fall protection.

Editor's note: Although statistics of lifeboat drill injuries and fatalities are incomplete, we hear anecdotally that accidents related to these drills continue to happen almost every year. The fact that lifeboat drills intended to save lives cause a level of fatalities and injury that seem to outnumber those of actual shipwrecks is certainly a cruel irony. As early as 1994, this situation was serious enough for the Oil Companies International Marine Forum (OCIMF) to conduct a survey into lifeboat accidents among their membership. Since then, the struggle to find solutions continues; each new solution seemingly setting the stage for new risks. In 2008, an article by this Editor appeared in Seaways Magazine, documenting the 'lifeboat imbroglio' as it was at the time. It is linked below for interested readers.
http://safeship.ca/uploads/3/4/4/9/34499158/seaways_article_ lifeboat_imbroglio.pdf

Source: MARS

How do you like your hydrogen sulphide? Rotten eggs over easy?
As edited from Marine Safety Forum Safety Alert 22-01

A routine transfer of bilge water from the engine room bilges to the bilge water tank was being undertaken. During the transfer, the crew detected a smell of rotten eggs from the bilge tank vent, an indicator of hydrogen sulphide (H2S) gas. The transfer was immediately stopped so that an investigation could determine more facts. Using a multi-gas
detector, measurements at the tank vent pipe indicated H2S at a level of 453ppm.
Immediate preventive actions were taken to ensure the H2S fumes would not enter the accommodation. Ducting was installed from the tank vent to the ship's side to ventilate the tank and continuous monitoring of the area near the tank vent was undertaken until gas concentration readings were reduced to safe levels.
What happened?
Seawater in bilge tanks, and in particular engine room bilges, mixed with other residues and bio-degradable detergents created conditions favorable for the formation of dangerous levels of H2S gas.
How dangerous is H2S?
Very! The pictogram below found on the referenced Safety Alert gives an excellent idea of the consequences (see the full alert for full size version). Even 10 ppm is acceptable only if exposure is restricted to eight hours per day.

Lessons learned
Any indication of the presence of H2S should be taken with the greatest urgency.

Source: MARS

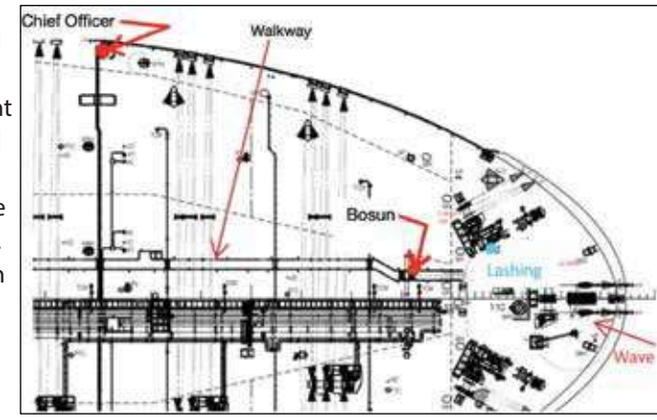
Blue water on deck kills two
As edited from official FEBIMA (Belgium) report 2021/004987

A loaded VLCC was underway. The vessel's weather routing service was forecasting waves with a significant height of more than six meters. The vessel's speed was slowed to between five and six knots to reduce the chances of shipping seas on deck. Due to the heavy weather restrictions, access to the main deck was not permitted except when specifically permitted by the Master. This restriction was even posted on the central notice board.

One morning, a bilge alarm sounded for the bosun stores forward. The Master, on the bridge with the OOW, assessed the weather; they observed rough seas and a long and heavy swell. Sprays were being experienced on the starboard bow, but no seas came on deck. The deck on the port side bow remained dry. The ship's course was altered to give a better lee and the Master gave the Chief Officer and the Bosun permission to proceed forward via the safety walkway to check the bosun store bilges.

A few minutes later, the Chief Officer reported that they were inside the bosun store and they found the space dry. The bilge alarms were tested and both port and starboard alarms worked normally. The Master asked the Chief Officer to have a quick look at the anchor lashings before returning aft. A few minutes later, the Chief Officer reported that the port anchor lashing seemed to be loose; he informed the Master that he was going to tighten it.

Soon after, the Master saw a wave near the bow that appeared to be somewhat larger than the others. He warned the Chief Officer by VHF radio but seconds later, huge amounts of water washed over the bulwark. Visual contact with the Bosun and the Chief Officer was lost.



The Bosun was seen lying on the walkway near the port anchor winch, but the Chief Officer was still not visible. The general alarm was sounded and an announcement was made. The vessel was slowed yet further and maneuvered to have the waves astern, at which point a rescue team went forward. The rescue team found the Chief Officer and Bosun as indicated on the diagram and the victims were brought to the ship's hospital.

The Chief Officer was unconscious with a deep laceration to the head. He had lost many of his teeth and his breath was accompanied by moaning. The Bosun was responsive, and he indicated that he had a serious pain in his back and his left leg and left wrist appeared broken.

Too far at sea to quickly regain a port and with bad weather preventing helicopter evacuation, a rendezvous with navy vessels was coordinated, but the meeting would take eight to ten hours. Unfortunately, during the course of the day, both victims became unresponsive and both died. Their bodies were disembarked the next day.

The investigation found that a wave, significantly higher than the observed waves, hit the vessel while the Chief Officer and the Bosun were at the bow. The investigation also found, among other things, that communication by portable satellite phone was not possible from the ship's hospital. Radio Medical Advice (RMA) was received by satellite phone on the bridge, but the hospital was five decks below. Immediate and critical medical treatment of the victims based on communications with RMA had to be relayed verbally from the bridge satellite phone to the caregiving personnel in the hospital either by internal phone, or in person. The report did not speculate on whether
having communications directly to the ship's hospital would have made a difference in saving lives.

Lessons learned

- Even when a wave pattern is coming from what appears to be one direction, it can combine with other wave patterns and occasionally create a wave that is significantly higher than the observed average.
- When observed average wave height is approximate to the vessel's freeboard, extreme caution should be taken when going on deck. An errant wave could sweep the deck with terrible consequences.

Editor's note: To our knowledge, there is no specific requirement to have access to Radio Medical Advice via VHF or satellite communications directly at a vessel's hospital. Yet, as this accident has revealed, for critical injuries it could be an advantage for the seafarer who is in charge of medical care at the hospital to receive the time- sensitive information directly.

Source: MARS

Corroded extinguisher proves fatal

The Nautical Institute reported a handheld (cartridge-type) dry chemical powder fire extinguisher was condemned during an annual third-party inspection due to corrosion issues. It was subsequently discharged, ostensibly for demonstration purposes.
When the internal carbon dioxide cartridge was activated to pressurise the fire extinguisher, the unit ruptured at the base.
The person activating the extinguisher was struck in the head by pieces of flying metal which proved to be fatal.

Lessons learned
• Condemned material should be discarded, not used for demonstration purposes.
• Cartridge-type fire extinguishers that utilise a cartridge to charge the main fire extinguisher cylinder shall be handled with care. The fire extinguisher should be placed on the deck at arm's length from the body. Point the top of the extinguisher away from the body while holding the handle and hose in one hand. Trigger the carbon dioxide charging cylinder with the other hand. Do not energise these types of fire extinguishers near the body
• Consider using stored pressure type fire extinguishers as opposed to the cartridge type.

Source: The Nautical Institute

VERIFY GATEWAY HANDHOLD ARRANGEMENTS
Incorrect Terminations Can Lead to Marine Casualties

This Safety Alert addresses the importance of verifying the correct arrangement of handholds in embarkation gate arrangements aboard merchant vessels.
The Coast Guard is currently investigating a casualty involving a fall from a pilot ladder where the handholds in the gate arrangement aboard the vessel terminated without being rigidly secured to the vessel's structure. This termination left a gap in the handholds at the transition point at the head of the pilot ladder, where an embarking person might reach to pull themselves onto the vessel (Figure 1).

Figure 1: Handholds that terminate above the vessel structure.

Figure 2: Gap in handholds appear to accommodate spreader.

The Coast Guard observed that the abrupt termination of the handholds above the vessel structure appeared to be a modification that was completed to accommodate the length of the pilot ladder spreader during deployment and retrieval of the pilot ladder. The modification made it possible to retrieve the pilot ladder without having to lift the spreader up and over the vessel's railings (Figure 2).

VERIFY GATEWAY HANDHOLD ARRANGEMENTS (Continued)
Incorrect Terminations Can Lead to Marine Casualties

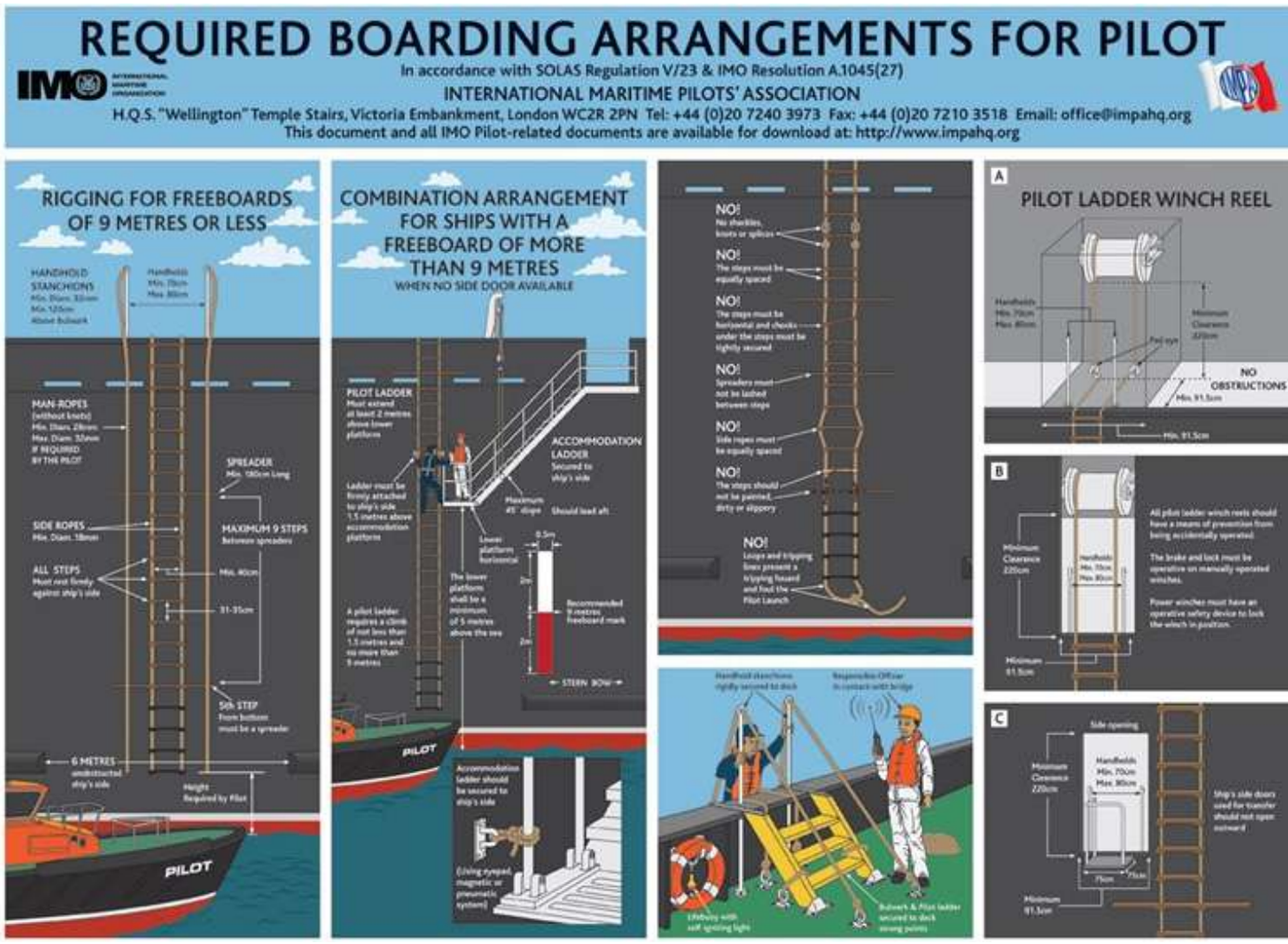
SOLAS 2020 (Consolidated) is clarified by IMO Resolution A.1045 (27), as amended by Resolution A.1108 (29), to indicate that each handhold in a gateway arrangement should be rigidly secured to the ship's structure at or near its base (Figure 3).

Figure 3: Handholds rigidly secured to the vessel structure at their base.

The Coast Guard strongly recommends that flag state administrations, classification societies, port state control inspectors, and shipboard personnel:

- Ensure familiarity with applicable requirements pertaining to handholds in gateway embarkation arrangements aboard merchant vessels.
- Visually examine handholds in gateway embarkation arrangements for gaps, specifically at the lower terminations.
- Initiate rectification and issue outstanding conditions to meet regulatory intent for any non- conformities discovered.

Source: USCG



The Joint CDI-SIRE Harmonised Vessel Particulars Questionnaire,6th Edition launched 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.
Fleet transition from HVPQ5 to HVPQ6 has been completed for our Company on 01Dec22.

OCIMF Announcement - Launch of the revised joint CDI/SIRE Officer Matrix

On 25Jan23, OCIMF announced the revision of the joint CDI/SIRE(Cat-1) Officer Matrix, with implementation date Monday, 24Apr23. These updates align the ranks within the crew matrix with the terminology used in the STCW Convention. The updates also introduce further refinements allowing the operators to identify the watchkeeping officer onboard when additional officers are present.

1. Ranks

a) The rank of "Chief Officer" will be replaced with the rank of "Chief Mate". Any crew currently assigned the rank of 'Chief Officer' will be automatically assigned the rank of 'Chief Mate'.
b) The Rank of 'Electrical Engineer' and 'Electrical Officer' will be replaced with the rank of "ETO". Any crew currently assigned the ranks of 'Electrical Engineer' and 'Electrical Officer' will be replaced with the rank of "ETO".

2. Certificate of Competency

a) Where Class 1, Class 2, OOW or EOOW have been selected from the list for Certificate of Competency, these will be replaced with their STCW equivalent certificates, and will no longer be available for selection from Monday, 24 April 2023.
b) Operators are encouraged to begin using the STCW Terminology as soon as possible when updating the crew matrix records for their fleet.
c) All existing Certificate of Competency options will be mapped to their STCW equivalents as per the table below.

3. Introduction of the "Watchkeeper" function

a) The Crew Matrix entry screen has been updated to allow vessel operators to assign the "watchkeeper" status to each Officer or Engineer currently acting as a Watchkeeper aboard the ship.
b) On Monday, 24 April 2023, all existing Officers and Engineers will be assigned a 'Watchkeeper on the ship' value based upon the following:
i. If the Officer/Engineer has existing Watchkeeping experience recorded, then the 'Watchkeeper on this ship' will be initially set to 'Yes'
ii. If the Officer/Engineer does not have any Watchkeeping experience recorded, then the 'Watchkeeper on this ship' will be initially set to 'No'
iii. Vessel Operators will be responsible for accurately updating the 'Watchkeeper on the ship' value for their Crew Matrix records.

Deck	
Old Terminology	**STCW Equivalent Terminology**
Class 1	Master II/2
Class 2	Chief Mate II/2
OOW	OOW (Deck) II/1
Engine	
Old Terminology	**STCW Equivalent Terminology**
Class 1	Chief Eng III/2
Class 2	Second Eng III/2
EOOW	OOW (Eng) III/1

SIRE 2.0 Additional documentation and training materials Apr23

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 1045420 of 05Jul22, which is available below, please be informed that additional documentation has been published and must be reviewed to ensure full familiarisation and readiness for the transition to SIRE 2.0.

The latest documents are highlighted in bold in the 'Guidance document table', which gives an overview of all the documentation needed to support the programme. This includes full details of the phased roll-out process (Attachment 10: 'SIRE 2.0 Phased Transition Guidance').
In addition to the attached documentation OCIMF has produced a suite of additional technical training videos. The short videos, available through the DVD you received from the Office as Internal Training material, complement the video series on human factors previously released, which are already integrated into our in-house training programme, and provide an easy-to-understand overview of key aspects of the inspection process.
In the DVD received from Office you may find the folder "SIRE 2.0" which contains, along with the new and old training videos, all the relevant documentation released from OCIMF.

Technical Module 1: Introduction to SIRE 2.0
Technical Module 2: Components of a SIRE 2.0 Inspection - Understanding the CVIQ
Technical Module 3: A Risk-Based Approach
Technical Module 4: Question Types
Technical Module 5: Question Guidance

The videos are aimed at vetters in OCIMF member organisations and staff based in operators' offices ashore, however, to get a full picture all must take the time to review them.
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.
The attachments included in the circular are as follows:
1. SIRE 2.0 to VIQ7 Inspection Management Process Comparison
2. SIRE 2.0 Inspection Management Processes - Submitting Company
3. SIRE 2.0 Inspection Management Processes - Vessel Operator
4. SIRE 2.0 Inspection Management Processes - Inspector
5. SIRE 2.0 Draft Inspection Report Validation - Best Practice
6. SIRE 2.0 Ergonomic Guidance for using an Inspection Tablet
7. SIRE 2.0 Rules for the use of the Tablet Camera and Voice Recorder
8. SIRE 2.0 Inspection Report Format and Transition Report Anonymisation Process
9. SIRE 2.0 Instructions for entering data into the Suggestions for Improvement portal
10. SIRE 2.0 Phased Transition Guidance
11. SIRE 2.0 Guidance document table

SIRE 2.0 Question Library and Supporting Documentation update 22Jul05

Further to our circular of outgoing Message 1036356 of 09May22, where we attached the available at the time documentation as described below, the SIRE 2.0 Question Library and Supporting Documentation was on track for delivery in Q4 of 2022.
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.
In the summer of 2022, additional documentation on the inspection process were 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

SIRE 2.0 Additional documentation and training materials Apr23 (Continued)

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 were released, alongside a comprehensive package of familiarisation materials which can be used as internal training materials, all of them circulated in our fleet accordingly once released. The familiarisation material for all users of the SIRE 2.0 program and designed to be specific to each user group was to be released in the upcoming announcement. In addition to documentation on policies and procedures, a full set of videos covering all aspects of the SIRE 2.0 program was also released.

SIRE 2.0 Question Library and Supporting Docs update May22

In Apr22, the SIRE 2.0 Question Library and Supporting Documentation was updated giving specific guidance for SIRE Programme Participants and Inspectors. All users of the program were 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 were 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 was finally be communicated in Q3 2022.
- When an updated version of a document is published the latest version is always available on the OCIMF website and the previous version should be considered obsolete.
- A comprehensive programme of communications and engagements was delivered on Jul22 to support industry in preparing for and adjusting to SIRE 2.0, and further information will be shared as appropriate.
- Background information on SIRE 2.0 can be found on OCIMF's website, which also includes an updated Frequently Asked Questions section.

Source: OCIMF

Ballast Water Management Systems Commissioning and 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 and 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

Amendments (06-21) to the International Maritime Solid Bulk Cargoes Code Extract from LR Class News 01/2023

New amendments* to the International Maritime Solid Bulk Cargoes (IMSBC) Code will enter into force on 1 December 2023 with voluntary implementation from 1 January 2023.

1. New cargo schedules
These amendments include the addition of new cargo schedules for the following Group B cargoes:
• Ammonium nitrate-based fertilizer - MHB
• Leach residue containing lead
• Superphosphate (triple, granular) (Group B)

2. What should shipowners and ship operators do now?
Certification that includes the new cargoes can be requested from Lloyd's Register after the voluntary application date.

3. Other changes to the IMSBC Code
These include:
3.1. Deletion of individual cargo schedules for:
• Ammonium nitrate-based fertilizer (non-hazardous)
• Superphosphate (triple, granular) (Group C)
3.2. Introduction of requirements for cargoes which undergo dynamic separation:
• Section 1: Definitions.
• Section 4: Assessment of acceptability of consignments for safe shipment.
• Section 7: Cargoes which may liquefy.
• Section 8: Test procedures for cargoes which may liquefy.
• Section 9: Materials possessing chemical hazards.
• Amendments to Appendix 1. Individual schedules, 2. Laboratory test procedures, 3. Properties, 4. Index and 5. Shipping names.

4. For further information
* For more details on the amendments and a full list of the new cargoes added to the IMSBC Code, please see IMO Resolution MSC.500(105) – Amendments to the IMSBC Code.

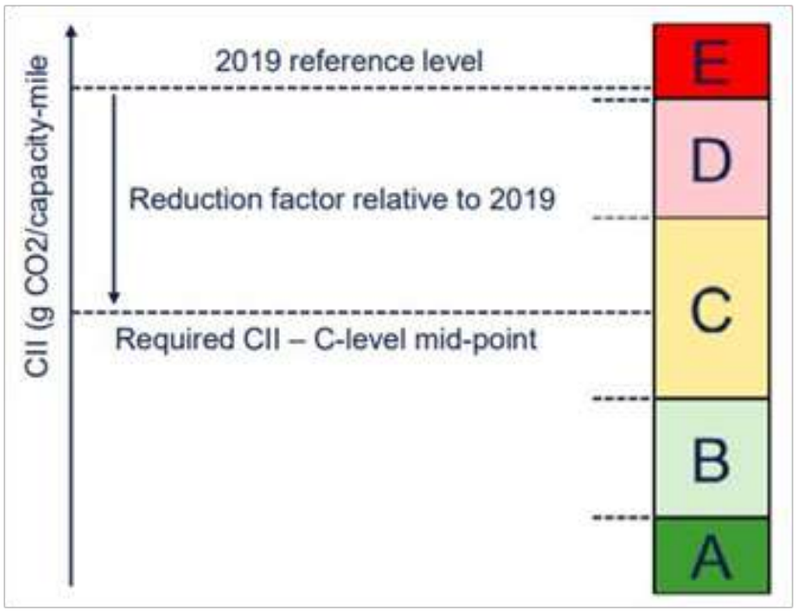
Source: LR Class

CII, EEXI, SEEMP Part III, Antifouling, Sampling Points

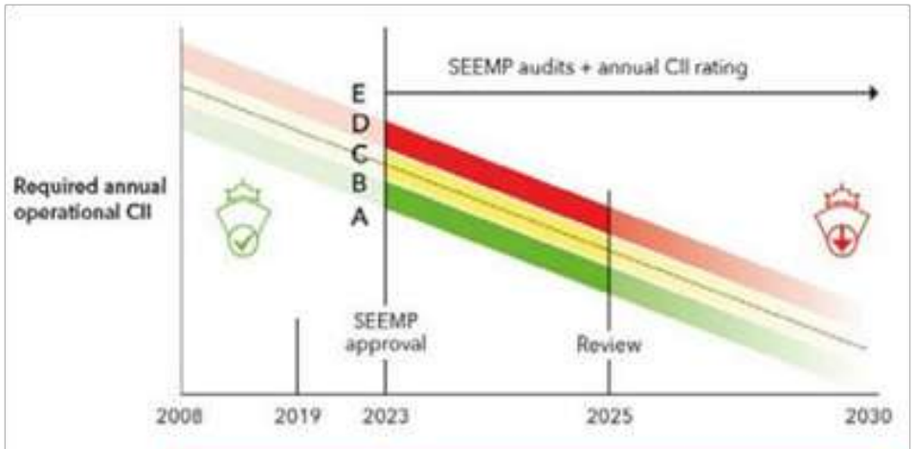
1. Carbon Intensity Indicator (CII)

The CII (Carbon Intensity Indicator) measures how efficiently a ship above 5,000 GT transports goods or passengers and is given in grams of CO2 emitted per cargo-carrying capacity and nautical mile.
Calculation of the CII: The CII unit is "grams of CO2 emitted per cargo-carrying capacity and nautical mile", whereby cargo capacity is either deadweight or gross tons depending on ship type. In addition, to cater for special design and operational circumstances, the correction factors and voyage adjustments can be applied to the basic CII calculations for the purposes of determining the rating.

CII, EEXI, SEEMP Part III, Antifouling, Sampling Points (Continued)



The first reporting of the CII based on 2023 data is due no later than 31 March 2024. Ships will receive a rating of A (major superior), B (minor superior), C (moderate), D (minor inferior) or E (inferior performance level). The rating thresholds will become increasingly stringent towards 2030. A ship rated D for three consecutive years or rated as E, will need to develop a plan of corrective actions.

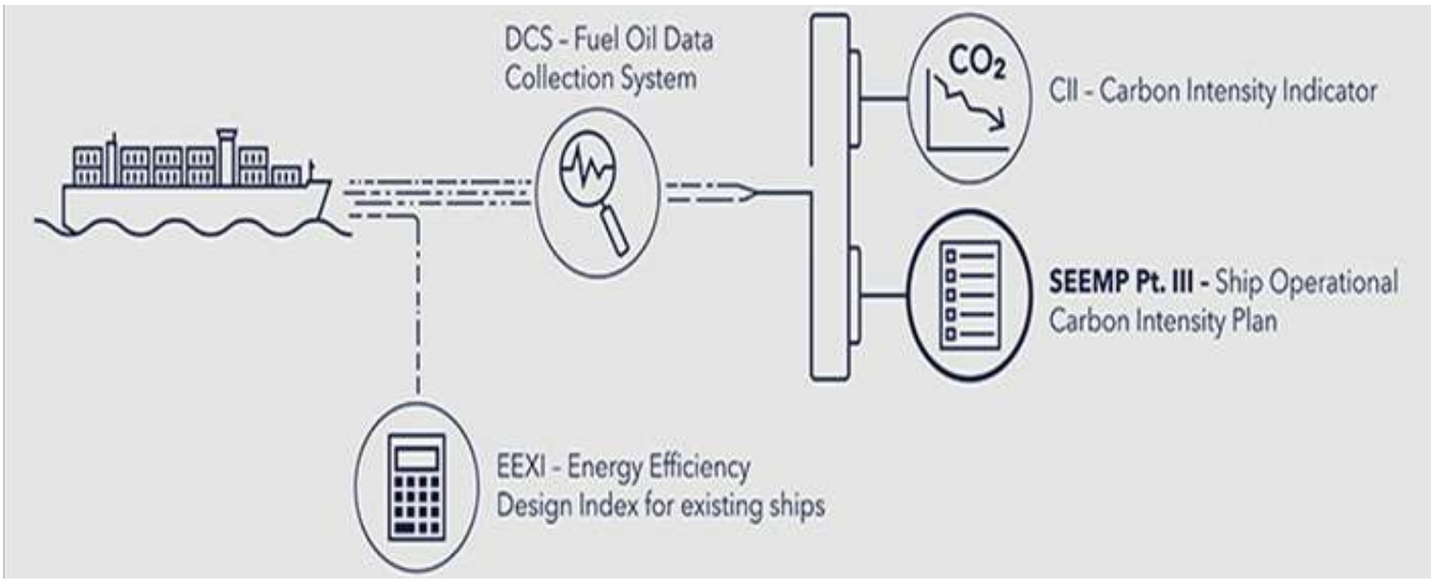


Year	Reduction from 2019 ref. (mid-point of C-rating band)
2023	5 %
2024	7 %
2025	9 %
2026	11 %
2027-2030	To be decided

CII, EEXI, SEEMP Part III, Antifouling, Sampling Points (Continued)

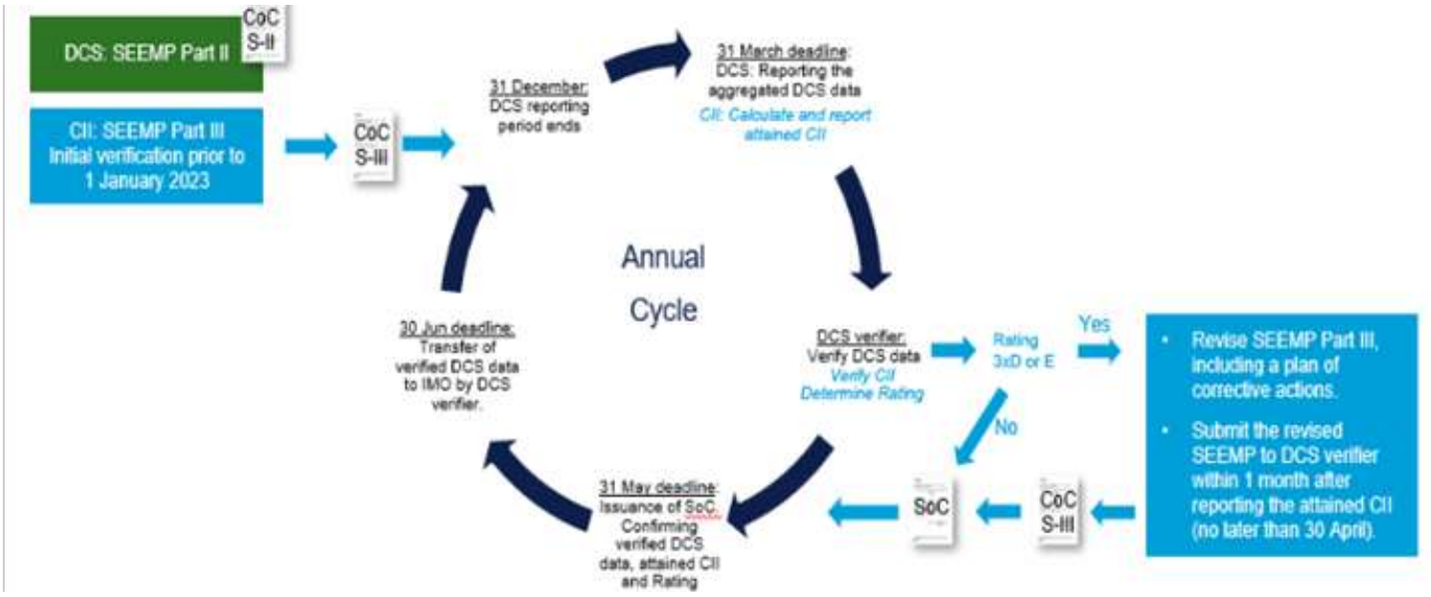
2. SEEMP Part III

The SEEMP Part III is intended to help companies achieve the required CII (Carbon Intensity Indicator). Related to this annual rating, the SEEMP Part III is a mandatory, ship-specific document that lays out the plan to improve the CII, and therefore the ship's operational energy efficiency, for the next three years.
The SEEMP Part III is a dynamic document subject to regular updates and revisions, reflecting changing performance and required measures. It must be verified and kept on board the respective ship from 1 January 2023 together with the Confirmation of Compliance (CoC). Connection between the SEEMP Part III, DCS and CII



Since 2019 ships of 5,000 GT and above have been reporting their fuel oil consumption data mandated by the IMO DCS. From 2023, cargo, cruise and RoPax ships must calculate CII with a required rating of C or better.
From 2024, at the latest by 31 March, the CII must be calculated and reported to the DCS verifier together with the aggregated DCS data for the previous year, including any correction factors and voyage adjustments.
In case of a D rating for three consecutive years or one E rating, the SEEMP Part III must be updated with a corrective action plan and verified before the SoC can be issued. The corrective action plan should consist of an analysis of why the required CII was not achieved and include a revised implementation plan.
The intention of the enhanced SEEMP is to ensure continuous improvement of the ship's CO2 footprint, and its implementation will be subject to company audits.

SEEMP PartIII along with the Confirmation of Compliance is now on board all our ships and will be revised annually.



CII, EEXI, SEEMP Part III, Antifouling, Sampling Points (Continued)

3. MARPOL- Energy Efficiency Existing Ship Index (EEXI)

The Energy Efficiency existing ship Index (EEXI) is a measure introduced by the IMO to reduce the greenhouse gas emissions of ships. The EEXI is a measure related to the technical design of a ship. Ships have to attain EEXI approval once in a lifetime, by the first periodical Class survey in 2023 at the latest. Verification that the ship's attained EEXI and technical file is in accordance with the requirements shall take place at the first annual, intermediate or renewal survey after 1st January 2023. The survey is part of the scope of the IAPP survey, and compliance is documented by issuance of the IEE certificate
In case the ship does not meet the required EEXI a possible route to compliance is the Engine Power Limitation (EPL)

EEXI technical file & Onboard Management Manual (OMM)

In case the chosen option is an Engine Power Limitation (EPL) or a Shaft Power Limitation (ShaPoLi) EEXI technical file and Onboard Management Manual (OMM) are mandatory for verification on board at the first annual, intermediate or renewal survey after 1st January 2023

EU taxonomy

In order for EU to meet its climate and energy targets for 2030 and reach the objectives of the European green deal it is vital that investments are directed towards sustainable projects and activities.
The EU taxonomy is a classification system, establishing a list of environmentally sustainable economic activities. It could play an important role helping the EU scale up sustainable investment and implement the European green deal. The EU taxonomy would provide companies, investors and policymakers with appropriate definitions for which economic activities can be considered environmentally sustainable. In this way, it should create security for investors, protect private investors from greenwashing, help companies to become more climate-friendly, mitigate market fragmentation and help shift investments where they are most needed.
The Taxonomy Regulation (EU) 2020/852 of the European parliament and of the council
was published in the Official Journal of the European Union on 22Jun20 and entered into force on 12Jul20. It establishes the basis for the EU taxonomy by setting out 4 overarching conditions that an economic activity has to meet in order to qualify as environmentally sustainable.
The Taxonomy Regulation establishes six environmental objectives
Climate change mitigation
Climate change adaptation
The sustainable use and protection of water and marine resources
The transition to a circular economy
Pollution prevention and control
The protection and restoration of biodiversity and ecosystems
Different means can be required for an activity to make a substantial contribution to each objective.
Under the Taxonomy Regulation, the Commission had to come up with the actual list of environmentally sustainable activities by defining technical screening criteria for each environmental objective through delegated acts.
Further details in:
https://finance.ec.europa.eu/sustainable-finance/tools-and-standards/eu-taxonomy-sustainable-activities_en

Latest EU developments and the EU Fit 55 Policy Package

FUEL EU MARITIME

In 2021, the European Commission adopted a series of legislative proposals known as the "Fit for 55" package, aiming to reduce its net greenhouse gas (GHG) emissions by at least 55% by 2030, compared to 1990 levels. One of the proposals that will affect the maritime industry is the FuelEU Maritime Regulation.

On 03Oct22, the European Parliament's Transport Committee (TRAN) adopted its position on FuelEU Maritime, under which ships will have to reduce the greenhouse gas intensity limit of the energy used.

Members may find below a summary of most important amendments:

• The report increases the greenhouse gas intensity limit of energy used on-board by a ship becoming more demanding after 2035(more details in page20).

• Introducing the Renewable Fuels of Non-Biological Origin (RFNBOs) and obligation for Member States to take the necessary measures to ensure that RFNBOs are made available in ports within their territory.

• An obligation that at least 2% of the yearly average energy used on-board a ship shall be met with RFNBOs, from 1 January 2030 is also introduced.

• Fuel suppliers and Commercial operators are included in the article on penalties.

• The revenues from FuelEU Maritime to be allocated to the EU ETS Ocean Fund and earmarked for the maritime sector and contribute to its decarbonization.

The full document can be found here.

The TRAN committee adopted their draft report on 03Oct22. A summary can be found here below:

• Hydrogen and ammonia were added in the report to the list of necessary refuelling point, next to LNG, and adds that a core network of those fuels should be made available by 2025.

• The unwanted and transitional role of LNG was also recognised with several amendments adding that any investment in LNG should be only demand-driven.

Ship operators will be indirect beneficiaries of AFIR, as the policy will help them to fulfil the requirements of FuelEU Maritime by including the measures that are essential to trigger the development of policies for the rollout of alternative fuels infrastructure in EU member states.

The full text can be found here.

On 23Mar23 European Parliament (EP), the Council of the European Union, and the European Commission (EC) came to an informal agreement that the FuelEU Maritime will come into force from 01Jan25.

The EP and the Council are expected to formally adopt the regulation later in 2023. Further details on the requirements and processes can be expected as the final text is adopted and the EC finalizes related implementing and delegated acts.

The agreement contains the following requirements, subject to final approval.

Objectives

FuelEU Maritime has three main objectives:

• Reduce the GHG intensity of a ship's energy when travelling within, to and from the EU by promoting the use of renewable and low carbon fuels;

• Mandatory use of Onshore Power Supply (OPS) for containerships and passenger ships in EU ports;

• Incentivize the production and use of Renewable Fuels of Non-Biological Origin (RFNBOs).

Scope of application

The Regulation - that is expected to be implemented also by European Economic Area (EEA) Members (i.e. Norway, Iceland, Liechtenstein) - is applicable, irrespective of the flag, to ships of 5.000 GT and above, transporting passengers or cargo for commercial purposes, in respect of:

• 100% of the energy used during they stay within EU/EEA ports and on voyages between EU/EEA ports;

• 50% of the energy used on voyages arriving at EU ports from non-EU/EEA ports, or vice versa; and voyages to/from ports located in one of the nine EU outermost regions (i.e. French Guiana, Guadeloupe, Martinique, Mayotte, Reunion Island and Saint-Martin, Azores and Madeira, and the Canary Islands).

Port is defined as: "the port where a ship stops to load or unload cargo or to embark or disembark passengers, considering that the following is excluded:

• stops for the sole purposes of refueling, obtaining supplies, relieving the crew, going into dry-dock or making repairs

Latest EU developments and the EU Fit 55 Policy Package (Continued)

to the ship and/or its equipment;
• stops in port because the ship is in need of assistance or in distress,
• ship-to-ship transfers carried out outside ports;
• stops for the sole purpose of taking shelter from adverse weather or rendered necessary by search and rescue activities; and
• stops of containerships in a neighboring container transhipment port included in the list which will be prepared by the Commission.
The extension of the application to ships, including the offshore ones, of 400GT and above but less than 5.000GT will be further considered on the basis of a Commission report due not later than 31 December 2027.

Exclusions until 31 December 2029:

• ice class ships (ice-class IA or IA Super or equivalent) may be exempted; and
Member States may decide to exempt the following:
• voyages (and related stay in port) performed by passenger ships - other than cruise - from/to EU/EEA islands with a population of less than 200.000 permanent residents to/from the port of the same Member State;
• voyages (and related stay in port) between ports located in outermost regions, exempting specific routes and ports;
• voyages (and related stay in port) performed by passenger ships under the framework of a transnational public service obligations; and
• specific routes between EU mainland ports and ports in an island of the same Member State performed by passenger ships providing maritime transport services under public service obligation/contract and operating before the entry into force of the Regulation. The cities of Ceuta and Melilla are included in this exemption.
In the above-cases, Member States shall notify the Commission the exemptions.

GHG intensity index

The regulation sets an upper limit on energy's GHG intensity, expressed in gCO2eq/MJ. The reference value is set at 91.16 grams of CO2e per MJ based on energy used on board by ships in 2020, determined by the reported data in the framework of Regulation (EU) 2015/757, EU MRV. In order to ensure that the energy used on board will be less carbon intensive over time, the GHG intensity limit will be periodically reduced, as per a table below.

Reduction	2025	2030	2035	2040	2045	2050
Reduction (%)	2	6	14.5	31	62	80
Required GHG intensity (gCO2e/MJ)	89.3	85.7	77.9	62.9	34.6	18.2

The percentage reduction requirement increases gradually every five years to 2050 – meaning, for example, that it stays at 2% from 2025 to end-2029.

The GHG intensity of the energy used on board is evaluated on a well-to-wake scope.

Latest EU developments and the EU Fit 55 Policy Package (Continued)

For each reporting year, the energy used on board must be below the reference GHG intensity. If the actual GHG intensity is higher, a remedial penalty will be imposed. When a ship has a compliance deficit for two or more consecutive reporting periods, the remedial penalty will be multiplied by a factor that is increased for each year of non-compliance.
Compliance surplus and pool
Where a ship has a compliance surplus for a reporting period, it is possible to bank the surplus amount and use it inthe following reporting period under two conditions:
• The amount shall be less than 2% of the reference GHG intensity multiplied by the energy consumption;
• It can be used for only one consecutive period.
One or more ships of the same or different companies may create a compliance pool, under the following conditions:
• The total pooled compliance is positive;
• A ship with compliance deficit does not have a higher compliance deficit after the allocation of the pooled compliance;
• A ship with compliance surplus does not have a compliance deficit after the allocation of the pooled compliance.

Onshore power supply

From 01Jan30, containerships and passenger ships shall connect to onshore power supply (OPS) and use it for all energy needs while at berth in a port of call under the jurisdiction of a member State. There are numerous scenarios under which the ship may be exempt from OPS, with the most significant being:
• At berth for less than two hours;
• Electrical power demand is covered by zero-emission technologies;
• An unscheduled port of call for reasons of safety;
• Unable to connect to onshore power supply due to unavailable/incompatible connection points.
• Ships failing to comply with the OPS requirement will receive a remedial penalty proportional to the total rounded up hours spent at berth in non-compliance with the established total electrical power demand of the ship at berth.

Compliance process

• The energy use and emissions will be reported and verified through a scheme which is separate from the existing EU Monitoring, Reporting and Verification (MRV) system. However, elements from the MRV regulation can be reused for the purpose of the FuelEU Maritime regulation.
• The requirements apply to the shipping company which is the shipowner or any other organization or person, such as the manager or the bareboat charterer, who has assumed the responsibility for the operation of the ship including duties and responsibilities imposed by the ISM Code. Each company will need to be registered with an administering authority, which is the same as for EU ETS compliance.
• 31Aug24, shipping companies shall submit to their verifier a monitoring plan for each of their ships to monitor and report the amount, type and emission factor of energy used onboard;
• From 01Jan25, shipping companies shall begin monitoring according to the submitted and verified monitoring plan;
• From 31January26 and onwards, shipping companies shall submit to their verifier a ship specific FuelEU report;
• By 31Mar26 and onwards, verifier shall record in the FuelEU database the compliant FuelEU report;
• By 30Jun26 and onwards, verifier shall issue a FuelEU document of compliance (DoC), provided that the ship does not have a compliance deficit. In case that remedial penalties are due, the competent authority of the administering state shall issue the DoC, provided that the remedial penalty has been paid.

Penalties

• Ships that have a higher GHG intensity than the requirement, must pay a penalty corresponding to its compliance deficit, measured as the difference between the required and actual GHG intensity, multiplied by energy use. The penalty is progressively increased if the ship has a compliance deficit for two or more consecutive reporting periods. The compliance deficit is calculated into energy based on the actual GHG intensity of the ship, applying a penalty of €2,400 per ton VLFSO energy equivalent, or about €58.50 per GJ of non-compliant energy use.
• The penalty for not complying with the shore power requirements is €1.50 per kWh of the established total electrical power demand of the ship at berth multiplied by hours at berth.
• The revenues from the penalties to be used by member states to promote the distribution and use of renewable and low-carbon fuels in the maritime sector and help maritime operators to meet their climate and environmental goals.

Transfer of the costs of the penalties

The Company remains the responsible entity for the payment of the FuelEU penalties.
However, when the ultimate responsibility for the purchase of the fuel and/or the operation of the ship is assumed by a different entity (e.g. charter), the Company has the possibility to conclude contractual agreements with the commercial operators of the ship to get reimbursed for the payment of the FuelEU penalties.

Latest EU developments and the EU Fit 55 Policy Package (Continued)

Next steps
The informal agreement on sustainable maritime fuels rules is subject to finalization of the legislative text and approval by the Council Committee of Permanent Representatives and Parliament's Transport and Tourism Committee and then the Parliament and Council.
The legal and linguistic checks on the final text are ongoing, and the aim is for the provisional agreement to be put to vote in EP TRAN on 24 or 25 May, followed by a plenary vote in July.
Additional aspects, which will be further considered and probably addressed through implementing acts, include – but not limited to:
• template for the monitoring plan;
• zero-technologies in port;
• details rules for verification and calculations of GHG intensity;
• details rules for the pool and the mechanism of banking/borrow;
• the acceptable international standards and certification references for demonstration of actual tank-to-wake emission factors;
• FuelEU Database and FuelEU document of compliance;
• the list of the neighboring container transhipment ports;
• rules for the verifier;
• information on OPS to be communicated to the relevant authority of the EU the port of call prior to entry into ports.
Sources
• ABS https://ww2.eagle.org/en/rules-and-resources/regulatory-news/fit-for-55.html
• BV https://marine-offshore.bureauveritas.com/sustainability/fit-for-55/fueleu-maritime
• DNV https://www.dnv.com/maritime/insights/topics/fuel-eu-maritime/index.html

EU ETS update

As part of the European Commission's "Fit for 55" package, aimed at reducing EU-wide net GHG emissions, the European Parliament and Council have come to an agreement on the revision of the EU Emissions Trading System (ETS) Directive 2003/87/EC, introducing the extension to maritime transport by January 1, 2024. Beginning in 2025, shipping companies will have to surrender EUAs based on their verified emissions as quantified per EU MRV Regulation (EU) 2015/757.
Main Principles
ETS is a 'cap-and-trade' system for cutting down GHG emissions. It has two principles, setting a ceiling on the yearly maximum amount of GHG emissions and the trading of EU emission allowances (EUAs). To that end, covered installations have to surrender an EUA at the end of each period for each tonne of carbon-dioxide equivalent (CO_2e) they emitted during that period.
Inclusion of the Maritime Industry
Beginning from 2025, shipping companies will have to surrender EUAs based on their verified emissions as quantified as per Regulation (EU) 2015/757 (Monitoring, Reporting and Verification of CO_2 emissions from maritime transport, MRV). To ensure a smooth transition, shipping companies will be given a three year phase-in period where they will surrender allowances for a portion of their emissions based on the following schedule:
• 40% of verified emissions in 2024
• 70% of verified emissions in 2025
• 100% of verified emissions in 2026
The regulated entity shall surrender sufficient allowances by 30 April of each year to cover its emissions during the preceding year.
Vessels and Greenhouse Gases Covered
EU ETS will initially cover the CO_2 emissions generated from ships of 5,000 GT and above, which call at EU ports. More specifically, shipping companies will have to surrender allowances for:
• 50% of emissions from ships performing voyages departing from an EU port to a non-EU port
• 50% of emissions from ships performing voyages departing from a non-EU port to an EU port
• 100% of emissions from ships performing voyages from an EU port of call to another EU port of call
• 100% of emissions from ships at berth in an EU port
From 1 January 2026, EU ETS will be extended to also cover methane (CH_4) and nitrous oxide (N_2O) emissions. From 1 January 2027, the regulation will also be applicable to offshore vessels of over 5,000 GT.
Next Steps
The political agreement is preliminary pending the adoption of the legislation by the European Parliament and Council, its subsequent publishing in the EU's Official Journal and entry into force.

EU ETS update (Continued)

18Apr23 the European Parliament adopted the reform of the EU's Emissions Trading System including for aviation and maritime, the Carbon Border Adjustment Mechanism and a new Social Climate fund:

A. Emissions Trading System reform

The European Parliament ratified the political agreements reached with the Council on the revision of the EU ETS as well as the deriving amendments of the EU MRV Regulation. Please see attached the text of the provisional agreement.

For more details on the amendments to the EU ETS for inclusion of Maritime Emissions, see the https://ww2.eagle.org/en/rules-and-resources/regulatory-news/regulatory-news/EU-ETS-Amendments.html

B. New carbon leakage instrument created

The Parliament adopted the rules for the new EU Carbon Border Adjustment Mechanism (CBAM), which aims to incentivise non-EU countries to increase their climate ambition and to ensure that EU and global climate efforts are not undermined by production being relocated from the EU to countries with less ambitious policies. The goods covered by CBAM are iron, steel, cement, aluminium, fertilisers, electricity, hydrogen as well as indirect emissions under certain conditions. Importers of these goods would have to pay any price difference between the carbon price paid in the country of production and the price of carbon allowances in the EU ETS. The CBAM will be phased in from 2026 until 2034 at the same speed as the free allowances in the EU ETS are being phased out.

For more details on CBAM, see the press release after the deal with EU countries.

C. A Social Climate Fund to combat energy poverty

The deal with member states to set up an EU Social Climate Fund (SCF) in 2026 to ensure that the climate transition will be fair and socially inclusive was adopted. Vulnerable households, micro-enterprises and transport users who are particularly affected by energy and transport poverty will benefit from this. When fully in place, the SCF will be funded from auctioning ETS II allowances up to an amount of €65 billion, with an additional 25% covered by national resources (amounting to an estimated total of €86,7 billion).

For more details on the Fund, see the press release after the deal with EU countries.

Next steps

The texts now also have to be formally endorsed by Council. They will then be published in the EU Official Journal and enter into force 20 days later.

Promotions Roxana Shipping - ROKS Maritime 01Jan23 - 31Mar23

Name	Rank	Promotion Date	Photo
Elanskii Artur	Ch/Off	26/02/2023	
Kurakin Vitalii	2nd/Off	21/03/2023	
Romanenko Vladimir	3rd/Off	19/02/2023	
Zolotykh Aleksei	4th/Off	04/02/2023	
Iusupov Viacheslav	4th/Off	16/02/2023	
Babenko Dmitrii	4th/Off	27/02/2023	
Kulik Roman	Ch/Eng	22/02/2023	
Rusin Andrei	3rd/Eng	05/02/2023	
Dudkevich Mikhail	4th/Eng	15/03/2023	
Ivanshin Artem	4th/Eng	16/03/2023	
Shevchenko Egor	5th/Eng	16/02/2023	

Eleftherios Rizos' Employment

We are pleased to announce that Mr. Eleftherios Rizos has joined Roxana and ROKS Crew dept. as of 15Feb23 in the position of Crew Coordinator, directly reporting to Capt. V.V. Bekirov.

In 2016 Eleftherios graduated from the Panteion University of Social and Political Sciences, holding his BSc degree in Public Administration.
Mr. Rizos worked in various Companies, and he speaks Greek, Russian and English languages.

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

All of us will assist him to accomplish his new tasks successfully.

Lefteri, welcome on board!

Mr. Eugene Belii's retirement

We hereby announce that Mr. Eugene Belii will continue his life in pension, stopped working from 01 March 2023 onwards.

Mr. Belii served our Company since 01 February 2002, as Senior Crew Coordinator. Over these more than 20 years Zenya has been instrumental to the success of employing Russian seafarers in our fleet and the key person for the foundation of RoKcs in Vladivostok, where he was General manager for more than 5 years.

Mr. Belii will keep his mobile number, so he may be contactable as usual.

We all thank Eugene for his competence, his devotion and his modesty, and we wish him all the best for the future.

ROXANA SHIPPING S.A.

State of the Art In Shipmanagment is our Tradition

Incident Free Effective Efficient