

COLUMBIACOMPASS



COMPANY NEWS
FOR EMPLOYEES
AND FRIENDS
OF COLUMBIA

43rd EDITION WINTER 2018

NEW CONTROL ROOM
AWARD NEWS
I CARE UPDATE
LIFE ONBOARD



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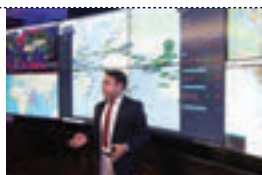
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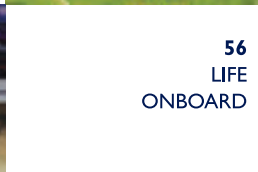
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EDITOR'S NOTE

Dear Reader,

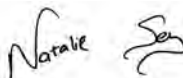
Welcome to our 43rd edition of Compass. In September 2018 Columbia Cyprus began its 40th birthday celebrations with a small in-house get-together for our Limassol staff (see page 8). Turning 40 gives us many reasons to celebrate, hence we shall be marking this special milestone throughout the year. Columbia's strong foundation means a bright future – we are pleased to report on the opening of Columbia's new Performance Optimisation Control Room as well as the launch of our re-designed website. The celebrations continue as Columbia Restaurants and the Columbia Plaza reached their 20th and 10 year anniversary respectively. 2019 has started in top gear with the opening of the Columbia Confectionary store and the new Hawaiian style Pokeloha restaurant.

In other news, this issue contains updates from the past 6 months, including I CARE news from throughout the Columbia family. The latest developments from our associated companies, United Hospitality Institute, Swiss Ocean Yacht Management and GenPro also feature in this issue.

We are always pleased to share Life Onboard stories from our seafarers, which this time include contributions from Antarctica and sports tournaments at sea.

Do keep in touch, and a special thank you to each of our writers for contributing to this issue. We hope you enjoy the read.

A very Happy New Year to all!



Natalie Sey
Compass editor

FROM THE CHAIRMAN

Dear Reader,

2018 has been a very mixed year for the shipping industry with a more negative tendency. Although Bulk Carriers had decent rates, the Container ships from the second part of 2018 saw declining rates and, in particular, the sizes up to Panamax Container vessels but also bigger ones were affected.

2018 also saw increasing numbers of big Container vessels between 14,000 TEU and 20,000 TEU which big liner companies are also using for feeder between large container ports. For instance, some years ago, one could observe on the River Elbe and in Hamburg a great number of Container feeder vessels connecting Hamburg to the Baltic Sea and their ports from sizes between 700 TEU and 1500 TEU and were used by a number of Container feeder lines.

Today, the ports of Gdansk and St Petersburg, for instance, are being called directly with vessels up to 19,000 TEU which make their way around Skagen. This, of course, and also the same procedure in Asia, has a negative effect on the employment of smaller Container vessels.

The Crude Oil and Product Tanker market had a terrible year. Spot rates for VLCCs in May and June fell to about 4,000USD per day. Most of this year, rates for Panamax Tankers were around USD6,500 per day and 40,000 ton Product Tankers also reached between USD6,000 and USD7,000 per day. Fortunately, the rates for Crude Oil and Product Tankers are recovering presently and will hopefully gradually return to normal rates.

Shipping, and in particular, liner companies as well as AAL and UPT were affected negatively with rising rates of fuel costs. The 380 CST bunker has been rising from an average of USD213 per ton in 2016



to USD305 per ton in 2017 and to an average of USD453 per ton in 2018.

This is the basis of Rotterdam and, naturally, in most other parts of the world the fuel prices were higher.

The shipping industry is handicapped with new rules and regulations coming into force. Although it achieved a small flexible extension for the installation of ballast water treatment plants, the IMO did not agree to extend only by a small period the Global CAP of 0.5% on the sulphur emissions from vessels.

The Global CAP of 0.5% will be implemented by 1st January 2020 and from

then on only vessels equipped with scrubbers are able to use the old fuel with 3.5% sulphur content, however only outside sulphur emission controlled areas.

The industry is presently unable to cope with the installation of scrubbers and this installation on a medium size vessel will cost the owner in the region of between USD 2.5mio to USD 3mio. It is questionable if the installation of open loop scrubbers will in the long run be a good investment as a number of countries have already restricted the use of open loop scrubbers in their territorial waters and the more advanced hybrid scrubbers are much more expensive and have rather high operating expenses with an increased fuel consumption.

It is also questionable whether the old 380 CST bunker will be available in smaller ports in the future.

So, most of the shipping

industry will in future burn in their engines very low sulphur containing a maximum of 0.5% sulphur outside the ECA areas.

Ships trading within ECA areas have to burn bunker fuel with a maximum of 0.1% sulphur content.

This all results in high rising costs for the shipping industry which of course, in one way or the other has to be passed on to the consumers.

We will have in the shipping industry a number of older vessels where engines will not be able to cope with the new regulations. This will result in an increased amount of vessels being scrapped as from January 2020 which, of course, helps the shipping industry.

On the shipmanagement side we have had quite an active year with new vessels joining Columbia Shipmanagement but also quite a number of vessels which have left due to being sold.

In 2019, we expect a greater number of vessels to join Columbia Shipmanagement both on the Tanker and Bulker side as well as some Passenger vessels.

I am also extremely proud that Columbia Cyprus is celebrating its fortieth anniversary since the autumn of 2018 and we still have a number of employees working with us from the start.

We will celebrate this great milestone in October 2019 to coincide with the next Maritime Cyprus event here in Limassol.

Wishing you always a very Safe Sailing and I would like to thank all of our Masters, Officers and crew for their continued support and loyalty.



Heinrich Schoeller

MESSAGE FROM MARK O'NEIL

Dear Colleagues,

As has been highlighted by our Chairman, 2018 has been a tough year for various sectors within the shipping industry, with increasing geopolitical and economic uncertainty expected in 2019 and beyond. These unsettled times require flexibility, proactivity, reactivity, a positive mindset which considers challenges as opportunities, and (above all) focussed, motivated, cohesive and selfless teamwork. I am very happy to say that the Columbia Family is in good shape to deal with whatever opportunities come our way!

2018 has seen us adopt the I CARE campaign and (now) philosophy with tremendous success. The I CARE philosophy causes us to re-focus our attention on our culture, our core values, our policies and our service to our clients. Its intention is certainly not to suggest that we did not CARE in the past.

We absolutely did. Its intention is simply to remind and re-emphasise what makes this company so special and that everything we do must focus on the quality of the service we provide to our clients. If we CARE for each other, for our clients, for our suppliers and contractual partners, for the culture, core values and policies of this Company, we can genuinely achieve anything we put our minds to. So successful have we been with I CARE that some of our clients will now require their other management and maritime service providers to implement similar approaches.

On the business front, 2019 will see in excess of 30 new vessels coming into management which is great news and is down to the quality of the service we provide to our existing clients, our reputation and brand, and the considerable efforts of our marketing team and each and every one of you. Each one of you is an invaluable ambassador of this company,

and you should be proud of that, as we are certainly proud of you.

Our procurement platform GenPro is developing nicely and is focussing its efforts on building up the supplier platform. With over 800 participating vessels and consequently considerable purchasing power, GenPro will not only ensure clients the best possible prices on supplies and consumables, but will also ensure that the clients receive the benefit of any volume rebates from suppliers. In this respect, it is unlike any other procurement platform in the market. Our Hospitality training offering UHI is similarly developing nicely, as is our superyacht management company Swiss Ocean. All three of these companies should see very positive results through 2019.

Columbia Cruise Services goes from strength to strength and is now a market leader in third party cruise management. As with all our products and services, our

uncompromising focus has been on quality of service rather than growth for the sake of it, and this is being recognised in the market. Existing clients are entrusting us with more and more of their vessels, and new clients are looking to work with us on new cruise projects. Exciting times for us all.

Our Performance Optimisation Control Room opened formally on 14th December 2018, attended by the Cyprus Deputy Minister of Shipping. This market-leading facility will not only provide our clients with the ability to optimise on safety and passage/route/weather planning, it will also optimise on crew training/rotation, maintenance (including preventative maintenance techniques), minimising loading/discharging port delays, performance (speed and consumption) and other commercial parameters required by charterers. The Control Room services will be offered to our managed clients, but also to non-managed clients and to charterers and commodity traders.

On training, we are the first management company to adopt the Adobe e-learning App based platform which will improve and enhance our remote crew training capability. Crew members will be able to access training modules on their tablets, laptops and mobiles via Apps, whether onboard or ashore or on leave.

This is a further example of Columbia using relevant technology to enhance its services. We have also radically updated our website and our Crew Connect and Client Connect Portals allowing our crews and clients greater visibility and transparency of relevant information.

We are actively looking into expanding our maritime services platform by including consultancy services to operators and financial services providers across the spectrum of our expertise, catering management, environmental services etc.

We will always ensure that the Columbia brand is protected by religiously focussing on the quality of



the service we provide in everything that we do.

Finally, we have been very busy this year in establishing strategic partnerships with like-minded and quality organisations. 2019 will see the announcement of joint ventures in Dalian China, Jakarta Indonesia and other countries.

Columbia is expanding and looking for the opportunity to expand and improve its service offering to its clients and potential clients all the time.

2019 will be a year of challenges and opportunities. We need to act and think as a cohesive, caring unit, above all being uncompromising in the top quality of the service we provide and never accepting anything less;

always looking at ways in which our service offering can be improved and widened; and always looking for like-minded clients and potential clients, and partners, with which to cooperate and collaborate.

Thank you all for your commitment, loyalty and efforts wherever you are, ashore or onboard. Each one of you matters. Each one of you is vital to the continued success of Columbia.

Mark O'Neil

President
Columbia Shipmanagement



L-R: Mr. Dirk Fry, Mr. Heinrich Schoeller, Mrs. Anne-Marie Neokleous and Mr. Phivos Vakis celebrating a toast with our CSM Limassol staff



COLUMBIA OPENS NEW PERFORMANCE OPTIMISATION CONTROL ROOM

Taking Optimisation To The Next Level

Columbia Shipmanagement formally opened its high tech Performance Optimisation Control Room on Friday 14th December 2018 in Cyprus. The opening ceremony was attended by Ms Natasa Pilides, Cyprus Deputy Minister of Shipping.

The focus of the Control Room is on Performance Optimisation. When full functionality roll-out is complete, the Control Room will be manned 24/7 by qualified personnel who will optimise vessel safety, performance (speed, consumption, delay, weather routing), disaster avoidance and maintenance (including preventative and contractual compliance).

Web-based, it can be easily uploaded to other Columbia offices and clients' offices allowing remote monitoring.



Entrance to the Control Room



Deputy Minister of Shipping Ms. Natasa Pilides
and Mr. Mark O'Neil



Captain Pankaj Sharma, Manager of the Control Room

Captain Pankaj Sharma, Manager of the Control Room, is a project management professional with years of experience managing control rooms. Mr Sharma commented; “Centralising our operations will give us the ability to better deal with fast-changing scenarios and developments as they happen. With 24/7/365 support, our goal is to have even faster decision making and greater visibility by using modern technology to achieve cost efficient vessel operations.”

The Control Room will be a management hub, seamlessly connecting to technical, marine, crew and commercial management departments and functions.

Columbia’s President Mark O’Neil in his opening address stated “This project has been made possible through the excellent collaboration and support of our project partners Tototheo Maritime”, adding “It is a visible and tangible example of how digitalisation and technology can be harnessed for optimisation of vessel operation and management.



Mr. Schoeller and guests during the live presentation



Mr. Socrates Theodossiou, Co-CEO of Tototheo Maritime, with Mr. Mark O’ Neil



The newly-opened Columbia Control Room

Not only will it make us more attractive to our clients and potential clients, it will also make our clients more attractive to the market through optimised operation. The Performance Optimisation Control Room demonstrates Columbia's commitment to its clients and to the provision of a thoroughly modern, digitalised and optimised service."

Before cutting the ribbon Deputy Minister Pilides stated: "The launch of the Control Room is a vivid example of the company's dedication to safety and optimisation of performance. This new addition to the company's advanced technological systems will enable efficient monitoring of the company's fleet and prompt rectification in case performance issues arise."

A number of key operational areas will be streamlined, including:

Overview of Fleet Performance

Our Control Room operators will have full access to fleet performance



Mr. Schoeller viewing the tracking system

data by combining vessel reported data with industry information and inputs, including (amongst others):

- voyage
- hull and propeller
- engine and other systems
- fuel quality performance
- connectivity to 3rd party systems
- environmental compliance

Focus on Optimisation

All aspects of vessel's performance will be closely monitored to ensure full optimisation of speed and consumption, preventative maintenance, delay time at ports, technical, and Charter Party performance.

With the launch of our new Control Room, we shall streamline efficiency for:

- vessels and shore operations
- monitoring performance
- maintenance (our approach to dealing with equipment breakdowns will change from reactive to proactive)
- crew management / rotation
- commercial parameters

Client Benefits

The advantage of being web-based is that the Control Room can be replicated in any location and in each of our client's offices. The Control Room functionality will help us to improve our management processes and procurement processes generally. Cost savings for our clients will be significant.

Editorial Team

COLUMBIA ATTENDS IMO ASSEMBLY IN LONDON

Columbia Cyprus' Managing Director Andreas Hadjipetrou attended the IMO assembly held in London on 4th December 2018 as part of the Cyprus delegation together with the Deputy Minister of Shipping, Ms. Natasa Pilides and the High Commissioner of Cyprus in London,

Mr. Euripides Evriviades.

During his presentation, Mr. Hadjipetrou remarked on the importance and strength of the ship management sector in Cyprus, highlighting the ship manager's role in the implementation of IMO conventions on ways forward to improve optimisation, environmental protection and quality of life at sea. Columbia is proud to have contributed towards the maritime industry for over 4 decades.



L-R:
Mr. Andreas Hadjipetrou,
Ms. Natasa Pilideas,
Mr. Euripides Evriviades

DEPUTY MINISTER OF SHIPPING VISITS CSM CYPRUS

Ms. Natasa Pilides, Deputy Minister of Shipping, visited our offices in Limassol on 19th November for a meeting with Mr. Schoeller and our Directors.

Columbia expressed full support to the Deputy Minister in her efforts to further improve the competitiveness of Cyprus as a Maritime center:



From left to right:
Mr. Phivos Vakis, Ms. Natasa Pilides,
Mr. Heinrich Schoeller and Mr. Andreas Hadjipetrou

I CARE UPDATE

Much has been achieved in the short time since Columbia launched its company-wide I CARE campaign in June 2018, since adopted as a philosophy.

The I CARE philosophy causes us to re-focus our attention on our culture, our core values (respect, loyalty, competence, accountability and passion), our policies and our service to our clients. It is also a way of re-emphasising what makes this company so special, both onshore and at sea.

Below is a brief timeline of just some of the main developments since June 2018:

- Mr. Mark O'Neil personally introduced the I CARE campaign in June along with an action plan to all CSM Cyprus, Germany and Singapore staff.

A further October update was given by Mr. O'Neil in person, during a company meeting in the CSM Cyprus garden. Both Cyprus updates were filmed for distribution to all offices, agencies and fleet to convey the I CARE message going forward.

- An I CARE brand was created for circulation via an intensive internal marketing campaign. This included the circulation of posters and banners to all CSM offices, agencies and vessels.
- The Open Reporting System poster was updated and distributed to our offices and fleet.



- I CARE updates were communicated worldwide via our Staff and Crew portals.

- Departmental meeting agenda's now includes I CARE as the first discussion point in all CSM offices and agencies worldwide as well as to our entire fleet, which will be held during HSE meetings.

- CSM Crew check-list forms have been updated in order to focus on the I CARE philosophy during crew briefings, appraisals or promotion interviews. Going forward shore staff appraisal forms will include the I CARE element. It is now also included as part of new staff induction sessions.

- All in-house training and crew seminars now incorporate the I CARE philosophy.

- Technical and Marine Superintendents have been instructed to address I CARE and company culture as topics during all vessel visits & inspections.

- The Technical Inspection report has been modified to include 'I CARE' philosophy. Marine Inspection reports will also reflect the outcome of 'I CARE' discussions onboard.

- During the campaign stage, the I CARE Hall of Fame was implemented both in the office and onboard the vessels. Columbia wants to recognise employees who make an exemplary contribution to the company or demonstrate behavior which exemplifies the I CARE philosophy. This was later re-named as the 'Wall of Recognition', which recognises colleagues on an ad hoc basis who go the extra mile or make special efforts that show they care. Nominated colleagues are featured on our staff and crew portals.

Additional 'Good News' stories are shared via our internal staff and crew portals, as an example to encourage our colleagues. The I CARE Philosophy has seen an overwhelming response from our staff and crew. A few examples follow in these next pages.

If you have a suggestion to make, please contact our I CARE team: ICare@csmcy.com



I CARE IN ACTION - INITIATIVES FROM THE COLUMBIA FAMILY

Captain Victor Eremia introduced blood pressure check-ups onboard MV 'ASIA ZIRCON 1' in order to monitor the crew's health condition. The initiative was embraced so positively by the entire crew that this check-up has since been scheduled on a regular monthly basis.



Our colleagues from the QSHE Department in the Singapore office decided to re-iterate their pledge to our Values by making a symbolic set of I CARE mugs, each with a different value



Captain Borislav Damyanov shared a photo of his crew's New Year party o/b MV Asia Opal in the Indian Ocean. Crew gifts were creatively arranged to highlight the 'I CARE' message



Technical Fleet Manager Salvador Respeto from CSM Singapore proposed an idea for the "Initial Emergency Notification Checklist" which could be laminated and inserted inside the transparent phone covers of company-issued mobile phones, including the emergency phone. This is a convenient tool, especially when receiving emergency calls at inconvenient locations e.g. trains, bus etc.



Another initiative from CSM Singapore was taken by our colleagues TSI Rogelio Escobido, TFM Salvador Respeto and CSI Rina Calahatian who visited 'ASIA EMERALD I' at anchorage during bunkering. They surprised the crew (below) with specially decorated chocolate cakes. The cakes were enjoyed by all during the meeting and discussion about the I CARE philosophy.





Personal development is the theme of an initiative from Georgina Fakonti and Constantinos Agathocleous, (CSM Cyprus) who proposed the idea of viewing TEDx video talks on a weekly basis before Insurance & Claims departmental meetings. TEDx talks are short 8-15 minute videos which share ideas on different topics (www.ted.com).



Thanks to Deputy Director Aleks Bosov at our St. Petersburg office for sharing this photo of MRM Course participants with their 'I Care' mugs ('Kruzhka'). The mugs were specially made as gifts for the participants.



CSM CHRISTMAS DONATION

As part of our caring for community, Columbia Cyprus donated a carload of grocery goods together with a monetary donation on 20th December 2018 to a 'community supermarket' which is co-ordinated by the Limassol Municipality for families in need. Donations included dry food, nappies and tinned products.



AWARD NEWS

Columbia wins YoungShip Company Award

We are honoured to announce that Columbia Shipmanagement Cyprus has been chosen as this year's recipient of the 'YoungShip Company Award'.

YoungShip Cyprus was founded in 2012 as a branch of YoungShip International which is non-profit organisation with branches around the world. The 'YoungShip Company



Managing Director Mr.Andreas Hadjipetrou receiving the award on behalf of Columbia

Award' is given annually to companies that lead the way and support the next generation of future maritime leaders.

The YoungShip Cyprus

To learn more about YoungShip visit: www.youngship.com

Awards was established in 2016, in order to provide a platform where innovation and leadership among young executives of the industry are celebrated.

Columbia receives Green Flag Environmental Award

In June 2018 the Port of Long Beach awarded Columbia Shipmanagement with the Green Flag environmental achievement award for compliance with the programme for the previous 12-month period in 2017. The award recognises vessel operators' achievement of slowing vessels down to 12 knots or less within 40 nautical miles (nm) of Point Fermin (near the entrance to the Harbor).

The Port's Green Flag



Programme is a voluntary vessel speed reduction programme aimed at reducing smog-forming emissions and diesel particulates from ships.

When vessels enter the

speed reduction zone, their speed is measured and recorded by the Marine Exchange of Southern California. The programme prevents more than 1,000 tons a year of air pollution.

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Event Highlights September - December 2018



SMM
Hamburg

Georgia
International
Shipping
Forum

Invest
Cyprus
Bloomberg
Event,
London

SEPTEMBER 2018



Capital
Link Forum,
London

Capital
Link Forum,
New York



Cyprus
Shipping
Chamber
Career Fair,
Limassol



YoungShip
ShipCon
conference,
Limassol

Japan
Maritime
Daily event,
Tokyo



Capital
Link
Forum,
Athens

Mare
Forum,
Tokyo

OCTOBER

Mare
Forum,
Dalian

NOVEMBER

Crew
Connect,
Manila,
Philippines



Ship
Management
International
Round table
debate, Limassol



Propeller
Club
event,
Monaco



Economist
event,
London

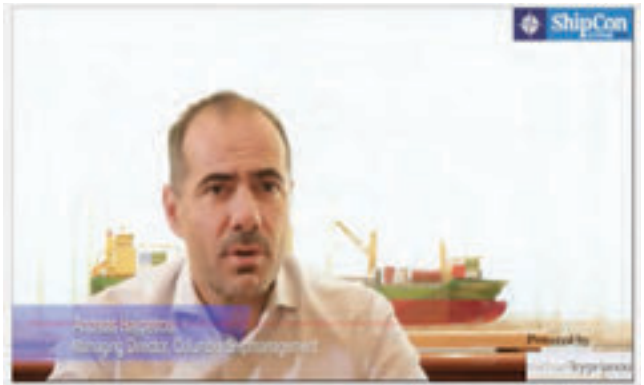
DECEMBER



FILM CREWS VISIT CSM CYPRUS

Focus on Diversity

In November 2018, Young Ship made a short film on the topic of 'Diversity Leads Innovation' at our CSM Cyprus premises. The film clip featured various shipping representatives, including Andreas Hadjipetrou who spoke



on this important topic. The film was later screened at the ShipCon conference in Limassol.

To view, please visit:
www.youtube.com/watch?v=7krZmwsfRs&t=35s

GDPR Awareness

A UK-based film crew visited our Columbia CY office in week 46 to shoot a GDPR awareness film. The project was initiated by Steamship, with a view to highlighting how various industries are responding to GDPR issues.



Columbia was approached to participate, with a number of Columbia colleagues taking part onshore as well as onboard CSM CSM managed vessel Petrolina Ocean (below right).

The short film will be released by Steamship in approximately 6 months.



COLUMBIA LAUNCHES NEW WEBSITE

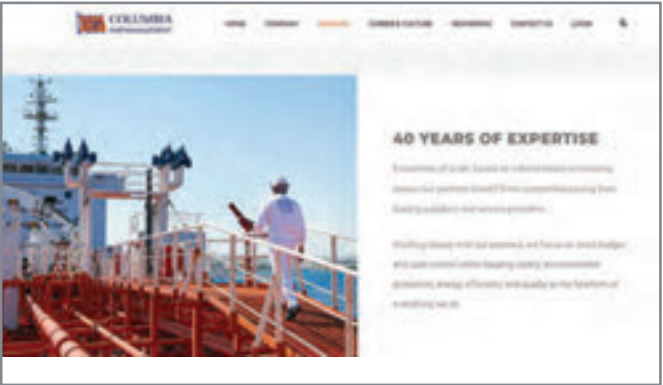
We are pleased to announce the launch of our re-designed Columbia website to mark our 40th anniversary milestone.

The new website has been designed to provide a user-friendly experience with improved navigation and search functionality throughout the site.

The website features new sections on digitalisation and job opportunities, as well as a new Press section.

We have also included an updated Company Culture section where you can 'Meet our People' through short interviews, as well as links to our social media channels.

Editorial Team



To explore our new website visit: www.columbia-shipmanagement.com

SWISS OCEAN YACHT MANAGEMENT NEWS

Our luxury superyacht management division, Swiss Ocean, continues to strongly develop. As the team grows and looks towards further expansion, Mr. Christophe Ceard joined as Director on 1st November 2018. Mr. Ceard is an experienced yachting professional with an extensive background in yacht management, fast ferries, luxury and hospitality industries.

Mr. Ceard brings with him a wealth of knowledge of the yacht industry, having worked for a family office

and leading yachting industry firm, as well as skills and experience in luxury operations, corporate and operational management.

Mr. Ceard is also Vice Chairman of the Asia Pacific Superyacht Association. He is based primarily in the Hamburg office, and is responsible for leading and coordinating the future expansion of Swiss Ocean and its operational capabilities. Mr. Ceard spoke to Compass about Swiss Ocean's plans for 2019:

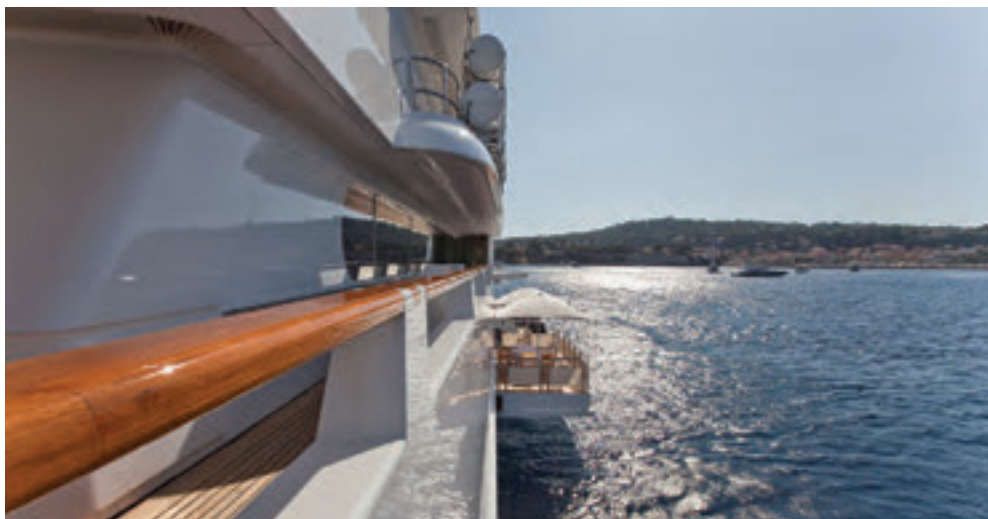
Swiss Ocean is planning to increase its communication and presence in the yachting world in the month to come.



SWISS OCEAN

The company organised a successful event during the Monaco Yacht Show last September and participated in the world's largest event for boat leisure industry, METSTRADE in Amsterdam last November.

Swiss Ocean will be exhibiting at Boot Dusseldorf at the end of January 2019, which is the major event for the German and central Europe market. In addition to providing services to our main superyacht clientele





Christophe Ceard

from Middle East, Russia and Europe, Swiss Ocean will also focus on 'new' superyacht owners potential.

As part of the developing yacht scene in Asia, Swiss Ocean will be present at the Singapore Yacht Show in April 2019.

Christophe Ceard

Director
Swiss Ocean Yacht Management

The link between the CSM resources, expertise and the team is paramount for Swiss Ocean.

To highlight this link between ship and yacht, we would like to share the testimony of Willy Jamorabon, a long term CSM seafarer and currently Staff Captain on-board one of the most iconic yachts in the world.

My name is Wilfredo U. Jamorabon, Staff Captain onboard one of the superyachts under management of Swiss Ocean.

Yachting is a one of a kind experience... the ability to sail to some of the world's most beautiful locations.. If you can adjust physically and mentally to the owners' life style and work demands...

if you listen respectfully and then of course in return you will receive the recognition and respect from them, .. it's the ultimate fulfillment.

Teamwork is still an essential part of working onboard yachts regardless of the absence of commercial purposes.

Professional teamwork is



Columbia Restaurants team delivering provisions



Mr. Wilfredo U. Jamorabon

essential onboard yachts, and to achieve this – you have to encourage the crew and be patient when training new crew members.

I have been with Career Philippines Shipmanagement/ Columbia Shipmanagement since 1979, starting as a Cadet. After working

onboard reefer and bulk vessels, as well as a car carrier I then served onboard expedition cruise ships.

World Discoverer (3rd Officer) and M/V Polaris (Second Officer.

And now, almost 40 years later, I am Staff Captain on a superyacht which I joined in 1996.

It is very gratifying to see that my crewmates are on the same page everytime the owners ask us to prepare or do something, each knows exactly what needs to be done, and they are also enjoying their tasks.

Yacht owners often do not

follow set schedules and need their staff to be versatile.

From my experience the best way to handle unexpected requests is to smile and just do your utmost to ensure it is done.

I think the reason why the sea offers yacht owners the perfect retreat from the world is the simple joy of being out in the ocean, especially when it's calm. They are being served with a smile, the food is great and their yacht is spotless.

Wilfredo U. Jamorabon
Staff Captain
Swiss Ocean Yacht Management



Swiss Ocean Yacht re-fit activities

UHI NEWS UPDATE

UHI United Hospitality Institute was established in 2017 by Columbia Shipmanagement, and has been operating regionally and internationally since its inception.

To date, UHI has successfully delivered hospitality-training programs in our Training Centers in Philippines, Poland, Romania, Ukraine and Latvia and continue to grow each year; building on our success and in-depth knowledge of the needs of our clients: Cruise-ships, Yachts, Casinos, Resorts, Hotels and Restaurants located all over the world. Inspired by top-class

hospitality standards, training and professional development, the founders, management and trainers of UHI are passionate about delivering training courses of the highest standards.

United Hospitality Institute Ltd is pursuing its growth through new pioneer services in exclusive collaboration with well-known clients of the hospitality industry.

UHI team has decided to adopt a proactive approach to customer care by providing the owners of cruise ships, of hotels/restaurants and of any other leisure establishments, the ability to offer an impeccable tailored service to their customers



UNITED
HOSPITALITY
INSTITUTE

through UHI's qualified and well-trained staff. We're pleased to announce that UHI has signed collaboration agreements with "Lanitis Entertainment" and "River Advice Ltd" to assist them with hospitality recruitment from abroad via our pool of UHI qualified candidates. UHI is carrying out marketing campaigns, arrange interviews, select candidates and then provide full training."

Since our last Compass issue, United Hospitality Institute Ltd has launched two social media marketing campaigns for our clients Lanitis Entertainment Ltd and River Advice /River Catering Ltd respectively. The campaigns were carried out in close cooperation with our CSM Offices, CSM Baltija and CSM Constanta Srl.

The first training session for Lanitis took place in Cyprus. We've currently fulfilled the employer's needs & expectations by delivering to their organisation a



A training session for UHI Constanta students

number of Bartenders & Waiters. Selected trainees successfully completed our Fundamentals of Food and Beverages Services Training under the supervision of our training manager, Mr. Argyris Kontos and straight after have joined the team of Carob Mill Restaurants in Limassol.

On 29th October 2018 an eleven-day hospitality training on Restaurant Service was held at UHI's Training Centre in Constanta on behalf of the client River Advice Ltd. Successful participants were given a ship assignment onboard one of their river ships.

UHI in view of its new business model 'Job Placement Through Training',



Learning the hospitality trade

is currently working on a new project, in partnership with Luxury Hospitality Management BV, the leading with 'Luxury Hospitality industry experts in the field of 7* Hospitality Training Service. They will be opening the doors to a world of 7 Star Service in the Luxury Hospitality industry.

Housekeeping training for all successful candidates

took place at our Training Center in UHI-Constanta, Romania. To learn more about UHI and job opportunities in the hospitality industry visit: www.uhinstitute.com or their Facebook and Instagram accounts.



Theodoros Antoniou
Director
United Hospitality Institute



Housekeeping trainers Margaryta Pryshniak and Christina Binder

GENPRO UPDATE

The one comment we have been receiving, more than others, over the past few months by colleagues, suppliers and clients alike is:

“What kind of challenges do you face setting up a start-up company?”

In order to properly address this, one may refer to the Cambridge Dictionary for the meaning of ‘challenge’. It is defined as:

Challenge

(the situation of being faced with) something that needs great mental or physical effort in order to be done successfully and therefore tests a person’s ability.

GP General Procurement Company Limited (GenPro), the joint venture between CSM and BSM, over the past 6 months has worked from scratch to set up the relevant and required processes and procedures which are fundamental and can facilitate the operational side of the company. GenPro has further worked through 29 detailed ship chandler physical audits

around the globe including China, Singapore, Hong Kong, Korea, the US and Europe aiming to achieve the best possible contractual terms & conditions, and quality products & services available on the market. Great efforts were put into clearly communicating our quality requirements and expectations. This could only be achieved in a joint effort with GenPro’s suppliers. We gathered a wide selection of potential partner suppliers in an event organised during Poseidonia. We had attended and met with suppliers during the Poseidonia and SMM exhibition in Greece and Hamburg respectively as well as at our premises in Limassol and Singapore, with added focus given on forging lasting relationships based on mutual respect and trust.

Extensive discussions have been held in respect to the design and development of a tailor-made IT infrastructure and GenPro platform which in the near future will be supporting our GenPro offices, Vendors and Members worldwide, with



direct access to live data and information such as procurement statistical analyses, contract terms & conditions, supplier turnovers & annual volume figures.

Simultaneously, the teams in Cyprus and Singapore have jointly managed to conclude or bring near to conclusion approximately 50 contracts, covering cost areas imperative to our vessels daily business such as lubricants, ship chandlers, paints, drydocks, chemical & gases and safety, fire & rescue services. By the summer of 2019, we aim to have built a solid targeted contract repertoire of 120 contracts covering all main cost areas. Apart from the actual number of contracts signed we feel delighted to have contributed to the improvement of the pricing, terms & conditions offered to our Members

and the continuous efforts made in order to improve ourselves. At GenPro, we feel that this is an ongoing process. We have secured, where possible, real value to be returned to our clients via volume related discounts.

Entering into the new year we will amongst others projects, conclude the shipyard contracts, explore Navcom related products and services, tender out the freight forwarding business and look into potential cooperations that could lead to large scale efficacies for the benefit of our Members and naturally the end users, our client shipowners. This is where GenPro places focus on. To deliver a first class quality service combined with the capitalisation of uncaptured value, optimise pricing which can all lead to benefits for our clients.

All the above milestone targets are of course, challenging; working with different time zones is challenging; working across cultural boundaries is challenging; building a winning team is challenging however one must recognise that it is

these challenges that define who we are and what we can successfully achieve at the end of the day.

The diversified GenPro team reflects exactly the diverse maritime industry we all navigate in, and with it, it aims to bring innovative thinking, exceptional problem solving abilities & the drive to succeed. It is through challenges we learn what we as individuals, as a Team, as a Company are capable of and how we can improve ourselves. Thus 'challenge'

should not be used in its negative connotation but rather positively, as an awe inspiring motivational drive. Or simply as an opportunity.

So when you ask us whether we face many challenges our reply is simply, YES, and that we welcome challenges very much like we all welcome opportunities and success.

Maria Theodosiou

Commercial Manager
GP General Procurement
Company Limited



L-R: Panayiotis Nearchou (Accountant),
Vasiliki Kyriakou (Legal), George Vassiliades (MD),
Maria Theodosiou (Commercial Manager)
Nafsika Iakovou (Commercial Officer)

TRAINING NEWS

INDUSTRY FIRST AS CSM LAUNCHES NEW LEARNING MANAGEMENT SYSTEM

We are proud to announce that Columbia has started rolling-out its first Learning Management System (LMS) based on the high-tech ACP platform of Adobe Systems.

In 2018, Columbia was the first shipping company to implement the Adobe Learning Management System (LMS) for all Company's e-Learning courses and CBT's managed and streamed from a single platform. The main aim was to harmonise our company's e-Learning courses for seafarers and fleetwide activities.

What is Adobe Captivate Prime?

It's a new Learning Management System which enables a new learner experience by combining a user-friendly learner interface together with engaging gamification. It provides e-Learning content in all major media types, and for desktop and devices through a common

player. Adobe Captivate Prime was created to serve the needs of administrators, and designed with the learner in mind to meet the demands of the LMS market.

The main advantage of Adobe Captivate Prime is that it provides actionable data which helps administrators to monitor the effectiveness of training. It also provides feedback on how quickly their workforce is improving through skills awards and

batches. All of our seafarers and shore employees have received their own account and can access the LMS via any internet browser or via the dedicated App (Adobe Captivate Prime).

We have now developed 20 eLearning courses and programmes available on the platform which can be viewed both online and offline. The courses cover several topics including ECDIS, Management of



Screenshot of LMS home page



Change, Anchoring, Ballast Water Treatment Systems and Gas Detection Equipment amongst others.

The Platform supports all Company videos, notices and alerts to the seafarers and enables the conducting of webinars, virtual classrooms and even Virtual Reality trainings.

The modern eLearning tool allows seafarers and office staff to complete interactive courses at their own pace, download the certificates after successful completion of the relevant tests, posting their comments and interacting in dedicated forums. As well as completing feedback reports users can save the course contents on their mobile devices for future reference.

While onboard, all crew will have easy access to the platform via Satellite internet connection. For ships with limited internet access the Company will provide dedicated servers for this purpose.

The I CARE speeches to

staff by Mr. Mark O'Neil were the first to be uploaded and have been widely viewed throughout the fleet and our offices.

The new LMS includes many more features, such as Skills management and a Learning programme. Each course can be allocated credits ranging from 0 up to 100 and can be assigned a level of competence from 1 to 3; the system enables gamification and competition in achieving the highest number of credits.

Masters and Managers will be able to create Continuous Development Programmes for their teams by enrolling them through specific courses or programmes. Our Training Officers in the Manning agencies will act as direct mentors to our seafarers.

Admins and Managers will be able to track trainings using a powerful reporting engine, as well as view feedback, add users and manage skills.

This achievement took

place thanks to the commitment and especially the fantastic example of teamwork between our various departments and offices within the Columbia Group.

Special thanks to the Training Group in Cyprus, all Training Officers in the Manning agencies, IT Departments in all offices and the Senior Enterprise Architect, Blue Dynamics, NavCom, the Training Manager in Hamburg, HR departments in all offices, the Master and Crew of ALTAI (first testing vessel) and CSM Ukraine (first testing manning agency).

Tanker Seminar, Busan

Columbia is the first foreign company to utilise the impressive and complete Tanker training facilities at Busan Maritime University with whom we will soon sign an MoU enabling full cooperation, exchange of knowledge and access to all facilities. The Training allows deck and engine officers to practice all aspects of Tanker operations utilising the same equipment they will find onboard.



The training includes cargo operations, wall wash test and simulation of Vetting and PSC inspections.

Ratings Seminar, Manila

Despite there generally being little training provided to Ratings in the shipping industry, Columbia has continued its efforts in upgrading the knowledge and skills of our ratings by organising twice this year seminars dedicated to our ratings where important Safety and Operational subjects are addressed.



In addition, the seminars have included personnel subjects such as mental health and wellbeing at sea, finance management etc.



A further training update will be given in our next Summer issue of Compass.

Captain Faouzi Fradi Crewing and Training Manager

Columbia Shipmanagement Ltd (Cyprus)

After the October Ratings Training seminar, our Crew Training Officer Captain Noriel Cereno visited our IMEC cadets at their Academy

INTRODUCING CADET IOANNIS PISSAS

Columbia is pleased to support the Cyprus Maritime Academy (CyMA) - a pioneering educational project, which guarantees direct employment in a sector which Cyprus plays a leading role, as the largest third-shipping centre in Europe.

As part of our involvement, Columbia is committed to providing cadetships on an annual basis. Compass spoke with cadet Ioannis Pissas, who shared his experience so far:

Is anyone else in your family a seafarer?

Despite coming from a medical background, I chose to be the first member of the family to become a seafarer. It was a decision that I took on my own after figuring out what could fulfill my dream and passion related to my career.

Why did you decide to become a cadet?

I was always captivated by how ships function. It is one of the few careers that gives you the opportunity

of early responsibility; traveling globally to unique destinations; long term prospects; international recognition and career flexibility. These and many other reasons have led me to work at sea as a cadet.

I consider myself fortunate to receive answers to my many questions from highly successful people within the shipping industry.

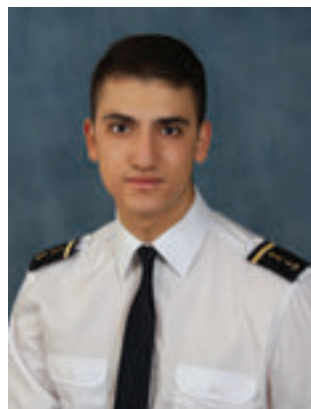
After finishing my first academic year 2017-2018 with success, I joined M/T Cape Balder in July 2018 for two months.

How was your first experience onboard a vessel?

My first experience on board M/T Cape Balder was unique for me, an experience I will never forget.

As I'm new to this industry, I was very excited and felt lost at the same time; I had the help of the crew/Officers advising and teaching me how to become a good Officer in the future.

Working amongst various nationalities was something new to me. Of course it was a different lifestyle from what I knew. However, I was well prepared prior joining the



ship to face all kind of circumstances.

Any unexpected surprises during your time as a cadet?

The biggest surprise as a cadet is that I had the luck and privilege to also see the whole Dry Dock procedure in Dubai World Dry Docks, which was unexpected for me.

What advice would you give to young people considering a cadetship?

I would definitely advise young people that a cadetship is a field to gain skills, tackle challenges and empower their confidence. It is not an easy field neither academically nor practically but it's worth the hard work in the long run.

Seafarers work with many different nationalities. Why do you think it's important to work with people from different cultures?

Culture is a strong part of

our lives, individual's values and ideas are what make a team strong; such strength is mandatory onboard in order for the vessel to function in the most efficient way. Additionally, by working with other nationalities it helps to gain a better understanding of their cultures.

What do Columbia's company values mean to you personally?

Respect: The contribution of each individual on board makes a difference, and leads to perfection in our daily tasks. As a cadet, I felt that by listening, comprehending other crew members' knowledge onboard drives

a Cadet to become a well-respected Officer in their future career.

Competence: competency is a proficiency that enables a result of unique value to customers in general. As a seaman, continuous improvement of knowledge and skills lead to cope within the shipping industry.

Accountability:

This defines the responsibility to complete the assigned task on board as a cadet, to perform the duties required, in order to fulfill the goals of this demanding profession of being a seaman. Evaluation of performance on a daily

basis and accountability on our performance is what it means being a cadet/seaman.

Loyalty: Trust builds up loyalty. It is the key in life, to maintain respect and recognition. Loyalty, is a value that makes a seaman reliable in the work environment onboard but also a reliable person in daily life ashore.

Passion: Passion is the foundation to success as a seaman. By being passionate in what we do, it gives the energy to evolve our skills. The more passion we put into our daily life at sea, the more success will follow in our seagoing career.



To learn more about the Cyprus Maritime Academy visit: www.cyma.ac.cy

'ADOPT A SHIP' CAMPAIGN

Entering its 12th year, the 'Adopt a Ship' initiative partners local schools with vessels to help students learn about life onboard directly from Captains and their crew.

The end of school year 2017-2018 Award Ceremony was hosted again at our premises at the end of May 2018. Each teacher participating in the 'Adopt a Ship' Programme was awarded with a participation certificate and each school that had entered the Programme for the first time was awarded with a wooden ship model. This year the event was attended by the Cyprus Deputy Minister of Shipping Ms. Natasa Pilides.

Congratulations to CYMEPA who together with the Chamber's Secretariat organise and have the main responsibility to administer the 'Adopt a Ship' Programme throughout the academic year.

Representatives from Cyprus Shipping Chamber, CYMEPA, Ministry of Education were in attendance.

The day got underway with welcomes from Dr. Michael Ierides, Secretary General of CYMEPA, Mr. Andreas Hadjipetrou, Managing Director of Columbia Shipmanagement



Ltd, before three VIP speeches by:

- Deputy Minister of Shipping Ms. Natasa Pilides
- Mr. Alex Josephides, Deputy Director General,



Cyprus Shipping Chamber
& IMO Maritime
Ambassador for Cyprus

- Dr. Andri Othonos
Zachariou, Inspector;
Ministry of Education
and Culture

Captain Dimitrios Matis
later gave a short
presentation on 'The
importance of contribution
of Merchant Shipping to the
world trade'.

Following the visit, all

attendees were treated
to lunch at Pizza Express,
courtesy of Columbia.

Yiola Hadjichristodoulou
Senior QSHE Officer
Columbia Shipmanagement Ltd.
Cyprus

Adopt a Ship is an innovative and incredibly successful programme which captures the imagination of young children, introducing them to shipping in a novel and interesting way. Through the programme, children do not just learn about Cyprus shipping as a general concept, but about a variety of topics ranging from the everyday life of the crew to the way international trade operates. As a maritime nation we have a responsibility to retain the deep connection between the Cypriot people and the sea, and Adopt a Ship is a great way of doing that.

Ms. Natasa Pilides
Cyprus Deputy Minister of Shipping



CCS WELCOMES RCGS RESOLUTE INTO MANAGEMENT

On 30th September 2018 the HANSEATIC from Hapag-Lloyd Cruises ended her last cruise in Hamburg after 25 years with Hapag-Lloyd Cruises, honored with an official farewell party hosted at the Altona Cruise Terminal in Hamburg.

The HANSEATIC stern

name plate letters were presented as a gift on behalf of CCS and the Columbia family by Olaf Groeger to Mr. Pojer of Hapag Lloyd Cruises (pictured below).

However, with every end comes a new beginning.

We are pleased to advise that One Ocean Expeditions chartered the vessel and appointed CCS as full managers.

COLUMBIA Cruise Services welcomed One Ocean



COLUMBIA
CRUISE SERVICES

Expeditions' RCGS RESOLUTE (formerly HANSEATIC) into management in the Autumn of 2018.

CCS has been appointed by One Ocean Expeditions (OOE) as full managers to provide Deck & Engine, Hotel Operations and Crewing services.



HANSEATIC's farewell party, L-R: Roman Bruhn (vessel's owner representative), Olaf Groeger (MD CCS), Karl J. Pojer (CEO – Hapag Lloyd Cruises)

Following a one-week dry dock period under the supervision of COLUMBIA Cruise Services (CCS) at Blohm & Voss shipyard, the RCGS RESOLUTE commenced service with her brand new glow on October 7th, and sailed from Hamburg straight to Sydney, Nova Scotia, where the official recommissioning ceremony was held 16th October.

The RCGS RESOLUTE's naming ceremony was held 19th October 2018 in Sydney, Nova Scotia.



One Ocean Expeditions' General Manager Cathy Lawton christened the vessel by smashing a bottle of champagne over the bow at anchorage (with the very first try!), after a ceremony for the vessel and crew which was given by a priest who happened to be a family relative.

Olaf Groeger, Managing

Director of CCS commented "Our designated Team is very excited to be actively part of the OOE family, working to deliver the world renowned OOE experience onboard RCGS RESOLUTE and will do the utmost to guarantee the continuation of this remarkable vessel's success story!"

RCGS RESOLUTE is the



RCGS Resolute was christened by the Godmother Cathy Lawton, General Manager of One Ocean Expeditions

newest addition to the fleet of One Ocean Expeditions (OOE), Canadian owned and operated, industry leading expedition cruise specialist.

The ship was named after the Inuit town of Resolute in Canada's Nunavut Territory and the HMS Resolute, a British Royal Navy Arctic exploration vessel; and also carries the name of The Royal Canadian Geographical Society (RCGS).

The vessel looks back on 27 years of remarkable history since she first left Finnyards in Rauma, Finland as M/V Hanseatic.

It became the first non-Russian passenger vessel to navigate through the Northeast Passage in 2014, thus proving her strength in conquering icy waters. With a range of expedition cruise itineraries in Antarctica, Arctic and Canada's East Coast, Greenland,

and Norway, One Ocean Expeditions maintains ongoing affiliations with an array of scientific and educational institutions, and is proud to serve as the exclusive marine travel partner of The Royal Canadian Geographical Society.

To learn more about RCGS Resolute's cruise itinerary visit:

www.oneoceanexpeditions.com



The christening ceremony took place at anchorage in Sydney, Nova Scotia

AAL NEWS



AAL
SCORES
HOME RUN
AT BREAKBULK
US 2018!



AAL USES
'VACULIFT'
TECHNOLOGY,
IN AUSSIE
FIRST!



OFFSHORE
SOLUTION FOR
MAJOR AUS OIL
PRODUCTION
PROJECT



AAL EXPANDS
ASIA
TO AUSTRALIA
WEST COAST
SERVICE!

AAL SCORES HOME RUN AT BREAKBULK US 2018!

Breakbulk US is North America's premiere heavy-lift project and breakbulk expo and last year's event (3-4 October 2018) attracted over 4,700 delegates from all over the region. AAL stole the show with some out-of-box ideas to look even more 'authentically American' for its local US customers and to attract a larger delegate audience to its exhibition stand.

Instead of a traditional exhibition stand, AAL hired an authentic 1950s US 'Airstream' trailer for the show. From this converted food-truck, positioned right in the middle of the expo hall, AAL served hot



snacks and cold draught beer to its customers and ran a unique customer competition to WIN an authentic 2017 World Series Houston Astros baseball, signed by MVP George Springer.

The Competition was linked to an online exit poll created to measure stand visitor perceptions of AAL and its local services.

The winner of the limited edition baseball was Joye Runfola, Senior Project Logistics Specialist

at Air Liquide and huge Astros fan.

The end result was that AAL had nearly 500 visitors to its stand during the 2-day show – its largest audience to an expo stand anywhere in the world.

In addition, the carrier received rave reviews from both the Expo organisers and all attending delegates about its original and compelling presence and presentation.

AAL USES 'VACULIFT' TECHNOLOGY, IN AUSSIE FIRST!

AAL has announced the successful deployment for the first time in Australia of multi-lift 'vacuum pad' units, used in the discharge of pipes with its partner Qube.

The cargo, which comprised 24,996 steel coated pipes units (18m in length each and weighing a total of 13,386t), was loaded in Baoshan China and discharged in Darwin, via AAL's global tramp and chartering service and its S-Class multipurpose heavy lift vessel, the AAL Bangkok (19,000dwt).

This was the first time that this lifting technology, which

uses multiple vacuum pads to attach and lift the pipes, has been deployed in an Australian port. The cargo was delivered by AAL to Darwin for the Bao Australia pipeline, for which Qube has been contracted for cargo discharge and landside operations for the Tanami Gas Pipeline Project. Traditionally, pipeline handling operations are handled by 'hooking up' the pipe during

vessel discharge. Landside activity has also typically harnessed crane and pipe grapling hooks for handling. However AAL and Qube, Australia's largest integrated provider of import and export logistics services, deployed the use of these innovative multi-lift vacuum units for the entire discharge operation in Darwin.

Nicola Pacifico (Head of Engineering at AAL), commented, "The multi-lift vacuum units were successfully commissioned and operational throughout the operation, while maintaining zero lost time injuries (LTI) and reducing operational safety

risks, by eliminating the use of hooks. Data analysed before, during, and after the operation demonstrated increased productivity, improved risk mitigation and ultimately cost savings that could be passed down to our customers."

"The use of this technology also added to the quality of the operation, thanks to the improved and less abrasive handling which protected the integrity of the pipeline coating."

In conclusion Dean Wells, General Commercial Manager at Qube, said, "We strive to continuously implement

innovative practices, from stevedoring operations to haulage to remote locations, for our customers in the pipeline industry. We have long been seeking a better solution for pipeline handling that would improve productivity, quality and safety, compared to the traditional use of hooks.

Never before seen in Australia, this multi-lift vacuum technology delivers a major step-change in pipeline handling operations and Qube is looking forward to partnering with AAL on many more pipeline projects into the future."



OFFSHORE SOLUTION FOR MAJOR AUS OIL PRODUCTION PROJECT

Executed with optimum efficiency and safety, AAL has performed a 3-month off-shore pipe haul and ship-to-ship (S-T-S) operation for the Greater Enfield Project – a subsea oil production project located in Exmouth, Australia. On behalf of TechnipFMC – global leader in subsea, onshore, offshore, and surface technologies – AAL completed a 90-day ‘one-ship-solution’, to deliver pioneering Thermotite ‘ULTRA’ subsea pipes and other subsea equipment to the ongoing Greater Enfield Project, a development of subsea oil production and water injection wells located 60km north-west of Exmouth, Western Australia.

The cargo was loaded onto the AAL Nanjing (19,000dwt, S-Class MPV) in Kuantan (Malaysia) and Tanjung Langsat (Malaysia). The vessel was mobilised from Singapore where a tailor-made accommodation block was installed in Jurong Port to host a group of specialist offshore marine construction workers, TechnipFMC’s own



Three-month offshore solution delivers for Aussie oil Field!

team and additional AAL Superintendents and personnel – all of whom remained onboard throughout the entire operation.

“Having been awarded this key scope of the project, AAL’s solution took 3 months to plan and met the strictest standards of safety and environmental compliance. It involved the AAL Nanjing operating offshore in the Exmouth Gulf for 71 days, transferring cargo ship-to-ship (s-t-s) to two Platform Supply vessels (PSVs) and herself initially interacting with Technip’s Pipe Layer /

Installation Vessel G1201 at the commencement of the offshore campaign.

Archie Walker, Project Director for TechnipFMC, concluded; “TechnipFMC worked closely with AAL to develop the procedures for the loading and the working of the vessel when in Australian waters, for the transfer of pipeline to the installation vessel the G1201.

The project was completed successfully without any recorded HSE incidents or schedule delays.”

AAL EXPANDS ASIA TO AUS WEST COAST SERVICE!

AAL RAMPS UP ASIA – WEST COAST AUS LINER SERVICE (AUWC) TO A MONTHLY ROTATION FOLLOWING SUSTAINED ECONOMIC GROWTH IN THE REGION

Global MPV leader AAL is boosting its scheduled North & South East Asia to West Coast Australia Liner Service (AUWC) to a monthly service. The expansion comes on the back of very strong growth (16% in 2017/2018) for Western Australia's \$109 billion mineral and petroleum industry - due mainly to rising

commodity prices, stronger than expected export demand and growing local production.

AAL's AUWC service has served the breakbulk and project heavy-lift shipping community in the region since 2006 and is the only MPV liner service between North Asia and the Australian West Coast offering regular sailings from Shanghai, Pusan and Kaohsiung to Fremantle as well as Port Headland / Dampier on inducement.

The service currently employs tonnage from AAL's owned S-Class MPV fleet (19,000 dwt and featuring a combined maximum lifting capacity of 700 mt).

Frank Mueller (General Manager of AAL Australia) commented, "The Australian economy and fortunes of many of our local customers are benefiting from a global recovery that began in 2017; increased spending in Asia; reviving commodity prices; strong steel exports to the US (worth roughly \$210 million a year); and low interest rates around the world.

We plan to support this growth and help our shippers to meet their trade demands by expanding our services portfolio when needed and maintaining a constantly high level of attention and customer service."

AAL Marketing Team





OPEN REPORTING SYSTEM

DEAR CONCERNED EMPLOYEE,

Compliance with International and National Rules & Regulations, as well as with all requirements of the Company's Management System is every employee's responsibility. As part of that responsibility, it is your duty to promptly inform the Company of any practice that contradicts, or you suspect to contradict any rules and regulations or Columbia Shipmanagement Policies.

The Company urges all employees to report such information to the **MASTER** (if onboard) or the **HEAD OF DEPARTMENT** (if ashore), or contact directly by telephone call, SMS-text or e-mail:

- the **DESIGNATED PERSON ASHORE (DPA)** or
- the **ENVIRONMENTAL COMPLIANCE MANAGER (ECM)** or
- the **TOP MANAGEMENT (TM)**.

You may also use the specific e-mail address: openreporting@csmd.com.

If you prefer not to report directly to the Company, you may also report to a dedicated **THIRD PARTY** at the e-mail address: open-reporting@open-reporting.com or call the toll-free telephone number: **+800-19293949**.

You will not have to reveal your name but if you wish to do so, then we assure you that your identity will be held in strict confidence.

**COLUMBIA SHIPMANAGEMENT WILL NOT RETALIATE AGAINST ANY
EMPLOYEE MAKING SUCH REPORT.**

WE RELY ON YOUR COOPERATION.

The Management of Columbia Shipmanagement, June 2018

WHOISWHO



ANNE-MARIE
NEOKLEOUS



DR. REZA
AKBARI ALASHTI

ANNE-MARIE NEOKLEOUS

1. How did you first start working with Mr. Schoeller?

After completing my education in Dublin, my family returned to Cyprus in 1972. It was then that I met Mr Schoeller who was looking for a secretary to assist him in his role of Managing Director of the first ship management company on the island, Hanseatic Shipmanagement (now Bernhard Schulte Ship Management). The company grew and became successful being the only one of its kind in Cyprus at the time. In 1976 Mr. Schoeller had to return to Hamburg to take up the position of Technical Director and I left Hanseatic to start with a new German company, Josef Roth (Cyprus) – now Uniteam. I was Private Secretary to the Managing Director and also Personnel Officer responsible for crew planning and rotation. In 1978 I was contacted by Mr Schoeller regarding his plans to establish a new shipmanagement company in Limassol, Columbia Shipmanagement..... and the rest is history!

2. Can you tell us a little about the very first office Columbia started in?

While waiting for Columbia's office building completion, work had to come first, so a temporary office was created in my house in July 1978. All administration for the company set up was carried out from there as well as the organisation and preparation for our new offices in Limassol. It took some doing in those days especially for the registration documents as government offices were extremely laid back. We also arranged crew rotation and often spoke to Captains and Officers by phone arranging travel and signing on/off our ships. Our very first employees were interviewed there and office equipment consisted of an electric typewriter and a phone. When we finally received the company's official registration certificate, Columbia was 'born' and we moved into our first office in Themis Court, Evagoras Papachristoforou Street, Limassol, in September of that year.

3. How would you describe what it's like to work with Mr. Schoeller?

'Never a dull moment' covers it all!

4. Did you ever imagine how large Columbia would grow?

Definitely not. The company started with only 3 vessels under management in 1978 culminating today in a total of 400 vessels, 8 ship management offices, 14 crewing agencies and 15,000 employees worldwide. I am proud to have been here from the very beginning and to be part of Columbia growing into one of the most successful shipmanagement companies worldwide.



Anne-Marie Neokleous was born in Nottingham, UK, and grew up in Nottingham and Dublin, Ireland. She later studied Business Administration at Pitman's College. Anne-Marie started working at Columbia Cyprus in 1978 as Private Secretary to Mr. Schoeller and thereafter also to Mr. Dirk Fry.

5. Why do you think Columbia has still kept its 'family feeling' after 40 years?

The main reason is that Columbia realises its most important assets – its employees, both ashore and onboard, and without their hard work and commitment, the company would not be where it is today.

6. Can you share your 3 favourite Columbia moments?

In the early days, that feeling when after days and nights of preparing offers for new clients, calculating and re-calculating, we got the ships! Another special moment was when we moved into Columbia's newly built own premises in 1987. It felt like the company was finally laying down its roots while at the same time offering a commitment to the island; Another great experience for me was attending the christening of the company's first newbuilding, Cape Finisterre, in Shanghai in 1990..... little did I know that 278 newbuildings in ten different countries would follow.

7. What are the most valuable lessons you have learned along the way?

Never stop learning. The more knowledgeable you are, the more comfortable you feel. Never stop improving. Be confident but humble at the same time. Know what your strengths are and focus on developing them. Always try to stay 2 steps ahead in whatever you are doing.

DR. REZA AKBARI ALASHTI

1. Please can you tell us about the scope of your job?

As a training manager, my main responsibilities are planning, organising and controlling the training related activities of different departments, ensuring that appropriate trainings are carried out according to the company's management system requirements, maintaining regular contact with appropriate shore based training facilities and evaluating training institutes as applicable. Furthermore, another important part of my duty is to develop the in-house training programs in accordance with new technological developments, international regulations and industry standards which are reflected in our training matrix.

2. How do you keep updated with the latest industry training developments?

The Marine industry is developing every day with advancement of technology partly to fulfil the requirements



Dr. Reza Akbari Alashti was born in Iran. He obtained his Bachelor degree in marine engineering and sailed on board vessels as a marine engineer up to the rank of Chief Engineer. He then worked as a superintendent engineer and in parallel

of newly developed rules and partly to improve the performance and efficiency of operation. It is of utmost importance to have a vision on the upcoming challenges and an appropriate understanding of the established technologies. I personally try to achieve this by studying new rules and requirements of the maritime authorities, solutions proposed and implemented in the industry, recommendations provided by the classification societies and major manufacturers. Taking part in seminars and presentations on various marine related issues is very helpful to become updated on activities in the maritime industry.

3. How does CSM-D evaluate the effectiveness of its training programmes?

As it is clearly stated in different sections of our management system manual, in order to ensure our commitment for continual improvement, CSM-D like other offices monitors and evaluates the effectiveness of training programs according to the basic Plan-Do-Check-Act cycle. It is done by evaluating the training syllabus, courses and training centers.

It is important to note that any training program is only a partial fulfilment of our objectives towards quality, safety, environmental protection and energy management. Effectiveness of training programs very much relies on our company culture where we realise and materialise our concepts. Training is a long term and valuable investment which will be reflected in our performance. That is why we should always consider any good practices or incidents as a chance to evaluate the effectiveness of our training.

4. From your time in the training field, how has technology optimised ways in which training sessions are conducted?

There are huge qualitative changes in the training technology since our time in many aspects, i.e. the concept, the methodology and the tools. At first glance, the maritime industry seems to become over regulated with massive technological inputs to fulfill all international and national requirements. Nowadays, we can't expect abundant supply and availability of competent and qualified seafarers without having an appropriate training plan and efforts to address and consider these training needs. On the other hand, we observe important improvements in training tools, i.e. e-learning, computer based training, advancement of computer based calculation and simulation, development of internet and mobile technology. These tools would assist us in overcoming the aforementioned challenges.

obtained his MSc in Mechanical Engineering. He served as senior surveyor and lead auditor in Bureau Veritas for five years. After completion of his PhD in mechanical engineering, he continued his profession as the faculty member of mechanical engineering department.

He has published and presented 75 research papers in solid mechanics and naval architectures in esteemed international journals and conferences. He joined CSM in August 2015 as Training Manager.

5. In your opinion, what are the key factors for arranging successful training seminars?

Training Seminars should be considered as a tool for continuous development of our company culture and the competency level of our seafarers. The objective should be more than just delivering few technical presentations or otherwise some sessions to talk over certain issues. We need to have our objectives well defined and planned, considering the upcoming technological advancements and requirements, lessons to be learned from our previous mistakes and incidents. In order to achieve our objectives, it is suggested to create a platform where all concern departments would be able to observe and comment on the agenda, topics and materials to be presented. Finally, the outcome of all seminars should be made available to other concerned officers who could not attend the seminar and also to different departments in offices.

6. From your experience, when crew visit the CSM Hamburg office for training, what are the benefits of these face to face meetings?

There are various benefits on having crew visiting our offices despite the burden which they may feel in travelling. It is the best opportunity for our managers in the office to deliver the message from top management in a more clear form. There will be close and face to face discussion on many important aspects including safety, environmental compliance, energy management, familiarization with the office set up and operational and technical activities. In brief, it is the best chance both for the crew and office staff to obtain better understanding on the capacity, requirements and areas of concern of each other. It develops a long lasting relationship which can enhance achieving the objectives of the company and practicing the company values and the I Care philosophy.

7. What do you enjoy most about training our seafarers and shore employees?

I have always enjoyed learning and teaching. As a trainer I have to study, learn and update myself with various technological advancements and to challenge my findings in every presentation to be able to teach better. I always look at each training session as a learning process for myself which purifies and enhances my understanding. Delivering course to and communicating with colleagues from different nationalities, cultures and backgrounds is challenging and of course full of pleasure. The feeling that you have contributed to the culture of safety and environmental protection, to reduce accidents, to comply with national and international regulations and to increase competency of personnel is sufficient to give strong will to continue.

8. A message for our Compass readers?

My message to all of us is just emphasising on a very old and famous phrase which is found in many languages and that is "Knowledge is Power". As a human being and regardless of our position or social status, we need to learn every day, analyse our experiences, test our knowledge, acquire wisdom and contribute this knowledge to others.

COMPASS 12TH PHOTOGRAPHIC COMPETITION RESULTS

Launched in 2005, the Compass photo competition has become a showcase for the very best in seafaring photography.

We hold this competition to share images which reflect the shipping industry and encourage creative talent onboard our fleet.

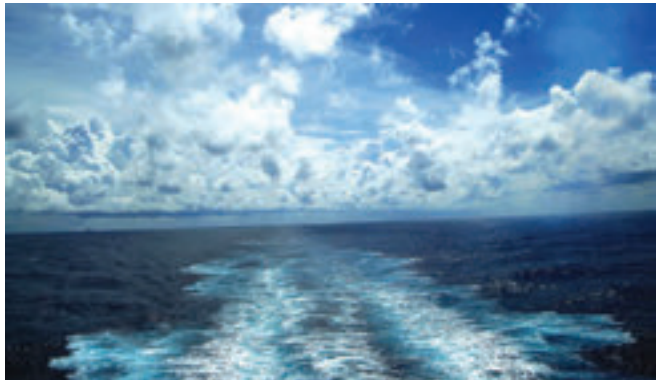
We receive many powerful images depicting life at sea as seen through the lenses of our seafarers.

Congratulations to each of our winners and runner-ups, who were

CATEGORY 1 – Life Onboard Winner: Captain Rafal Antoni Walczuk



CATEGORY 2 – The Magnificent Ocean Winner: Lyudmila Khanina, Steward



CATEGORY 3 – Crew at Work Winner: Danylo Boichuk, 2nd Officer



CATEGORY 1 – Life Onboard

Runner-up: Captain Denys Kuvshynov



personally selected
by our Chairman
Mr. Heinrich Schoeller.

Our winners will receive
a high end digital camera
with runners-up
each winning a book on
photography.

Do continue sending in
your photos - details of
our next competition,
will be announced in
the following issue.

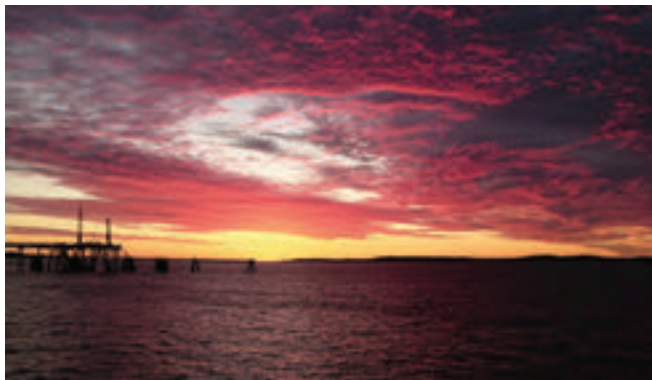
Thank you to all who
took the time to enter.

For marketing purposes
all entered photos
will be saved in our
Compass photo library
for future use in company
presentations and social
media campaigns

Editorial Team

CATEGORY 2 – The Magnificent Ocean

Runner-up: Danylo Boichuk, 2nd Officer



CATEGORY 3 – Crew at Work

Runner-up: Captain Faraguna Duliano



SPORTS NEWS FROM SEA

TABLE TENNIS TOURNAMENT ONBOARD AAL KOBE

While the vessel was waiting in anchorage, we held a Table Tennis Tournament where all crew joined in. Each crew member dedicated their time to play and finish the competition. Seeing them cheering their best players every game was really fun. The competition became more intense and exciting as the battle reached the championship game.

Wang Lei (Tournament Champion) commented afterwards: “I was surprised that many of our crew members were good at playing. Everybody gave their best but my best won.”

All crew had fun win or lose. The prizes made them energised but the tournament exercise made the crew happy, prevented home sickness on Christmas day and most importantly crew relationships were strengthened.

Captain Paul Nistor
M/V AAL KOBE



Players in action!



1st place – Champion - Wiper-OT Mr.Wang Lei



2nd place -Vice-champion -
Deck Cadet Mr. Ivan Lisitsin



3rd place
AB Mr. Glumalid Jay Marvin

SPORTS NEWS ONSHORE

CSM Ukraine runs half marathon

Congratulations to our CSM Odessa team for completing their half marathon which took place in Odessa 26th August. Eighteen employees took part and completed a distance of 21K – alongside a total number of 2105 other participants from 25 countries.

CSM Deutschland competes in NSB Sport Cup

On 14th September 2018 CSM Deutschland took part in the 27th NSB Sport Cup at the Jahnstadion in Buxtehude. The team did very well - Max Roth won the 27th Sport Cup for the company in his age group, well done!

Columbia places 2nd in Beach Volley

A big congratulations to CSM Rockets team players for achieving second place in the Cyprus Shipping Chamber Charity Beach-Volley Tournament! This annual charity event brought together shipping companies from across the island, to battle it out on the sand last September.



LIFE ON BOARD HEALTHY CREW MEANS HEALTHY SHIP

I CARE, WE CARE CSM - to maintain a 21 year old ship is a challenging task to the Master and the top management. Upon joining the ship, there were many jobs to deal with.

Upon sailing in open sea, I called an immediate meeting to all crew addressing the major jobs to be done as we were expecting a total of 6 audits, inspections including class survey and owners visit for a whole contract. I motivated them and asked their full support and cooperation to take CARE of the ship and uphold CSM's reputation by addressing the problem.

To make these things possible, the first formula was to maintain our physical fitness through proper diet and regular exercise to improve our strength and agility. Thanks to the I CARE campaign we came to realise that we need PASSION towards our job and in the Gym, to maintain our physical health and fitness to carry out the tasks CSM expects from us. With immediate effect, I decided to upgrade the gym equipment and made accessible 24/7 for everybody.

Careful and proper planning is to be maintained as done in a tool box meeting every morning. However, workload, schedules and pressures are constant factor that always affects our mental and physical health onboard.

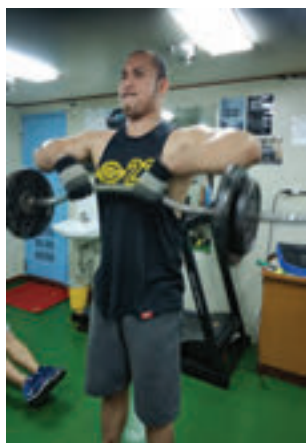
As part of planning, we need also to divert our mental and physical activities away from jobs, to reduce stress and balance the flow of life o/b. We need to exercise such as running, boxing, weight lifting, cycling etc. in order for us to keep fit as playing basketball is not always available due to cargo and weather exposure.

It wasn't easy at the beginning because most of the crew had no previous gym experience. A few months later my third Officer

took a photo of my back while I was executing a pull-up exercise on the bridge wing. They noticed a great change in my back muscle and even I couldn't believe it. They suggested to put my picture beside the photo of Arnold Schwarzenegger inside the gym just for fun and motivation. Since then we united with a motto: "zero alcohol 100% muscle". From only 3 persons in the beginning, now we already had 3 gym sessions daily at sea composed of 3 groups. Everybody's happy with different positive testimonies heard from my crew every morning.

Good results were the outcome of above formula. MLC external, PSC and two internal





audits were done with good results.

Recently a class survey was carried out and I was pleased to hear of zero observations.

To show appreciation to my crew, I decided to provide a memorable souvenir of I CARE sleeveless shirts with 2 pairs of Levi's jeans to all before signing-off.

It is indeed a healthy feeling to see my crew happy and smiling after their hard work.

"When it is obvious that the goals cannot be reached, don't adjust the goals, adjust the action steps."

Captain Basilio Bryan L. Perol Jr.
WAN HAI 281

BOXING TO KEEP FIT

To overcome homesickness, stress and fatigue we found another way to keep our body physically fit. Thanks to the I CARE campaign we changed our old lifestyle on board instead of watching TV or eating too much food that makes us easily fall asleep. Our very supportive Master, Captain Perol has helped to push us from the old lifestyle to being physically fit by spending extra time in our Gym. From our welfare fund we bought additional equipments including a heavy bag which I like most because it helps me and is very useful to release stress. It's also a very good cardio workout.

As a Navigational Officer, it's quite a difficult job onboard with responsibilities for preparing passage planning, correcting chart, preparing the

bridge for every audit or inspections cargo watch etc. Hard duties on board can also affect our mind to come to the point where stress and pressure can affect our personality or social communication with our co-workers and our families. Spending time at gym with a punching bag is very helpful to release stress onboard. But most of all, it is very

effective for cardio workout which I'm very happy because I managed to lower my blood pressure, losing some weight and feeling more energetic. It changed me a lot, even though I'm not dreaming of becoming the next Manny Pacquiao I'm hoping to become rich like him. I downloaded and watched boxing techniques



which are very useful - not to become an athlete but to become more physically

fit and to improve the boxing skills which I can also teach my little

kids when I get home.

2/O Guerrero, Alfredo A.
WAN HAI 281

VISITOR LANDS FOR A SNACK STOP

We had a beautiful visitor onboard while MV AAL Singapore was staying at Whyalla Australia anchorage. It had been a windy morning. Later on, during my watch 12-4 in the afternoon when I was looking outside the window, suddenly this bird landed on the railing in front of me.

I noticed that the bird was following my fingers, and looked hungry. It also responded when I whistled so I went outside to try and feed it with biscuits.

This bird was very tame and enjoyed the biscuits. I think it was a female cockatiel, a bird that is a member of the cockatoo family endemic to Australia.

They are prized as household pets and companion parrots throughout the world and are relatively easy to breed.

As a caged bird, cockatiels are second in popularity only to the budgerigar. That cockatiel stayed until evening. The next day I tried to find her to feed, but she had already left.

2/O Romeo Ramirez Jr.
MV AAL Singapore.



LIFE ON BOARD

MAJESTIC SIGHTS OF ANTARCTICA

Deep in the South Atlantic lie the Sub Antarctic islands of South Georgia. We on National Geographic Orion had the privilege to visit this remote spectacular place in November 2018.

The north-eastern coast of South Georgia is home to one of the greatest concentrations of wildlife on earth - we encountered southern fur and elephant seals; majestic king penguins; great wandering albatrosses, giant petrels and many other seabirds, all who

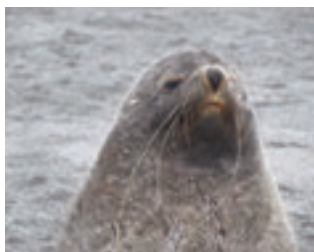
make the beach there, their breeding ground.

Our exploration of the beach at Grytviken further revealed the historic whaling station; old relics and impressive glaciers and we heard stories of the early Antarctic explorers Gerlach and Ernest Shackleton. Then, armed with my i-Phone and my Canon Powershot SX50 HS I was lucky enough to capture these images of some of these rare and amazing animals.

This will be a day to remember always, but for now..... back to work!

Lothar Greiner

Executive Chef
National Geographic Orion
Lindblad Expeditions



Eatwell Guide

Check the label on packaged foods

Each serving (150g) contains

Energy	Fat	Saturated	Sugars	Salt
1000kJ 250kcal	3.0g	1.3g	3.4g	0.9g
	LOW	LOW	HIGH	MED
13%	4%	7%	38%	15%

of an adult's reference intake

Typical values (as sold) per 100g: 697kJ/ 167kcal

Choose foods lower in fat, salt and sugars

Use the Eatwell Guide to help you get a balance of healthier and more sustainable food. It shows how much of what you eat overall should come from each food group.

6-8
a day

Water, lower fat milk, sugar-free drinks including tea and coffee all count.

Limit fruit juice and/or smoothies to a total of 150ml a day.

Eat at least 5 portions of a variety of fruit and vegetables every day

Fruit and vegetables

Frozen peas

Raisins

Chopped tomatoes

Choose wholegrain or higher fibre versions with less added fat, salt and sugar

Potatoes, bread, rice, pasta and other starchy carbohydrates

Whole grain cereal

Cous Cous

Porridge

Whole wheat pasta

Bagels

Rice

Spaghetti

Lentils

Beans lower salt and sugar

Tuna

Plain nuts

Chick peas

Lean mince

Dairy and alternatives

Choose lower fat and lower sugar options

Semi skimmed milk

Soya drink

Plant based milk

Oil & spreads

Choose unsaturated oils and use in small amounts

Beans, pulses, fish, eggs, meat and other proteins

Eat more beans and pulses, 2 portions of sustainably sourced fish per week, one of which is oily. Eat less red and processed meat

Eat less often and in small amounts

Per day 2000kcal 2500kcal = ALL FOOD + ALL DRINKS

COLUMBIA BEACH RESORT CELEBRATES STELLAR FIRST YEAR SINCE RELAUNCH

Since Columbia Beach Resort's renovation in September 2017, the Resort has witnessed an increase

in both new and repeat guests entrusting the Resort with their valuable holiday time. A budding facet of business – that of corporate affairs – has also been nurtured to a significant degree.

Adamant on delivering inimitable holiday experiences for its



guests, the seeds sown by the team behind the Resort are now being reaped in abundance.

To learn more about
Columbia Hotels and Resorts
visit: www.columbiaresort.com

GOING GREENER

Columbia Beach Resort is proud to have achieved a significant reduction in its carbon footprint since its renovation project. The Resort embraced the opportunity to further increase the number of green initiatives demonstrating its commitment to operating as a responsible tourism entity.

Numerous measures have been employed, ranging from the complete removal of single-use plastics and the use of eco-friendly chemical products, to the installation of LED lighting, electromechanical upgrades throughout, and a 3rd degree treatment

facility that sees every drop of waste water recycled for use on the resort's lush 33,000 square metres of landscaped gardens.

As a result, water wastage and energy consumption has been drastically reduced.



The Resort will continue its efforts in reducing its environmental footprint.



EXCELLENCE HONOURED

And the Columbia Beach Resort's team's overall efforts have not gone unnoticed. In 2018 the Resort has been recognised internationally by two prestigious award-giving bodies.

For the second time, Columbia Beach Resort was victorious in gaining the Signum Virtutis, bestowed by Seven Stars Luxury Hospitality and Lifestyle Awards only in the case of absolute exceptionality.

Industry experts, the travel trade, and general public credited the resort's authentic luxury, Cypriot

charm, outstanding offerings, and bespoke design as warranting attainment of the prestigious Signum Virtutis (or Seal of Excellence).

Meanwhile, the World Travel Awards – a global benchmark of quality – once again named Columbia Beach Resort as the winner of Europe's

Leading Luxury All Suite Resort 2018, and the Mediterranean's Leading Resort 2018 for the third consecutive year at its 25th annual event.



COLUMBIA BEACH RESORT ADDS HAUTE GRANDEUR GLOBAL EXCELLENCE AWARD TO ITS ACCOLADES

Columbia Beach Resort has received the Haute Grandeur Excellence Award for Best Family Hotel on a Global level.

Picking up the 2018 accolade at a ceremony in Dubai, Columbia Beach Resort has been honoured for its luxury family offering, high attention to detail and its expert understanding of what families truly need from their time away.



COLUMBIA RESTAURANTS CELEBRATE 20 YEARS OF SERVING EXCELLENCE

Success in the food industry is not only about keeping quality standards high, updating menus, having excellent equipment or compiling and consistently training the best teams. It is about transforming a life essential into a truly unique experience. Tapping into the essence of what brings people together. Success, especially in this diverse and fast-paced industry, may be a complicated matter to some, but to Columbia Restaurants it is about something very simple. Happiness. And serving joy, with each and every dish.

It is this promise that lies at the cornerstone of Columbia Restaurants 20-year journey of excellence and dedication to offering premium experiences. From casual everyday dining to formal dinners and exclusive events, the heart and soul of Columbia Restaurants, has and always will be absolute customer satisfaction.

But where did it all start from?

With a pioneering spirit from day one, the Group first delved into the industry in 1998, by securing the first exclusive PizzaExpress franchise and quickly transforming it into a leading restaurant serving quality pizza and much more, in both Limassol and Pafos. Just three years later, the Marzano concept was born in Nicosia and later in Larnaca, serving value for money Italian cuisine with a mouth-watering signature style of perfectly prepared dishes and grill specialties that quickly won the hearts, minds (and discerning taste buds) of its customers.



10 years of Columbia Plaza -

a unique complex, with a one-of-a-kind concept

Columbia Restaurants unveiled its piece de resistance in 2008, with a unique complex in the old city of Limassol. With 3 restaurants, a café, a bar and a stunning venue center, Columbia Plaza, is easily one of the most recognisable and widely visited attractions in the city today. The complex includes the highly acclaimed Columbia Steak House which specialises in top quality beef and superior service standards. The multi-award winning restaurant also offers indulgent seafood and international creations including an exquisite Asian menu, as well as a first class cigar lounge area, and a meticulously stocked wine cellar.



Situated in the Columbia Plaza courtyard lies a prime example of the Group's firm dedication to experiential innovation. The La Boca restaurant offers an incomparable self-service experience, an open plan kitchen where chefs create fresh pasta in front of patrons as well as a



carefully scripted menu which includes copious meat lovers and vegetarian friendly pasta dishes, pizzas and salads. Sharing the courtyard with La Boca, the Plaza Café boasts an incredible selection of sweets, pastries and homemade cakes which now come from the all-new Columbia Confectionary, as well as freshly brewed Italian coffee.



As it stands in the most vibrant city of Cyprus, Columbia Plaza also includes a night club that literally raises the bar for local nightlife. 7 Seas creates the perfect atmosphere for dancing your cares away with resident DJ's, weekly Ladies and Latin nights enjoyed by party-goers island-wide and an incredible selection of signature cocktails that are the perfect accompaniment to a memorable night.

Columbia Restaurants would not be complete without paying homage to its Mediterranean roots, and Avli tou Vasilea was created with just that in mind. The exquisite Greek Tavern located in Agiou Andreou street offers traditional meze or a la carte options for an authentic gastronomic island experience, under the stars.

A Venue for All Occasions

Creating holistic experiences is at the core philosophy of Columbia Restaurants, which is why the Group chose to complete Columbia Plaza with a multi-use Venue Centre on the top floor, designed to host wedding receptions, celebrations, parties or corporate events



of any size. Equipped with the latest audiovisual equipment including projectors, professional sound and light systems and high speed internet, the Venue Centre tailors its services to create the perfect space for every guest, no matter the occasion.

Creating the Talk of the Town

The Group continued to expand its horizons, entering the incredibly competitive beach bar scene with Columbia Beach in 2017. The coastal restaurant and bar became the quick hit of the summer, from its very first steps. With incredible outdoor areas, spacious interiors, well-known DJ's and a pool area with luxury lounge chairs and sandpits for large groups of friends, it offers guests beachside relaxation, international cuisine, energising brunch options, sushi, and parties throughout a year.

20 years and still going strong

While celebrating its 20 year anniversary this year, Columbia Restaurant still keeps a keen eye on the future and is carefully planning its next steps. 2018 saw the opening of Columbia Confectionery, currently catering to the Group's restaurants with fresh pastries, breads and desserts-a retail store for the public officially opened in January 2019. Last year also saw the opening of Columbia Bistro, the exclusive restaurant at Cyprus's first pop-up casino, whilst the coming year will also see the opening of a second La Boca store.

The road has been filled with many exciting developments for Columbia Restaurants and the journey undoubtedly continues into a tomorrow that will always promise something new at every turn, solidified by something the Group has carried with it from the very beginning: a solid commitment to serving good times, great food and truly unforgettable moments... of joy.



Visit www.columbia-confectionery.com



Say Aloha

...to the new deliciously healthy trend straight from Hawaii

The new Pokéloha restaurant opened in January 2019 and is the latest addition to the Columbia Restaurants portfolio. Located at the bustling multipurpose centre Columbia Plaza, the new restaurant embraces a whole new eatery concept that's bound to win the hearts (and stomachs) of foodies everywhere, as well as those looking for nutritious options without sacrificing exciting flavours.

The Poké trend started in Hawaii as a deconstructed sushi option and quickly spread to body-conscious California and gourmet-loving London. Now, it comes to Cyprus with a refined menu which includes Mediterranean flavours, premium ingredients and a fun, quick-serving experience.

Poké bowls cater to even the most discerning taste buds while introducing the 'clean eating' and 'raw food' movement that tastes great and is good for you! Just choose from a range of signature dishes or 'build-your-own' in 6 easy steps.

Follow @pokeloha on Facebook and Instagram and visit Pokéloha for take-away or dine-in to experience endless combinations of light yet explosive flavours, the likes of which you have never had the opportunity to experience in Cyprus before.



DID YOU KNOW? THE LONGITUDE ACT

34.7027291, 33.0779652 - the location of Columbia Shipmanagement in Limassol, Cyprus.

Found easily via Google Maps, the process takes a few seconds and the results are incredibly accurate.

The first number represents the latitude, the second longitude.

The concept of finding one's location using latitude and longitude measurements has been around for nearly 2,300 years.

The Greek astronomer and mathematician Eratosthenes was the first to propose a technique for charting the Earth's surface in the 3rd century BC. He based his measurements on observing the sun's shadow during the summer solstice. The end result was a map of irregular lines running through the world, as known at the time. However it was another Greek astronomer, Hipparchus who proposed comparing local time with an absolute time and perfected the map.

The method however wasn't used accurately for sea navigation until the 17th century.

Even though mariners had this knowledge for centuries

there was no reliable way to measure time at sea, so sailors mainly relied on guesswork to find longitude; an inaccurate and risky method especially on long voyages. The easiest method used was to actually sail to a particular latitude then turn towards the direction of the desired destination and keep on that line of latitude.

(This movement was referred to as 'Westing' when moving westward and 'Easting' when travelling east). This however resulted in longer voyages sometimes by weeks and in taking more difficult routes, i.e. bad weather.

Finding latitude was easy both at sea and on land as it could be found by measuring the altitude of the sun at its highest (noon) with the help of a chart which gave the sun's declination for the day.

The earth takes 24 hours to revolve 360 degrees; one hour marks the 1/24 of a revolution or 15 degrees. Thus, there is a direct relationship between time and longitude.

What theoretically was needed on board were 2 clocks; one that was set each day at noon and the other that would keep



the time from the departure port. The problem with this was that the pendulum clocks available in the 16th and 17th century were not reliable as they were delicate and easily affected by the rolling and pitching of the ship, humidity and changes in temperature. On the 7th of November 1707, the fleet of Admiral Sir Cloudesley Shovell was grounded off the coast of the Isles of Scilly, southwest of England and all 2,000 souls were lost. The cause attributed, was the inability to accurately calculate longitude.

It is only then that the British Government decided to actively seek a solution for this impossible problem. Seven years later with the blessing of the monarchy,



the Longitude Act was passed and the 'Board of Longitude' was established. The Board consisted of 24 commissioners, experts in sciences, astronomy, politics, mathematics and key naval officers. This however was not exclusively a British problem, during the 18th century other European countries were also trying to find a viable solution. Many astronomers, cartographers and navigators were motivated by alluring prizes and thus we witnessed one of the greatest collective endeavours and outpour of inventions of European scientists in history.

The importance of discovering a reliable means to measure longitude for the safety of the British navy and merchant ships as well as for the improvement of trade was emphasised by the unusually high monetary prizes. The prizes offered by the Board were available to those who would significantly contribute to or solve the problem and were categorised based on the level of accuracy of the proposed method. The contributors would have to discover a practical and simple method applicable to sea navigation and also be in a position to successfully demonstrate and repeat their findings. The prizes ranged from

£10,000 to £20,000; in 1714 £20,000 was a colossal amount, today it would be approximately £3,000,000.

While many scientists looked towards the heavens for their solutions a humble carpenter/clockmaker from Yorkshire named John Harrison believed that the answer lay within time and set to invent a sea-worthy clock. Between 1730-1772 John Harrison built 4 prototype sea clocks. All his designs were complex, expensive and of great beauty.

His first clock the H1 consisted of more than 1,440 parts. The clock was designed to be unaffected by gravity or by the ship's movement. Its successor the H2 was completed in 1741, however Harrison realised that both clocks were sensitive to centrifugal force, meaning that they were not suitable for sea. It took him 19 years to develop his third clock the H3 which weighed 27 kg and stood 59 cm high.

Although the H3 failed to keep time accurately two of the inventions incorporated in the H3, the bimetallic strip (found in thermostats) and caged roller bearing



(in machines), are still used today.

In 1761 Harrison, aged 68, submitted the H4 for the £20,000. The H4 kept time with about 1/5 of a second per day; it was a 12cm watch that incorporated a fast beating balance wheel and was resistant to temperature change. The trials were successful and the H4 proved to be accurate. Harrison received more money than anyone else under the Longitude Act. In total he received £23,065 for his dedication and work. His designs are the basis of the standard and portable timepieces we have on board today called marine chronometers.

From saving to sharing one's life, the actual fact is that knowing where you are at any given point, is crucial; literally and metaphorically. Thanks to the great minds of Europe and to the persistent work of an English carpenter turned orologer and inventor some 300 years ago we all know exactly where we are!

Maria Theodosiou
Commercial Manager
GP General Procurement
Company Limited



OUR VISION

To be a leading international provider of ship management and maritime services.

OUR MISSION

To keep our customers fully satisfied by managing and operating their ships to the highest levels of quality, safety, environmental friendliness, energy efficiency and economy, in accordance with their needs and expectations and in full compliance with international and national legislation, as well as other industry standards and guidelines, fully committed to zero accidents, zero losses, no harm to the environment and reduction in permitted emissions, and fully recognising the vital importance of all our employees, ashore and onboard, in achieving this Mission.

OUR VALUES

RESPECT • LOYALTY • COMPETENCE • ACCOUNTABILITY • PASSION

OUR POLICY

The Company is committed to:

OVERALL

- Providing competent, safe, environmentally sound and cost effective services, which meet best industry standards;
- Fully complying with all applicable national, regional and international rules and regulations;
- Creating and implementing Industry Best Practices;
- Striving for continual improvement in all areas of activity.

QUALITY

- Providing excellent ship management, including tailor-made innovative services;
- Meeting and exceeding customer requirements;
- Focusing on enhancing customer satisfaction.

SAFETY & HEALTH

- Providing a safe and healthy working environment for all employees;
- Aiming for accident free operations;
- Preventing human injury, loss of life and avoiding damage to property;
- Assessing all risks to its ships, personnel and the environment and establishing appropriate safeguards;
- Continuously promoting a safety culture;
- Preparing to respond to any kind of emergency.

ENVIRONMENT & ENERGY

- Preserving and promoting natural resources;
- Preventing any kind of pollution;
- Reducing the impact resulting from its activities on the environment;
- Controlling and improving the energy use, consumption and efficiency.

SECURITY

- Ensuring security for personnel, vessels and office locations;
- Using best endeavours for cyber security and cyber safety.

INFORMATION TECHNOLOGY

- Supporting the business processes through selection, use and control of appropriate Information Technology.

DATA PROTECTION

- Processing correctly and lawfully all personal data about its employees, customers, suppliers and other third parties.

PERSONNEL

- Employing qualified, experienced and medically fit personnel;
- Developing and upgrading personnel qualification and skills;
- Providing adequate resources to ensure the welfare of personnel;
- Enforcing disciplinary action and/or dismissing any employee who breaches the Company's Policies and/or procedures, as well as the applicable rules and regulations, or fails to report any violation of them.

DRUG & ALCOHOL

- Strictly prohibiting employees to carry out duties whilst impaired by alcohol or any illegal or non-prescribed drug.

ANTI-BRIBERY

- Preventing, detecting and reporting bribery;
- Maintaining a 'zero-tolerance' stance towards any form of bribery.

ANTI-HARASSMENT

- Ensuring the workplace is free of harassment for all employees;
- Having 'zero-tolerance' to any harassment related to the race, ethnic or national origin, colour, gender, sexual orientation, religion, age, disability or other personal attribute of any employee, contractor, passenger or other third party;
- Urging immediate reporting of any cases of harassment;
- Investigating promptly, thoroughly and sensitively any reported cases.

OPEN REPORTING

- Ensuring and promoting a free and anonymous reporting by all employees on any concerns or issues of non-compliance with rules & regulations or the Company's Policies;
- Investigating and following up any concerns submitted via the open reporting;
- Prohibiting any retaliation against employees who report non-compliance.

CODE OF ETHICS

- Ensuring ethical conduct in business practice;
- Promoting honesty, integrity and fairness in business;
- Protecting all employees and the Company from illegal or damaging actions by individuals, either knowingly or unknowingly.

TOP MANAGEMENT

LIGHTHOUSE CORNER



COFFEE BREAK
READING



SUBMISSION
GUIDELINES



MIND
PUZZLERS



DESIGN
INSPIRATION



SUBMISSION GUIDELINES

Established in 1994, Compass is published twice a year; Winter and Summer.

We share company news with our worldwide readership, the Columbia family. We seek input for our regular sections (Fleet News, Life Onboard, Sports events) as well as company news. Due to increased enquiries, we are including our submission guidelines. Submissions from our colleagues are welcome at compass@csmcy.com

Please send your article proposals, in case a similar topic is already planned for an upcoming issue. Authors will be given full proofreading support.

A Writing Tips sheet and deadline information will be sent to you upon request.

We look forward to hearing from you.



MIND PUZZLERS

				4	6			8
		7						3
				3		5	7	2
						7	5	
4				6				
3				2	4			
	8					9		7
9		3	1					
		5	6					

SUDOKU

RIDDLES

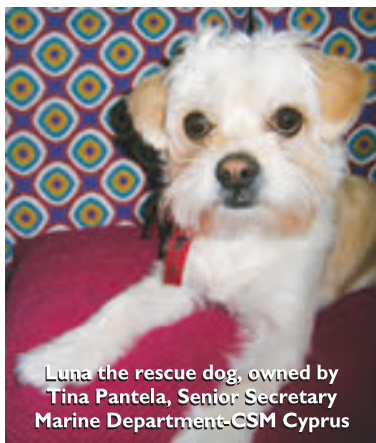
1. I have cities but no houses. I have mountains, but not trees. I have water but no fish. What am I?
2. What is seen in the middle of March and April that can't be seen at the beginning or end of either month?
3. What disappears as soon as you say its name?
4. First you eat me, then you get eaten. What am I?



MIND PUZZLER ANSWERS

5	3	2	7	4	6	1	9	8
8	9	7	2	1	5	4	6	3
6	1	4	9	3	8	5	7	2
2	6	8	3	9	1	7	5	4
4	5	1	8	6	7	2	3	9
3	7	9	5	2	4	8	1	6
1	8	6	4	5	3	9	2	7
9	4	3	1	7	2	6	8	5
7	2	5	6	8	9	3	4	1

CSM FAITHFUL FRIENDS



Luna the rescue dog, owned by
Tina Pantela, Senior Secretary
Marine Department- CSM Cyprus



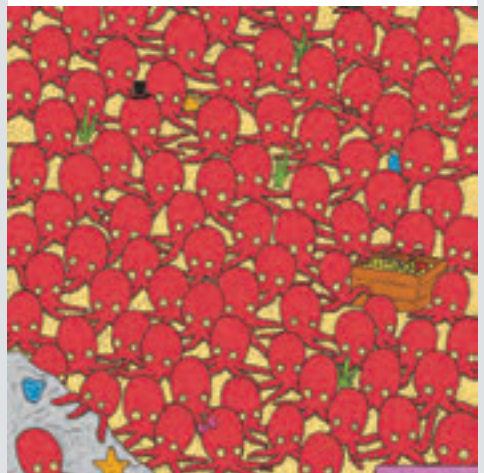
DESIGN INSPIRATION NAUTICAL MUGS

Art and design takes inspiration from the world around us including the sea. Coffee breaks are part of both life onshore and at sea so we've put together a selection of nautical mugs on the next page to inspire you when you next go mug shopping!

RIDDLE ANSWERS

1. A map
2. The letter 'r'
3. Silence
4. A fish hook

VISUAL PUZZLE Find the fish!







BIRTH ANOUNCEMENTS

We are delighted to introduce the newest members of our global Columbia family. These special babies were born since our last Summer issue. Congratulations and thank you to the proud parents.

Welcome to the world!

Yade Toksöz

Born: 15th June 2018

Mother's name:
Asli Toksöz

Father's name:
Deran Toksöz

Operations Dept.
HANSE Bereederung GmbH



Bryana Lynn T. Bautista

Born: 24th October 2018

Mother's name:
Ailyn Teodosio Bautista

Father's name:
Bryenth Callano Bautista

Field Service Engineer
CSM Navcom & Electronics Group





A company which cares
is a better company;
better for its employees,
better for its crew,
better for its clients

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We live by the **'I CARE'** motto which stands for:

- C** - **Commitment** to our *CSM CORE DOCUMENTS* and in particular to our Core Values, and a commitment to live and work by these.
- A** - **Appreciation** of why the *CSM CORE DOCUMENTS* are important and why we choose to work at CSM.
- R** - **Responsibility** to oneself, one's colleagues and clients to abide by and comply with the *CSM CORE DOCUMENTS* and to encourage colleagues to do likewise.
- E** - **Evidence** compliance with the *CSM CORE DOCUMENTS* in everything we do, every decision we take, and Expose non compliance in accordance with CSM's Open Reporting ("Call it Out!") Policy.

I care


COLUMBIA
SHIPMANAGEMENT