



APRIL 2024

# GANGWAY

**A CAMPBELL SHIPPING INITIATIVE**

**OUR ACTIONS  
SPEAK VOLUMES**

**We own them,  
we deliver, every time!**

# Gangway

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Navigating maritime insights with accountability at the helm!



PC -Ashok Kumar Yadav

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## **Capt. Rajesh Dhadwal**

**MANAGING DIRECTOR | CEO**

Accountability is a trait and attitude that defines oneself. Understanding or preempting the consequences of your actions or inaction in your decision-making is critical and will always help you in making the right decision.

Accountability is not to be viewed as a burden but as a passion that motivates you to do well. When you are accountable and you deliver, you get your PLAY and PURPOSE into whatever you do. Embracing accountability enhances you personally and professionally. You grow bigger to undertake more challenges and responsibility.

When things don't go your way, a sense of accountability, will keep your sanity to introspect and learn from it to move ahead.

# **CEO's Note**



**PC - Capt. Gaurav Kashyap**



## Campbell Shipping's Annual Seminar 2024: Celebrating Excellence

The Campbell Annual Seminar serves as a pivotal moment each year, uniting our dedicated staff from both shore and sea, along with esteemed clients and partners. This event stands as a platform for the exchange of knowledge and ideas, fostering collaboration through presentations, panel discussions, and engagement on ongoing and upcoming initiatives and trends in the maritime industry.

### Theme of Excellence

This year, the Campbell Annual Seminar was celebrated under the overarching theme of 'Excellence.' It provided a unique opportunity to delve into the principles that propel our organization forward and inspire our team to strive for the highest standards in their work.



Article by:  
Mr. Lekhak Thapa  
Lead- Human Capital

## Invaluable Sessions and Recognition

The pinnacle of the event was marked by the priceless support and exceptional presentations given by both internal and external presenters.

Covering topics ranging from future maritime technology to health and nutrition, and from Campbell's initiatives toward excellence to learning and development for seafarers, each session provided enriching insights and perspectives. The team wholeheartedly acknowledged and gained substantial benefits from these presentations, further elevating their knowledge and honing their skills. The diverse array of topics covered during these sessions played a crucial role in enhancing the expertise of our staff.



## Celebrating Success through Recognition of Hard Work and Dedication

The evening session was a special time dedicated to acknowledging and appreciating the hard work, dedication, and success of our staff and leaders at Campbell Shipping. It was a heartening moment when we announced this year's annual R&R winners, recognizing exceptional achievements and contributions made by our team throughout the past year. The celebration extended to honor our long-service awardees, expressing our deep appreciation for their loyalty and commitment to our shared journey of achieving excellence.



## Celebrating Diversity and Women Leaders

Campbell Shipping took a moment during the seminar to celebrate the contribution of all its female staff. Recognizing the pivotal roles they play as leaders, these women have significantly contributed to the success of our organization with their unique skills and perspectives. Their dedication and superpowers have been integral to our journey towards excellence.



The Annual Seminar at Campbell Shipping is not just a gathering; it is a celebration of knowledge, dedication, and success. It reinforces our commitment to excellence and recognizes the collective efforts that drive our organization forward. As we reflect on the invaluable sessions, achievements, and the diversity that defines us, we look forward to another year of growth, collaboration, and success in the maritime industry.

# NOURISHING MINDS NOURISHING FUTURES

## CAMPBELL SHIPPING'S CSR DAY WITH ANNAMRITA FOUNDATION



It was an extraordinary day for Campbell Shipping Staff as they engaged in meaningful work for a social cause.

The Annamrita Foundation is with a mission to provide meals for school children in India, partnering with the Government of India's Mid-Day Meal program. Campbell Shipping was pleased to render donation and volunteered their assistance.

They had the privilege of visiting the Annamrita Foundation's kitchen, where they diligently prepare meals for government school children and hospitals, catering to over 55,000 individuals daily.

The journey then led to a primary government school where the prepared meals were distributed to the children by our Campbell staff. Witnessing the joy on the children's faces was truly heart-warming.

# THE ROLE OF ACCOUNTABILITY IN EFFECTIVE PURCHASING MANAGEMENT

In the intricate world of global procurement, accountability is not just a buzzword; it's a guiding principle that shapes every decision and action. As the purchasing manager at Campbell Shipping, I ensure that our organization adheres to its commitments by delivering goods to our vessels on time. This is essential in ensuring smooth and uninterrupted operations

Accountability, to me, is synonymous with responsibility and ownership. It means taking full ownership of our actions and delivering on what is agreed upon. In the context of my role, this translates into ensuring a timely and accurate supply of spare parts and materials to vessels calling at various ports.

One of the key challenges in maintaining accountability lies in dealing with vendors spread across the globe. With vessels traversing international waters, we rely on a network of suppliers to meet the diverse needs of our fleet. Establishing accountability in these interactions involves rigorous vendor selection processes, clear communication of requirements, and proactive follow-up to



Article by:  
Ms. Preeti Mundhra  
Purchasing Manager



**AS WE NAVIGATE THE  
COMPLEXITIES OF GLOBAL  
PROCUREMENT, LET US  
REMEMBER THAT  
ACCOUNTABILITY ISN'T JUST  
A DUTY—IT'S A MINDSET  
THAT DRIVES US TO STRIVE  
FOR EXCELLENCE IN  
EVERYTHING WE DO.**



**UPHOLDING ACCOUNTABILITY**

At Campbell Shipping, accountability isn't just a word in our mission statement; it's a fundamental principle that guides our every action and decision. It's a mindset that shapes how we approach our work every day.

We understand that our success depends on our ability to deliver results with integrity and professionalism, and we are committed to upholding the highest standards of accountability in everything we do.

ensure timely delivery.

When a vessel calls at a port, it becomes our accountability to deliver the requested stores and spares promptly. Our team works closely with vendors to obtain competitive quotations and negotiate terms that align with our standards and vessel requirements. However, accountability doesn't end with placing the order; it extends to tracking deliveries, resolving discrepancies, and holding vendors accountable for any shortcomings.

Implementing and tracking accountability within the purchasing process requires a multifaceted approach. We start by identifying business requirements, sourcing reliable suppliers, and negotiating favorable terms. Throughout the procurement cycle, we emphasize clear communication, meticulous documentation, and robust vendor evaluation to ensure accountability at every stage.





**PC - Ankush Raj Mehta**

Over my ten years with Campbell Shipping, it's not just about meeting targets; it's about fostering a culture of responsibility and continuous improvement. We communicate the significance of accountability to our team members through regular training, and performance evaluations, and lead by example.

Accountability is more than just a corporate buzzword—it's a cornerstone of successful procurement operations. By embracing accountability at every level, from vendor interactions to internal processes, we uphold our commitment to delivering excellence to our clients and ensuring the smooth operation of our vessels worldwide.

# WEATHERING THE STORM

## HOW ACCOUNTABILITY ENSURES RESILIENCE IN MARITIME OPERATIONS

In the realm of maritime operations, where the vast expanse of the ocean serves as both a workplace and a battleground against the forces of nature, the role of accountability takes center stage—in a candid conversation with Captain Shubham, a seasoned captain commanding Campbell Shipping’s merchant vessel, delved into accountability’s intricacies in this challenging domain.

### Defining Accountability at Sea

When asked to define accountability in the context of commanding a merchant vessel, Captain Shubham emphasized the essence of teamwork.



**CAPT. SHUBHAM SHARMA**  
**MASTER**

He highlighted how accountability extends beyond the individual role of the captain, permeating through the entire crew. For him, accountability is about shouldering responsibility collectively, embracing challenges, and navigating the adventurous journey of crossing oceans.





PC - Provin

## Crucial Moments of Accountability

Captain Shubham recounted a pivotal moment when accountability was paramount in managing a challenging scenario at sea. He described overseeing a dry dock operation amidst harsh weather conditions, where quick decisions and unwavering commitment were essential. Despite facing snowfall, rainfall, and thunderstorms, the crew's accountability, coupled with support from shore offices, ensured the successful completion of the task.

## Ensuring Safety and Regulation Compliance

Maintaining safety protocols and regulatory compliance at sea is a cornerstone of maritime operations. Captain Shubham highlighted the importance of the onboard ISM system, coupled with continuous support from shore offices, in ensuring adherence to safety standards. He emphasized the collaborative effort between the vessel and shore teams, underscoring the significance of a cohesive partnership in upholding accountability.

## Fostering a Culture of Accountability

In fostering a culture of accountability among crew members, Captain Shubham emphasized the role of mentorship and teamwork.

He emphasized the grooming process for new crew members, where both seniors and colleagues serve as mentors, nurturing a sense of accountability from the outset. Captain Shubham reiterated that accountability thrives in an environment where every individual feels empowered to take ownership and contribute to the collective success.

## Decision-Making and Risk Management

When it comes to decision-making and risk management, Captain Shubham stressed the importance of humility and collaboration. He emphasized the significance of seeking input from the entire team and acknowledging that the best decision may come from anyone, irrespective of rank.

For him, accountability is not about being infallible but about embracing a continuous learning mindset and leveraging the collective wisdom of the team.

## Learning from Mistakes

In addressing and learning from mistakes, Captain Shubham emphasized transparency and humility. He advocated for an open culture where errors are acknowledged rather than concealed, enabling opportunities for learning and improvement. Captain Shubham underscored the importance of embracing mistakes as valuable lessons that contribute to the growth and resilience of the team.

## Encouraging Open Communication

To encourage open communication and collaboration on board, Captain Shubham highlighted the importance of toolbox meetings and the company's ethos of "stop, take five." He emphasized the empowerment of every individual to voice concerns and seek clarification, fostering a culture of constructive dialogue and problem-solving. Captain Shubham reiterated that positive discussions and collective input pave the way for effective communication and collaboration.

As our conversation drew to a close, Captain Shubham offered a reflective insight into the fragility and power of accountability. He emphasized that while accountability may present challenges, it is ultimately the cornerstone of maritime operations. Through teamwork, humility, and continuous learning, he believes that accountability can propel maritime endeavors to greater heights, ensuring the safety, security, and success of all involved.

From defining accountability to fostering a culture of openness and learning, Captain Shubham's insights serve as a beacon for navigating the complexities of the sea with integrity and resilience.



# DELICIOUS

**EXPLORE A  
WORLD OF  
FLAVORS WITH  
RECIPES**

*Satisfy your cravings with  
signature dishes from  
Campbell Shipping's chefs.*



**April 2024**

**GANGWAY**



# PAALAK PANEER

## INGREDIENTS

- Finely Chopped Onion – 2 pcs
- Tomato Paste – 2 tbsp
- Spinach Paste – 500 Grams
- Garlic paste – 1 tsp
- Kasuri methi – 1 tsp
- Finely chopped ginger and red chilli – 1.5 tbsp
- Fresh Cream – 2 Tbsp
- Bay Leaf – 2 pcs
- Pepper – 10 pcs
- Cinnamon, Cardamom & Cloves – 2 pcs each
- Cumin – 1 tsp
- Oil – 4 tbsp
- Asafetida – 1/4 tsp
- Coriander powder – 1 tbsp
- Turmeric Powder – 1/2 tsp
- Black salt – 1/2 tsp
- salt as per taste
- cumin powder – 1 tsp
- Kashmiri red chilli – 1 tsp
- Garam masala – 1 tsp
- Paneer – 200 Gram

## INSTRUCTIONS

- Heat a pan over medium flame and add 4 tablespoons of oil.
- Once the oil is hot, add cumin seeds, asafoetida, bay leaves (2 pieces), peppercorns (10 pieces), cinnamon sticks (2), cardamom pods (2), and cloves (2 pieces). Mix well and fry until fragrant.
- Add finely chopped onions and a pinch of salt. Cook until the onions turn golden brown.
- Stir in chopped ginger, green chillies, and garlic paste. Roast on low flame until aromatic.
- Add tomato paste and mix well.
- Cut paneer into small pieces.
- Add red chili powder, cumin powder, salt to taste, black salt, turmeric powder, and coriander powder to the pan. Mix everything well.
- Add Kasuri methi and cook for 2 minutes.
- Mix in the Palak Paste (boil 500 grams of water, let it cool, then grind the spinach into a paste). Combine well.
- Close the lid and cook for 2 minutes.
- Add paneer cubes and garam masala. Mix well.
- If the Palak Paneer is too thick, adjust the consistency by adding water. Close the lid and cook for another minute.
- Turn off the flame and add cream. Mix well.
- Your Palak Paneer is now ready to be enjoyed. Bon appétit!

**MR. VINAY SATI**  
**(CHIEF COOK)**





# SPAGHETTI ALLE VONGOLI

## INGREDIENTS

- Spaghetti-200grams
- Butter -2spoons
- Prawns -100grams
- Pepper -2pinch
- Salt -for taste
- Chillyflakes -2pinch
- Garlic - 2 cubes
- Parmesan cheese - 50gram

## INSTRUCTIONS

- Boil the spaghetti in hot water for approximately 10 minutes until it's al dente, then drain and set aside.
- In a pan, melt 2 tablespoons of butter over medium heat. Add 2 finely chopped cloves of garlic and the prawns to the pan. Allow them to fry for about 2 minutes until the prawns are cooked.
- Add the boiled spaghetti to the pan, mixing it well with the garlic and prawns.
- Season the dish with salt and pepper to taste, adding a couple of pinches of both for flavor. For an extra kick, sprinkle in 2 pinches of chili flakes, adjusting according to your preference for spiciness.
- Once everything is well combined and heated through, transfer the Spaghetti alle Vongole to a serving dish.
- To finish, garnish the dish with a generous sprinkle of Parmesan cheese for added flavor and richness.
- Enjoy your homemade Spaghetti alle Vongole – a delightful combination of flavors that will surely tantalize your taste buds!

**MR. GANESH NAGARAJU  
CHINNA  
(CHIEF COOK)**







## Embracing New Beginnings at Campbell

Campbell had bid farewell to another remarkable year and embrace the possibilities of a new beginning; we cherish the memories of our New Year celebration. Here's to a year filled with growth, success, and endless opportunities!

# PHOTOGRAPHY

We sincerely thank all participants in the photography competition. Your creative contributions enhanced our magazine, with many photos featured in articles, credited to you!



**Winner of the Photography Competition**  
**Ashok Kumar Yadav**



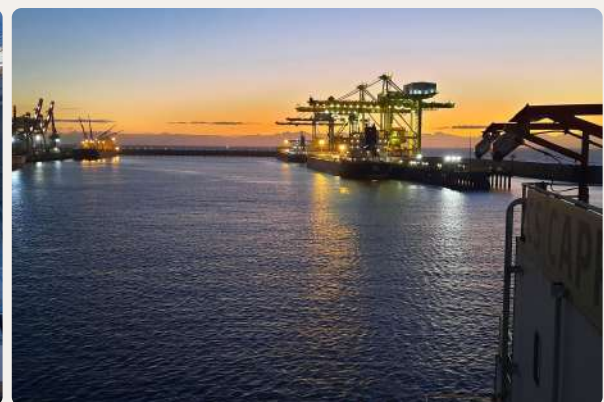
**T D Rao (1st Runner up)**



**Adita Bajpai (2nd Runner up)**



**Richardo Rolle**



**Capt. Gaurav Kashyap**

# FOSTERING ACCOUNTABILITY IN MARITIME OPERATIONS

In the vast expanse of the maritime industry, accountability reigns supreme as the guiding principle steering the course of every endeavor. As a technical manager entrusted with the stewardship of vessels, accountability transcends mere responsibility—it encapsulates the essence of ownership and commitment to excellence

Accountability in the maritime realm involves all ship staff, not just managers. Each crew member, be it a deckhand, engineer, or steward, holds vital responsibilities for safety and operation. Their adherence to protocols and proactive approach cultivates a culture of accountability, ensuring smooth operations and safety at sea.

Navigating the intricate web of accountability amidst the dynamic environment of maritime operations presents its own set of challenges. One such hurdle arises from the frequent



Article by:  
Mr. Rohit Hadkar  
Sr. Technical Manager



**ADAPTABILITY IS KEY  
IN ENFORCING  
ACCOUNTABILITY  
AMIDST THE FLUX OF  
PERSONNEL ONBOARD,  
WHERE EVERY CREW  
MEMBER MUST  
ACQUAINT THEMSELVES  
WITH OUR COMPANY'S  
PROCEDURES AND  
PROTOCOLS.**



## SMOOTH TRANSITION OF RESPONSIBILITIES CHALLENGE

Furthermore, ensuring seamless continuity in operations poses yet another challenge. As crew members embark on their respective rotations, it falls upon us to ensure the smooth transition of responsibilities.

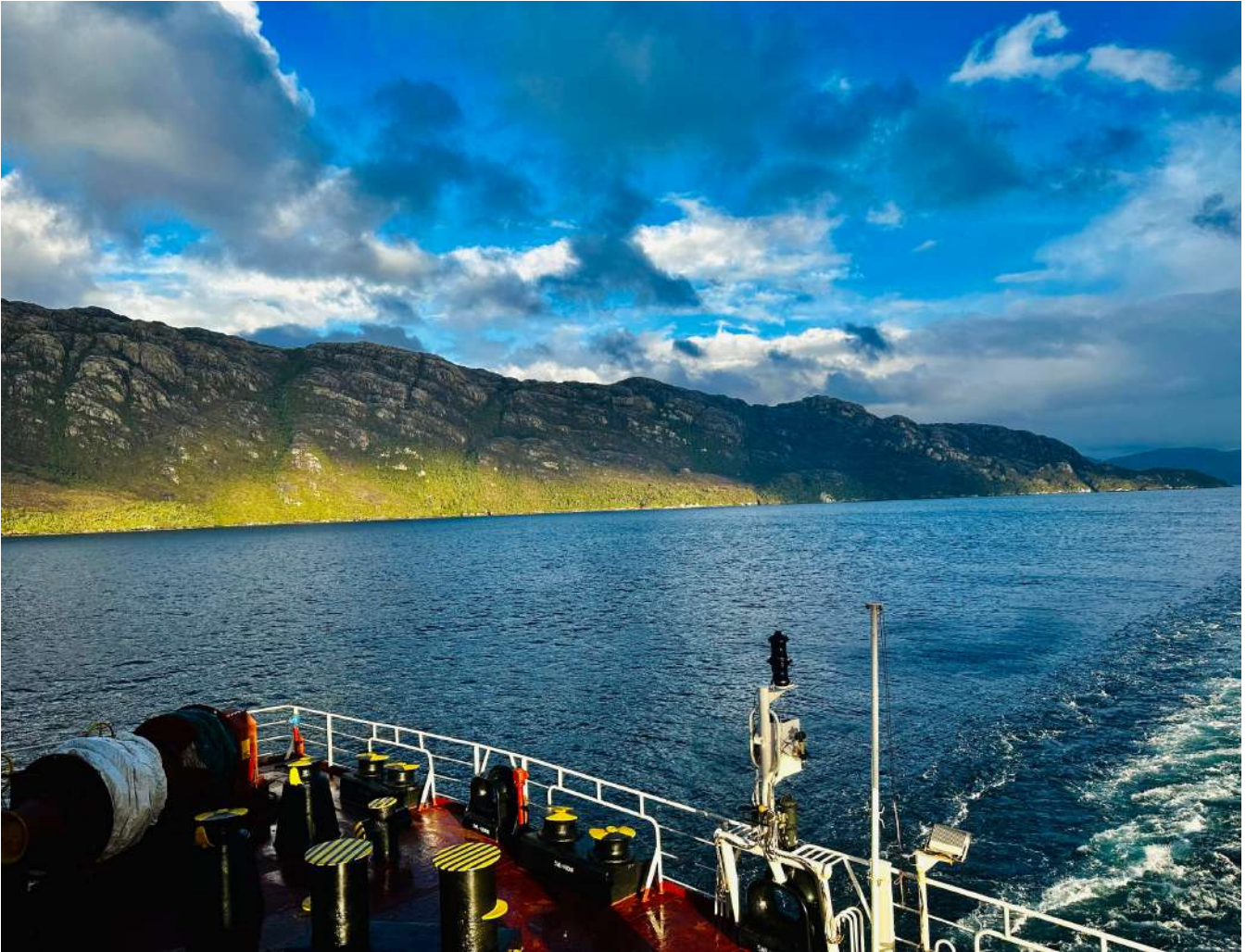
Handing over critical tasks and pertinent information to incoming staff members is paramount, lest the thread of accountability be severed, leading to potential disruptions in operations.

rotation of crew members and the influx of new staff. With each change, a learning curve ensues, as new crew members acquaint themselves with our company's procedures and protocols. Adaptability becomes key, as we strive to enforce accountability amidst the flux of personnel.

Amidst these challenges, communication emerges as the cornerstone of fostering accountability among team members. Effective communication, be it verbal or written, serves as the linchpin holding our collective efforts together. Clear, concise communication channels facilitate the seamless flow of information, ensuring that every team member is abreast of their duties and obligations.



PC- Capt. Gaurav Kashyap



**PC- Sanjib Dev Nath**

In our pursuit of accountability, technological advancements have emerged as invaluable allies. Within our company, the Safety Management System (SMS) forms the bedrock of accountability, with Marriapp's PAL application serving as its digital conduit. Through this system, we meticulously document every aspect of our operations, from routine maintenance tasks to incident reports, ensuring a comprehensive record of our endeavors.

As we reflect on the importance of accountability, it becomes evident that it is not merely a corporate ethos but a foundational principle ingrained within the fabric of our company culture. It is a core value that permeates every aspect of our operations, guiding our actions and decisions at every turn. In upholding accountability, we not only safeguard the integrity of our vessels but also honor the trust bestowed upon us by our company and stakeholders.

Nurturing a culture of accountability is not a mere undertaking; it's a solemn duty central to maritime operations. As technical managers, we serve as guardians of accountability, ensuring its flame shines brightly, guiding us towards safety and excellence at sea. Likewise, every ship staff member bears responsibility, contributing to a cohesive commitment ensuring smooth sailing and operational integrity..

April 2024

# REWARDS & RECOGNITION

CAMPBELL SHIPPING

HONORING THE  
BEST AT  
CAMPBELL SHIPPING



[WWW.CSSHIP.COM](http://WWW.CSSHIP.COM)

# ANNUAL REWARDS AND RECOGNITION 2023

## LONG SERVICE AWARD 5 YEARS (SEA)



***STANLEY MARTIN***



***SYLVESTER ANDRADE***



***VISHAL KUMAR***



***JAMSHEED  
PADINCHARAYIL***



***IAN BOSCO DA SILVA***



***SAWTHI HA***



***BRAJESH NARAYAN***



***MAUNG MAUNG  
NAINGOO***



***MELAKU  
WELDEARIAM  
HABTEMARIAM***



***BHUSHAN RAMRAO***



***PRIYANSHU UPRETI***



***AMIT KUMAR SHARMA***

# ANNUAL REWARDS AND RECOGNITION 2023

## LONG SERVICE AWARD 5 YEARS (SEA)



*RAKESH KUMAR PAWAR*



*SHOYEB MALIK*



*MANDEEP SINGH*



*ANKIT PIYUSH SONERI*



*RAN VIJAY SINGH*



*UPENDRA KUMAR*



*SUNNY PARSHURAM*



*MONCY MATHEW*



*TARAK DAS*



# ANNUAL REWARDS AND RECOGNITION 2023

## LONG SERVICE AWARD 5 YEARS (SHORE)



***PRIYANKA SURESH  
RAHATE***



***ROHIT SHANKAR  
HADKAR***

## LONG SERVICE AWARD 10 YEARS (SHORE)



***SUSHIL KAUSHIK***



***PREETI MUNDHRA***

# ANNUAL REWARDS AND RECOGNITION 2023

## LONG SERVICE AWARD 10 YEAR (SEA)



***ANIL SREEDHAR***



***JONAH ALOYSIUS PERIS  
BHATT***



***SHAILESH SOMCHAND  
KAPADIA***



***GUNJANA YADAV***



***SALMAN SHARAFAT  
TALGHARKAR***



***RICHARD MARCEL DSOUZA***



***SATNAM SINGH***

# ANNUAL REWARDS AND RECOGNITION 2023

## SEAFARER OF THE YEAR



*Officer Category*  
**DIGVIJAY PANDEY**



*Rating Category*  
**VASANTHARAO YALAMACHI**

## SHINING TEAM OF THE YEAR



**CS JENNA**

## BEST PERFORMING VESSEL OF THE YEAR



**CS CALVINA**

# ANNUAL REWARDS AND RECOGNITION 2023

## RISING STAR OF THE YEAR AWARD (SEA)



*Officer Category*  
**JYOTIRADITYA DUBEY**



*Rating Category*  
**SK ARSHAD ALI**

## MICHELIN STAR OF THE YEAR



*Chief Cook*  
**SHOYEB MALIK**

## ANNUAL AWARDS (SHORE/SEA)



**GEM OF THE YEAR**  
**ADITYA BAJPAI**



**EXCEPTIONAL LEADERSHIP OF  
THE YEAR**  
**SUNJEET BHARADWAJ**



**EXCEPTIONAL LEADERSHIP OF  
THE YEAR**  
**VERONICA BONIMY**



HONORING DEDICATION



RECOGNIZING BRILLIANCE



CELEBRATING EXCELLENCE



APPLAUDING DEDICATION



CHAMPIONS OF TOMORROW



CELEBRATING MILESTONES



ACKNOWLEDGING EFFORT



Elevating success through recognition and rewards.



FUELING SUCCESS



CHAMPIONING EXCELLENCE



Empowering teams with well-deserved accolades.



MAKING EVERY EFFORT COUNT

# QUARTERLY REWARDS AND RECOGNITION

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SEAFARER OF THE QUARTER  
JANUARY 2024 - MARCH 24

## OFFICERS

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*SUKENDER YADAV  
(2ND OFFICER - CS JENNA)*



*AKSHAY ASHOK DESSAI  
(3RD ENGINEER - TELERI M)*

## RATINGS

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*UPENDRA KUMAR  
(FITTER - CS CAPRICE)*



*VINOD JOGU  
(FITTER - CS CANDY)*

CONGRATULATIONS ON BEING ELIGIBLE FOR  
A 100 USD RNR GIFT VOUCHER.

# 10 PATS ON THE BACK (MONTHLY AWARDS)

JANUARY 2024 - MARCH 24



**PROVIN MILAGRES**  
**(2ND OFFICER - ISABELLA M)**



**MOHAMMAD ERSHAD DELWAR**  
**(CHIEF ENGINEER - TELERI M)**



**YOGENDRA SINGH**  
**(MASTER - TELERI M)**



**MOHAMMED SHAKEEL ANSARI**  
**(2ND OFFICER - CS CAPRICE)**



**VISHAL ANTHONY DSOUZA**  
**(2ND ENGINEER - CS CAPRICE)**



**SOLOMON CUDJOE**  
**(CHIEF ENGINEER - CS CAPRICE)**



**AMIT KUMAR**  
**(BOSUN - OAK)**



# 20 PATS ON THE BACK (MONTHLY AWARDS)

JANUARY 2024 - MARCH 24



**GETINET ASRAT THILAHUN**  
**(CHIEF ENGINEER - ISABELLA M)**



**DILLESWARA RAO TEPPALA**  
**(CHIEF ENGINEER - OAK)**



**SANDRA P. SEQUEIRA**  
**(RECEPTIONIST & ADMINISTRATIVE**  
**EXECUTIVE - SHORE)**

# ACCOUNTABILITY BREEDS RESPONSE-ABILITY

Maritime logistics and the freight market stand as pivotal determinants in shaping prices for raw materials and agricultural products. Recent geopolitical events, including the war in Ukraine, challenges at the Panama Canal, and the escalation of tensions in the Red Sea following Houthi rebel attacks on vessels, have profoundly reshaped the sea routes of numerous global shipping entities. These developments have reverberated across the insurance market, trade geography, and various other sectors.

Like a skilled captain reads the ocean, it's up to you to discern the undercurrents of market change and geographical demands. This is a voyage where staying adrift requires more than survival skills: it requires foresight, adaptability and commitment. Accountability is A KEY concept in moving an organisation forward, especially in the challenging business climate.



***CAPT. MUFID LAMBAY  
COMMERCIAL OPERATIONS  
MANAGER, CAMPBELL BULK***



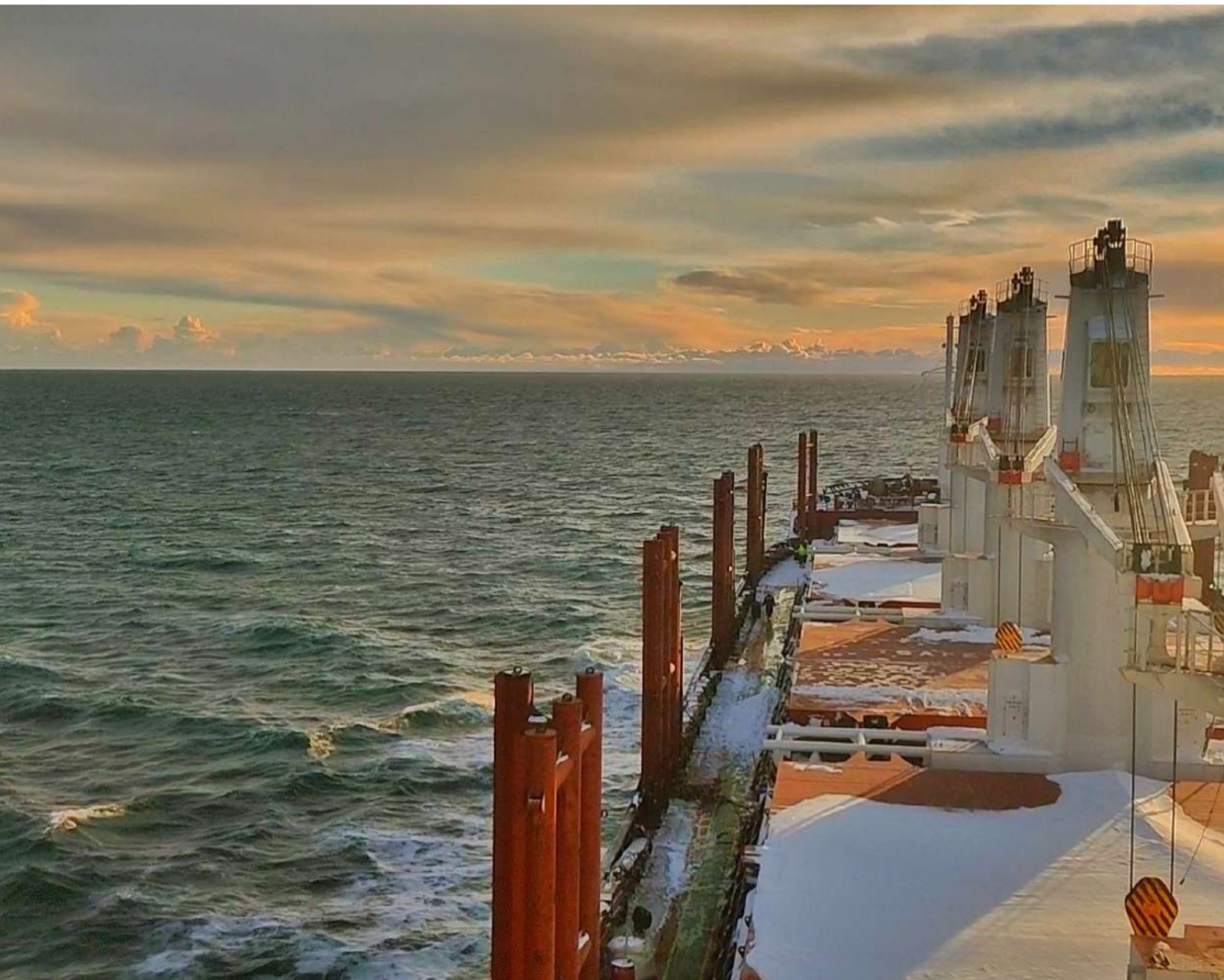
**PC - Ayush Singh**

## **Accountability is the glue that ties commitment to the results**

At Campbell, our chartering and operations team are well versed and are vigilant with the dynamic market situations and endeavour to build a value to the long standing relationship with charterers through effective communication and commercial agreements/contracts. Every single contract is looked in with detail and honoured with the obligations encompassed and operated with much enthusiasm to achieve owners interest. The ships staff are guided to navigate through the complex waters of decision making to ensure that the ship of business stays on course and reaches its destination successfully.

Accountability promotes ownership. When you make people accountable for their actions, you're effectively teaching them to value their work. The vessels are monitored for their actions right from delivery to redelivery as any non-compliance to the fixture can give rise to off hire and charter party disputes. Every team including the Chartering, Operations, Technical, HSEQ and the Sailing staff works on a common goal of a turnaround of voyage with ZERO lapse and remain accountable to derive a successful voyage i.e being responsible for decisions made, actions taken, and assignments completed.

It's a three-point theory: Clear Thinking - Smart Ideas - Practical Solutions. This approach inspires confidence and when done right, it can increase the team member skills. Every successful voyage made brings a value to the commitment made by Campbell to stakeholders and paves way for a more efficient future in building relations with commercial entities in the maritime industry.



**PC - Aashish Rangari**

# CAMPBELL SHIPPING

# Holi Party



Reflecting on the vibrant hues and joyful moments of our Holi celebration at Campbell. It was a day filled with laughter, camaraderie, and the spirit of togetherness.

# ACCOUNTABILITY IN MARITIME ENGINEERING



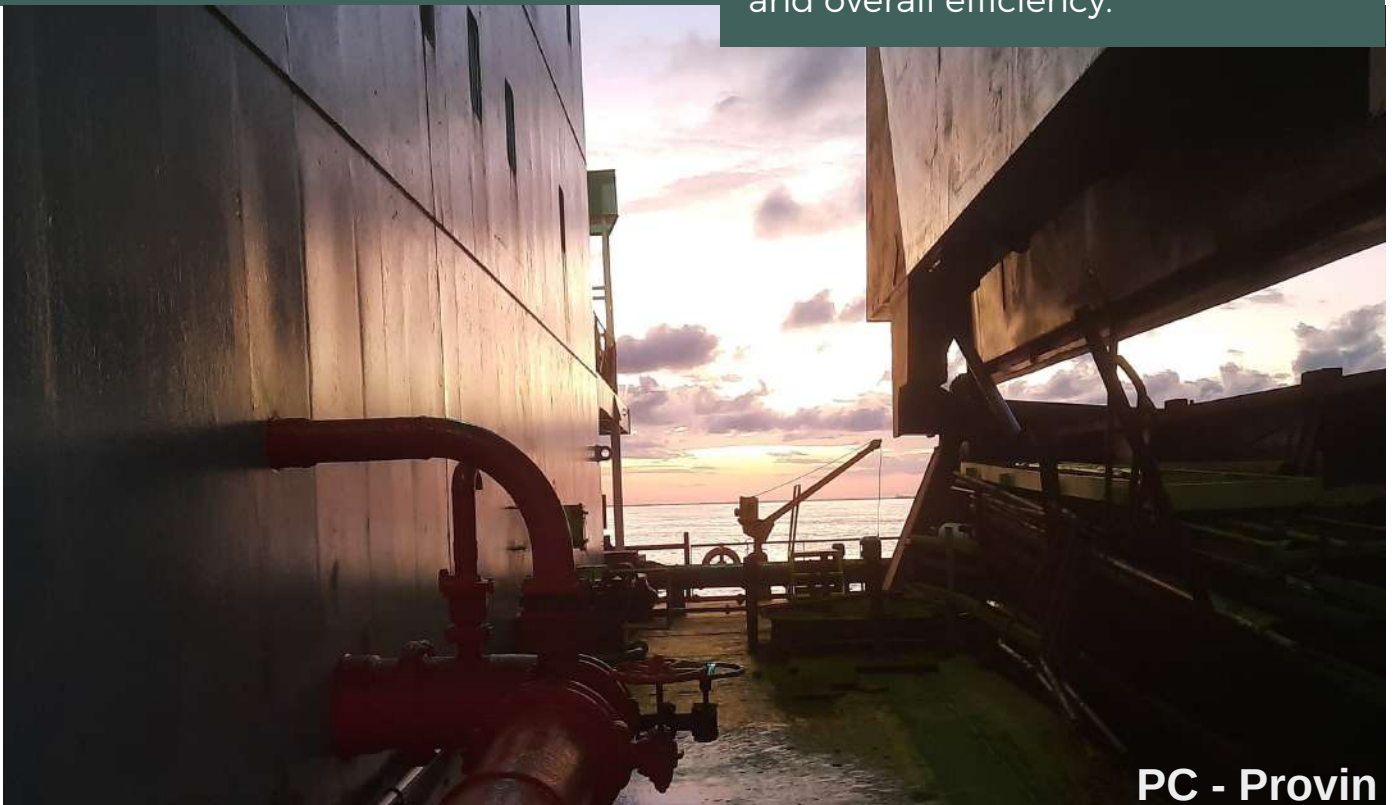
**EVEN IN THE FACE OF SETBACKS OR MISTAKES, ACCOUNTABILITY REMAINS UNWAVERING, PROMPTING PROACTIVE EFFORTS TO ADDRESS AND RECTIFY ANY ISSUES THAT ARISE**

In the dynamic and often unpredictable environment of maritime engineering, accountability stands as a beacon guiding the actions and decisions of every crew member. Whether navigating through calm seas or facing turbulent waters, accountability remains paramount, shaping the culture and operations onboard.



***SELWYN FLORA ENDRO***  
***4TH ENGINEER***

Here we will delve into the significance of accountability and its impact on safety, teamwork, and overall efficiency.



**PC - Provin**



Accountability emerges not merely as a responsibility but as a fundamental ethos ingrained within the fabric of maritime operations. Our interviewee emphasizes the notion of personal ownership, where every individual onboard takes pride in their tasks and obligations. Regardless of the nature of the endeavor, be it routine maintenance or responding to unforeseen challenges, each crew member embodies accountability, acknowledging their role in the collective success of the voyage.

Drawing from real-life experiences, our interviewee recounts instances where accountability manifests in everyday tasks. Every action reflects a commitment to excellence and adherence to protocols, from ensuring meticulous cleanliness to managing waste responsibly. Even in the face of setbacks or mistakes, accountability remains unwavering, prompting proactive efforts to address and rectify any issues that arise.

Safety, a cornerstone of maritime operations, intertwines intimately with accountability. Our discussion highlights the proactive measures taken to foster a culture of safety onboard. Through open communication, thorough briefings, and collaborative problem-solving, crew members navigate the complexities of the marine environment with confidence and diligence. Feedback loops ensure continuous improvement, allowing for

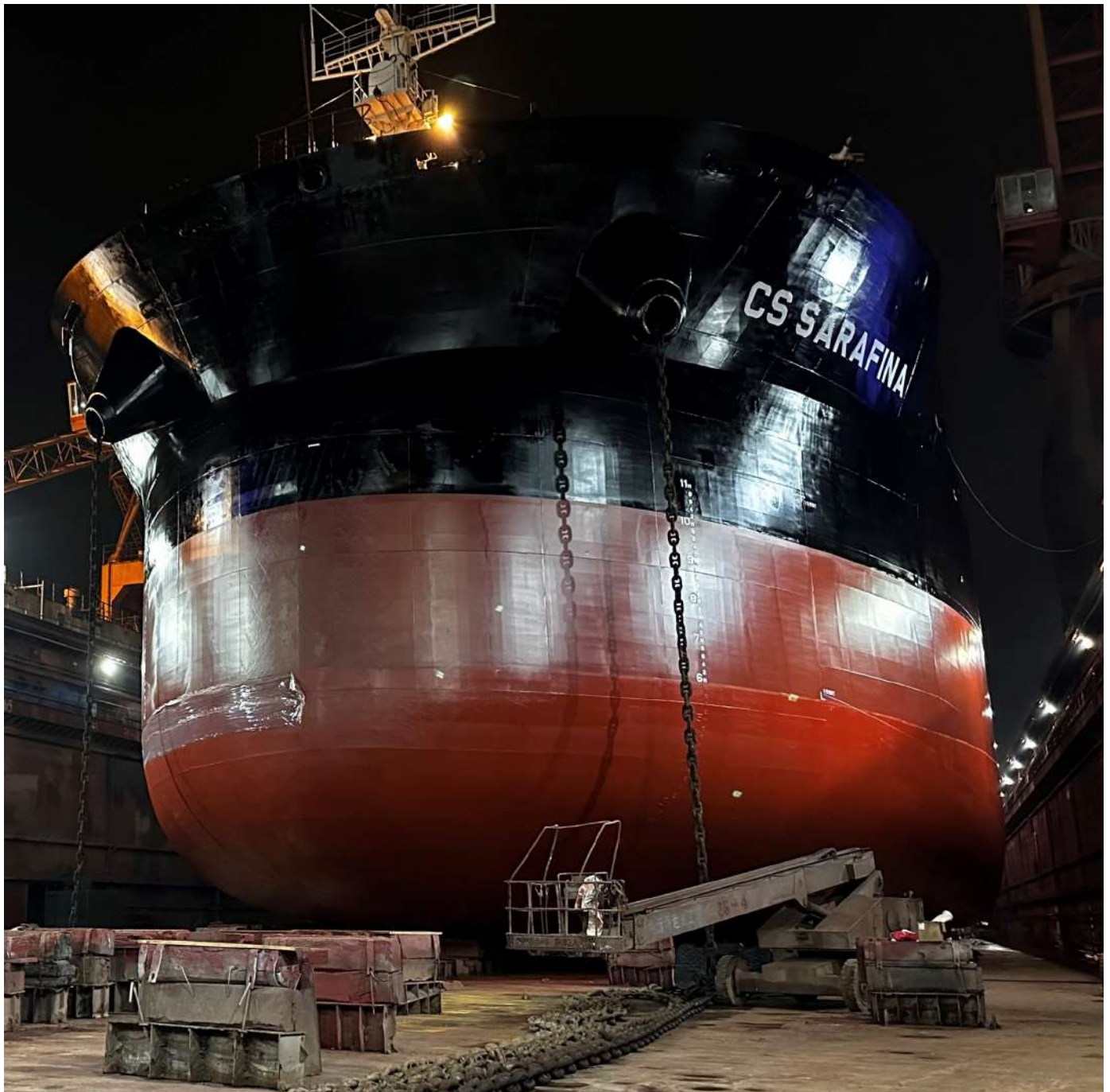
the timely identification and resolution of safety concerns.

Furthermore, accountability extends beyond individual actions to encompass team dynamics and leadership. We need to understand the importance of empowering every team member, instilling a sense of ownership and responsibility. By providing resources, support, and fostering open dialogue, leaders cultivate an environment where accountability flourishes organically, driving productivity and cohesion.

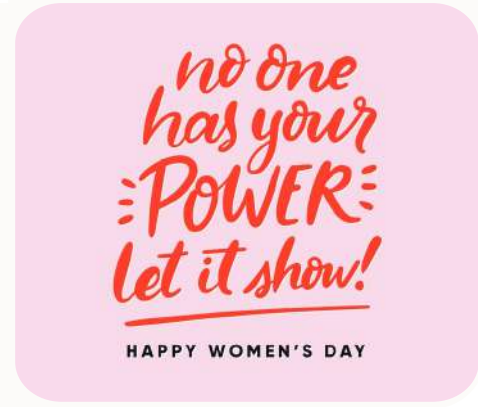
As we reflect on the role of accountability in maritime engineering, it becomes evident that it serves as more than a guiding principle—it is the cornerstone upon which successful voyages are built. Through unwavering commitment, proactive engagement, and a shared sense of responsibility, crew members

navigate the seas with confidence, knowing that accountability lights the way forward, even in the darkest of waters.

Accountability stands as a beacon guiding the actions and decisions of maritime engineers, shaping not only individual conduct but also the collective ethos of the crew. From fostering safety to driving productivity, its impact reverberates throughout every aspect of maritime operations, ensuring smooth sailing and successful voyages ahead.

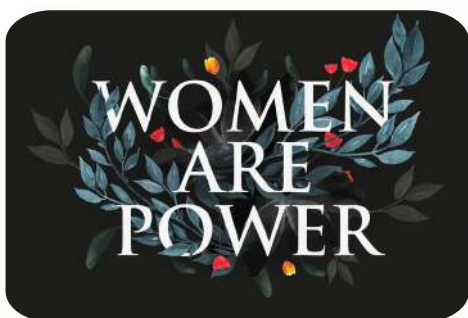


**PC - Richardo Rolle**



# WOMEN OF CAMPBELL SHIPPING CELEBRATED WOMEN'S DAY

CELEBRATING THE STRENGTH, DETERMINATION, AND RESILIENCE OF WOMEN EVERYWHERE. THE SUCCESS OF EVERY WOMAN SHOULD BE THE INSPIRATION TO ANOTHER. WE SHOULD RAISE EACH OTHER UP. MAKING SURE YOU'RE VERY COURAGEOUS: BEING STRONG, BEING EXTREMELY KIND, AND ABOVE ALL BEING HUMBLE.





# CAMPBELL SHIPPING



## Gangway

*At Campbell Shipping, accountability is paramount. It's more than a value—it's a guiding principle ingrained in every aspect of our operations. We uphold accountability by taking ownership of tasks, ensuring completion, and transparently documenting every action. It's the cornerstone of our commitment to excellence and integrity at sea.*



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