

A Campbell Shipping Initiative

GANGWAY

March 2025

**Make Your Bed
– Success Starts with
the Basics**



WWW.CSSHIP.COM

PC –VIRALKUMAR VIJAYBHAI

MARCH 2025

GANGWAY

We believe that success starts with the smallest steps — and that's why we embrace the **"Make Your Bed"** philosophy every day. Together, we prove that small actions create big impacts, shaping a stronger and more successful future.





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PC -CAPT. GAURAV KASHYAP

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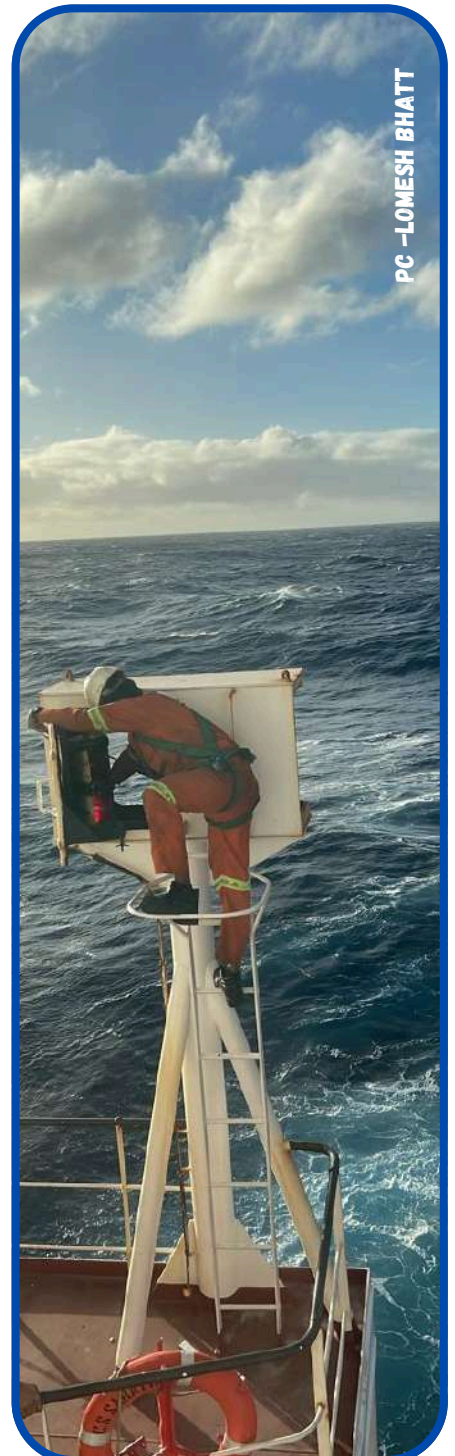
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PC -LOMESH BHATT



CEO's Desk:

The Power of Small Wins

"Make your Bed" - based on an inspiring speech delivered by Naval Admiral William H. McRaven was the theme at this year's annual seminar for Campbell Shipping 2025 and will continue to be a key initiative as we move further.

The message was to connect a small, simple, first job of making bed in the morning to creating a resonance of other accomplishments at work and home in our daily lives.

As Admiral Mc. Raven puts it in his own words " If you make your bed every morning you will have accomplished the first task of the day. It will give you a small sense of pride, and it will encourage you to do another task and another and another. By the end of the day, that one task completed will have turned into many tasks completed. Making your bed will also reinforce the fact that little things in life matter. If you can't do the little things right, you will never do the big things right"

This mindset serves as a reminder to all team members to do their part and we collectively fuel consistency in our business engine – CTOM



Capt. Rajesh J. Dhadwal

CEO | Managing Director

STEADY HANDS, STRONG LEADERSHIP: A CHIEF OFFICER'S PERSPECTIVE

The sea is a world of its own—a place where discipline, resilience, and responsibility shape not just a career but a way of life. My journey began with the Shipping Corporation of India (SCI), and over the years, I have sailed with BSM, and RB British Marine, before joining Campbell Shipping as a Chief Officer.

Through every port, every storm, and every challenge, I've learned that success at sea isn't about one grand moment—it's about the small, consistent efforts that keep a vessel and its crew running smoothly. That's why the "Make Your Bed" philosophy resonates with me so deeply. It's not just about making a bed; it's about taking ownership of the little things, knowing that these small victories set the foundation for bigger achievements.



Shadab Sattar Sawant
Chief Officer



Learning Discipline at Sea: A Story from Experience

One particular experience onboard reinforced the importance of small actions leading to bigger results.

We were preparing for a complex loading operation in Indonesia, and the situation demanded absolute precision. Cargo loading, especially for bulk carriers, is not just about putting weight on board—it's about carefully distributing it to ensure stability, compliance, and safe passage.



During a loading operation in Indonesia, I discovered that the shore operator had exceeded the weight limit. While cross-checking the loading sequence, I noticed that they had skipped one of the planned sequences, leading to incorrect weight distribution. If left unchecked, this could have compromised the vessel's trim and stability, resulting in operational delays and potential safety risks.

Instead of proceeding with the incorrect sequence, my team and I halted operations, recalculated the cargo distribution, and reloaded the cargo to match the planned sequence. It was a time-consuming process, but this extra step ensured that the vessel remained balanced, compliant, and safe for voyage.

By the time loading was completed, everything was in perfect alignment. The vessel sailed smoothly, inspections were cleared without issues, and I walked away knowing that paying attention to the details had prevented a serious operational setback.

This incident reinforced my belief that cross-checking even the smallest details can prevent major operational risks. The discipline of verifying every process, no matter how routine, is what ensures smooth and safe sailing.



Why I Chose Campbell: The Power of Stability

In 2023, I made the decision to join Campbell Shipping, and it has been one of the best career moves I've made. I remember discussing the difference between management companies and ownership companies with Captain Nixon, and that conversation shifted my perspective.

At a management company, officers often find themselves struggling for resources and approvals, creating unnecessary stress. But at Campbell, the structured support system allows officers to focus on their job without operational roadblocks. If I present a valid request, I know the company will back me up.

Having this level of trust and assurance makes a huge difference in how a ship operates. At Campbell, I feel like I'm part of a team that truly values integrity, discipline, and teamwork—values that define not only great seafarers but also great leaders.

Discipline at Sea: The Power of Small Actions

The "Make Your Bed" philosophy is something I live by, and it's not just about tidying up—it's about starting the day with discipline. Onboard, every small habit matters.

If I don't update a log, verify a checklist, or ensure my workspace is organized, it might seem insignificant at first—but over time, small lapses create big risks. The cargo loading experience in Indonesia proved how one overlooked detail could lead to serious consequences.

That's why I ensure my team follows the same principle—mastering the fundamentals, focusing on the details, and staying disciplined. This is what separates a smooth, efficient operation from one that struggles with errors and setbacks.

Leading by Example: Fostering a Strong Crew Culture

Leadership at sea isn't about giving orders—it's about building trust, fostering engagement, and ensuring every crew member feels valued. I always take time to interact with my crew, ask about their well-being, and make sure they know their efforts are appreciated.



PC -KAVITHAA



PC –SHIV KUMAR

I strongly support Campbell's 'Green Badge' program, which recognizes crew members for their exceptional contributions. Recognition doesn't have to be grand—even a simple “well done” can boost morale and encourage accountability.

Additionally, I have introduced an interactive learning approach onboard. Instead of just conducting one-way training, I encourage crew members to actively participate and even lead discussions on key topics. When seafarers take ownership of their own learning, they become more engaged, more confident, and more skilled.



PC –CAPT. PRABHAT RANJAN

Advice to Young Seafarers: The Reality of Life at Sea

I see many young seafarers drawn to this industry because of social media. While it may look glamorous, the reality is far more demanding. Shipping requires mental strength, patience, and discipline.

My advice to those entering the industry is simple:

- 1 | Master the Basics:** Before aiming for higher positions, develop strong foundational skills in navigation, cargo handling, and safety procedures.
- 2 | Respect the Hierarchy:** Experience matters at sea—learn from your seniors and absorb their knowledge.
- 3 | Never Stop Learning:** The industry is evolving, and those who keep learning stay ahead.
- 4 | Stay Disciplined:** Small, consistent efforts lead to big achievements in the long run.

Looking Ahead: A Captain's Vision

Every step in my career has been about growth, learning, and leading by example. My next professional milestone is to take command as a Captain, and I am preparing for that challenge with the same dedication that has brought me here.

For me, every voyage is more than just a journey—it's an opportunity to build trust, refine my leadership skills, and uphold the values that keep the maritime industry strong. With the support of Campbell Shipping, I look forward to navigating the future with discipline, integrity, and a commitment to excellence.



— MASTER THE DETAILS &
SUCCESS WILL FOLLOW

ANCHORED IN PRECISION: BUILDING TRUST, TASK BY TASK

When I first stepped into the world of shipping, it wasn't planned. I had just completed my Banking & Insurance degree and was exploring options while awaiting my results. One of those opportunities landed me at Great Eastern Shipping Company as an intern—and that's where everything changed. What began as a short-term experience turned into a long-term passion. I was captivated by the dynamic nature of shipping—its fast pace, unpredictability, and the need for razor-sharp decision-making.

Each day was a puzzle waiting to be solved, and soon enough, the excitement and challenge of it all pulled me in. I discovered that the shipping industry wasn't just about vessels and voyages—it was about people, precision, and purpose. That realization was my compass, pointing me toward a career I truly enjoy.



Priyanka Rahate
Sr. Executive – Manning



Finding My Bearings at Campbell

Joining Campbell Shipping was a defining moment in my professional life. What attracted me the most was not just the opportunity, but the company's deep-rooted values and culture. Over the past 7 years here, I've evolved—not just as a shipping professional but as a leader.

I've navigated complex crew management issues, improved logistical coordination, and built strong relationships across teams. Every experience, challenge, and project has sharpened my skills in leadership, problem-solving, and communication. Campbell is more than a workplace—it's a training ground where



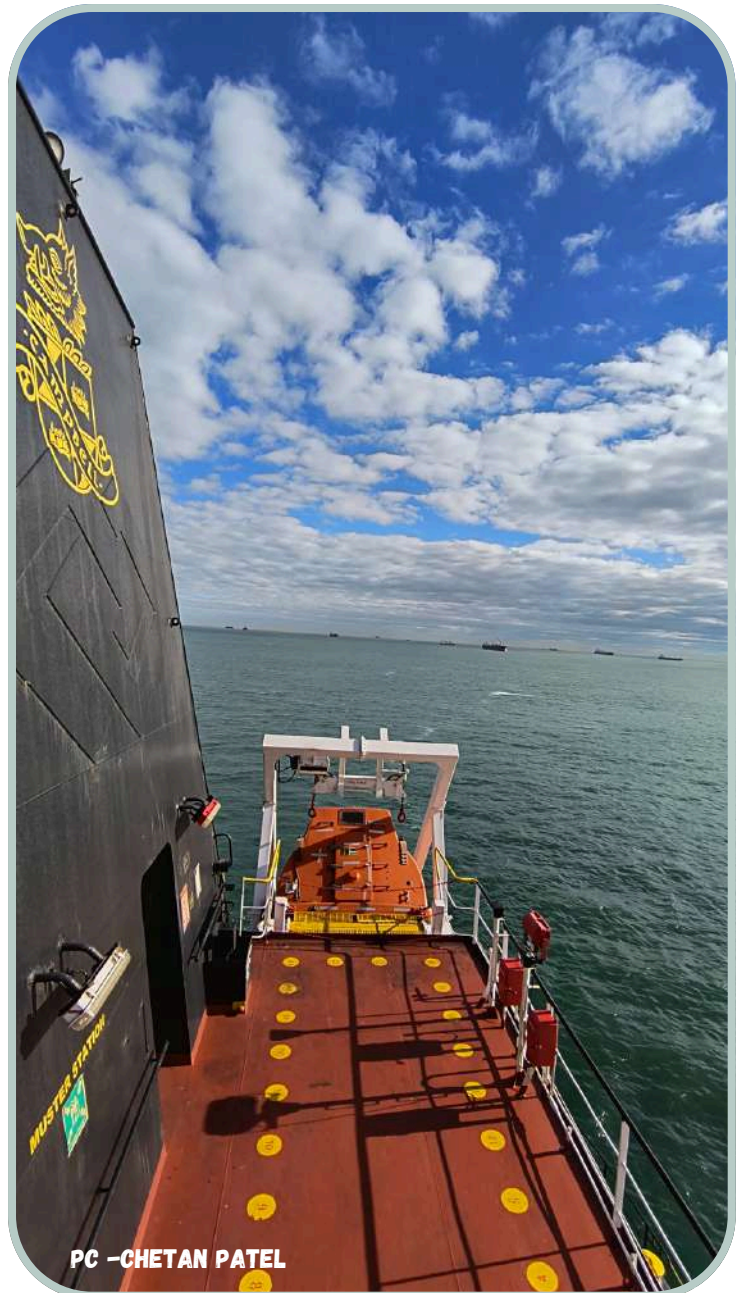
we grow through real-life challenges and emerge more competent each time.

The Power of Small Efforts

The “Make Your Bed” theme couldn’t be more aligned with how I approach my day. It’s a philosophy I carry with me in every small action I take. In Manning, small tasks aren’t minor—they’re mission-critical. Whether it’s candidate documentation, certification follow-ups, or a pre-joining briefing, consistency in these small duties creates a ripple effect that impacts vessel operations significantly.

At Campbell, we ensure these processes are not just performed—but perfected. We use our PAL system to monitor everything from medicals to performance, ensuring we leave no room for error. These systems support our broader goals of safety, compliance, and crew satisfaction.

This daily discipline might not make headlines, but it quietly fuels the reliability of our entire manning operation.



Planning, Precision, and Pressure

In our line of work, things can go sideways fast—especially when a last-minute crew change or a compliance issue arises. But years of experience have taught me the importance of staying composed under pressure. I follow the “Stopp – Take 5” approach to prevent reactive decision-making. This deliberate pause helps me gather facts, reassess priorities, and then act swiftly with confidence.

My job is not just to fill positions—it’s to ensure vessels are fully supported by capable, well-informed crew members. That means thinking five steps ahead, spotting potential disruptions before they occur, and being ready to tackle any situation calmly and efficiently.

PAL System

Crew Planning & Management Tool



- Crew scheduling & rotation planning
- Monitoring contract durations
- Compliance with rest hours and STCW regulations
- Matching crew availability with vessel requirements
- Tracking documents, certifications & expiries

Leadership in the Details

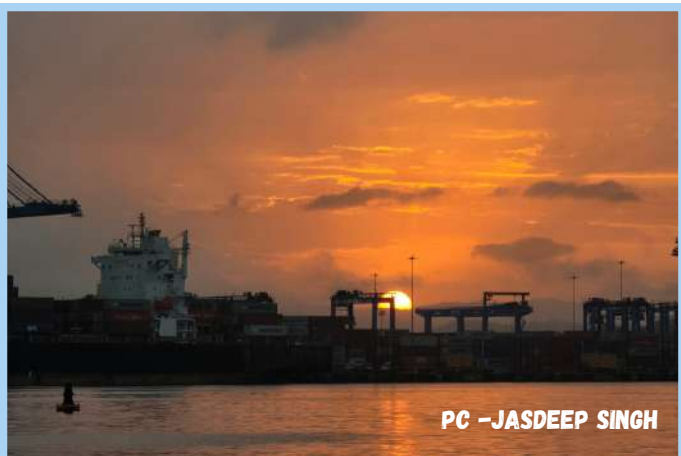
I strongly believe that leadership is seen in the details. It's in the accuracy of crew documentation, in the timing of a well-planned rotation, and in the clarity of a pre-joining instruction. I remember how a shift in our documentation precision led to smoother transitions and significantly fewer delays. This simple improvement reduced compliance risks and enhanced our crew's onboarding experience.

Our team knows that discipline and consistency aren't just buzzwords—they are operational lifelines. They build trust and credibility, not just internally but across our fleet and partners.

A Culture of Accountability

At Campbell, ownership is a part of our DNA. Whether it's a junior or a senior team member, we are encouraged to ask, clarify, and contribute. This culture of accountability empowers us to think independently, act responsibly, and continuously improve. Our leadership fosters an environment where employees don't just perform tasks—they understand the impact behind them.

We're supported by ongoing learning initiatives—seminars, workshops, and conferences—that keep us sharp and forward-thinking. This investment in people has a direct impact on our ability to lead and deliver results.



PC -JASDEEP SINGH

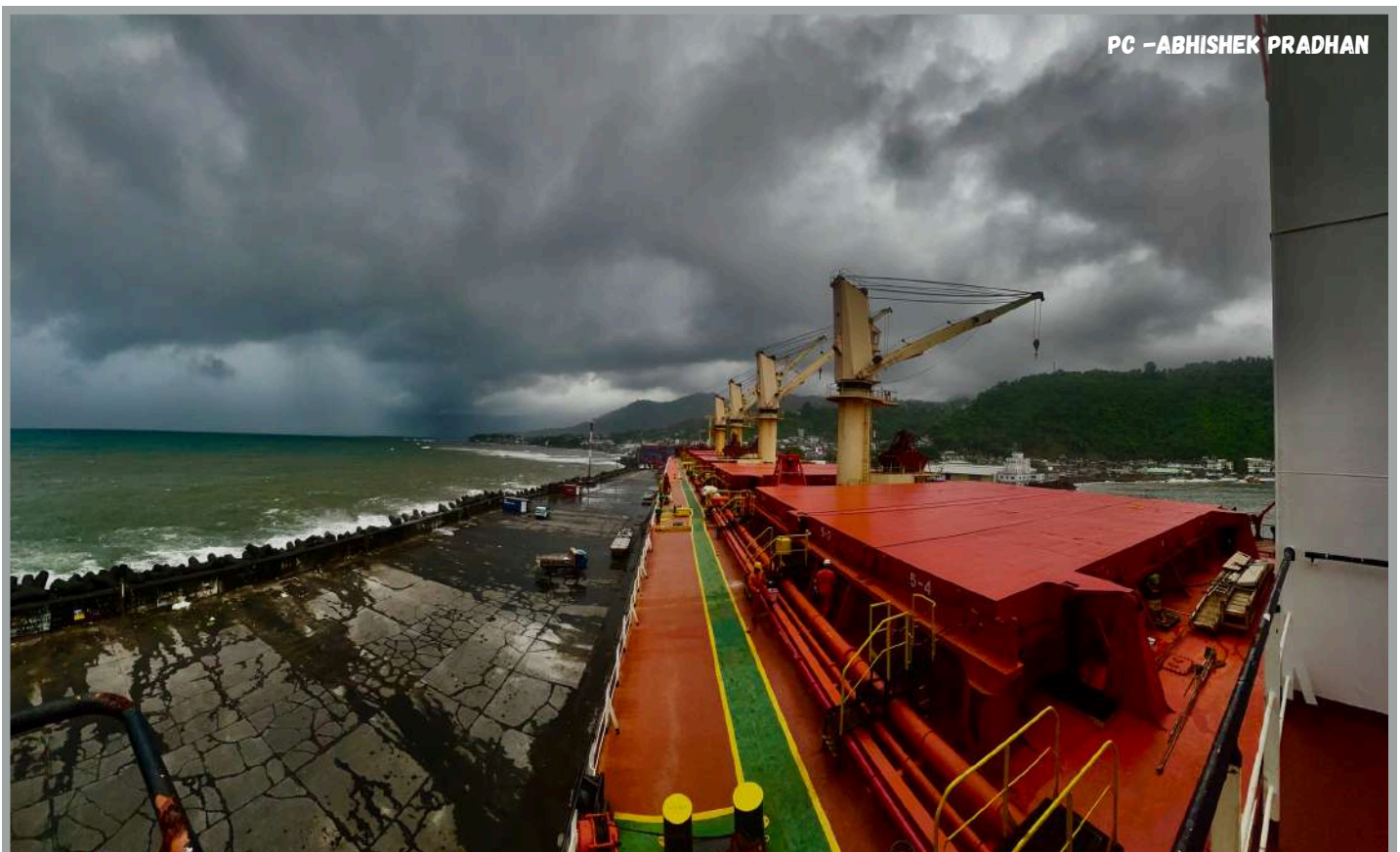
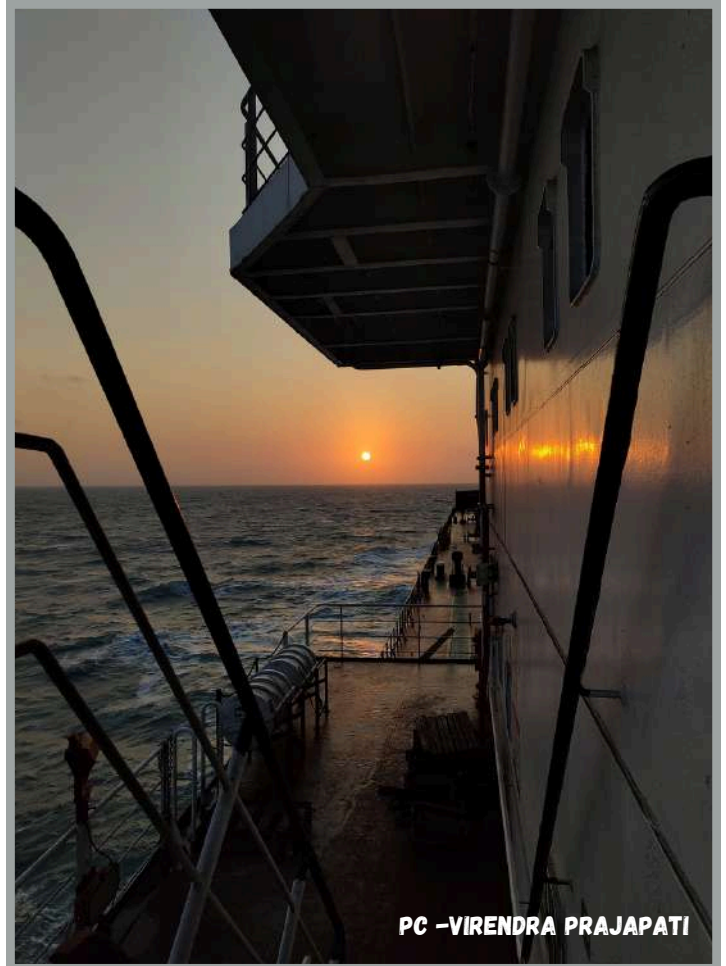
PC -LEVIS FERNANDES

Pride in Practical Solutions

If there's one accomplishment I'm particularly proud of, it's developing the ability to make practical decisions that directly influence outcomes. Whether it's optimizing a crew plan or resolving a last-minute logistical issue, I take pride in contributing solutions that keep the wheels turning smoothly.

To anyone new stepping into this industry—especially Manning—I would say this: build relationships, value every interaction, and never stop learning. Know your worth, trust your capabilities, and let your daily discipline be the ladder to long-term success.

— **CONSISTENCY IN SMALL THINGS
BUILDS LASTING TRUST**



EMPOWERING GROWTH: CAMPBELL SHIPPING'S COMMITMENT TO LEARNING AND RECOGNITION

Campbell Shipping's philosophy is centered around growth and development. Hence the objective has always been growth in professional & personal areas.

To enhance the growth and support our objective we have training & learning modules like onboard training, technical & behavioural training, cultural training, and also the LMS portal called KARCO which is one of the leading online platforms in the shipping industry.

To encourage and motivate our seafarer who have shown a strong commitment to learn and have encouraged others to take part in the trainings, we announced The Diligent Learner Award, which honours our seafarers—at sea.

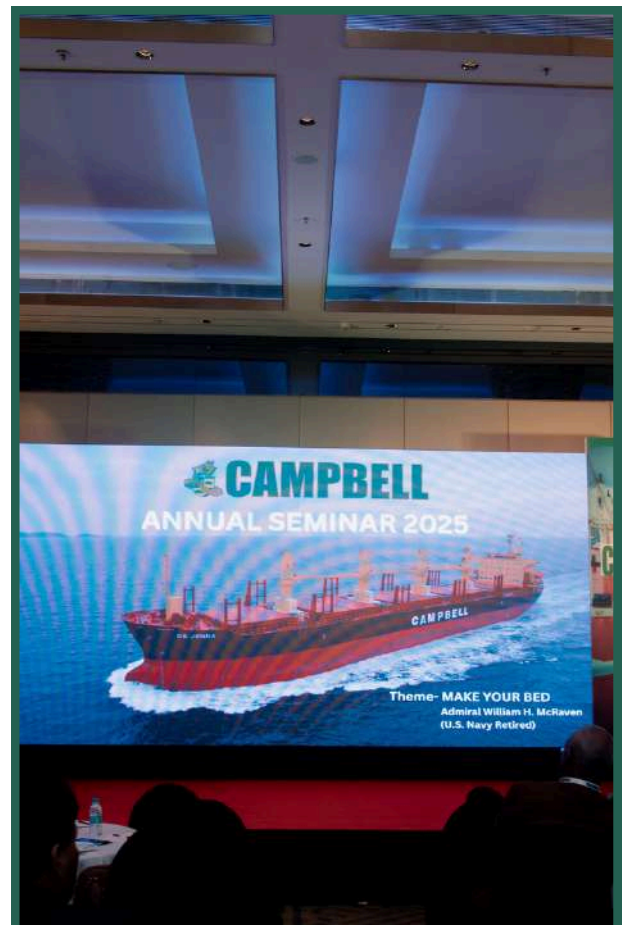
On behalf of the Human Capital Team, I would like to congratulate all the winners of the Diligent Learners Award for taking a step ahead towards learnings and growth. Also, I would appreciate the seafarers for their efforts and would encourage the same for the years to come.



Lourdes Mendes
Senior HR Executive

Campbell Shipping Annual Seminar 2025

On February 28th, 2025, Campbell Shipping hosted its Annual Seminar, a key event that brings together our sea & shore staff along with industry professionals.

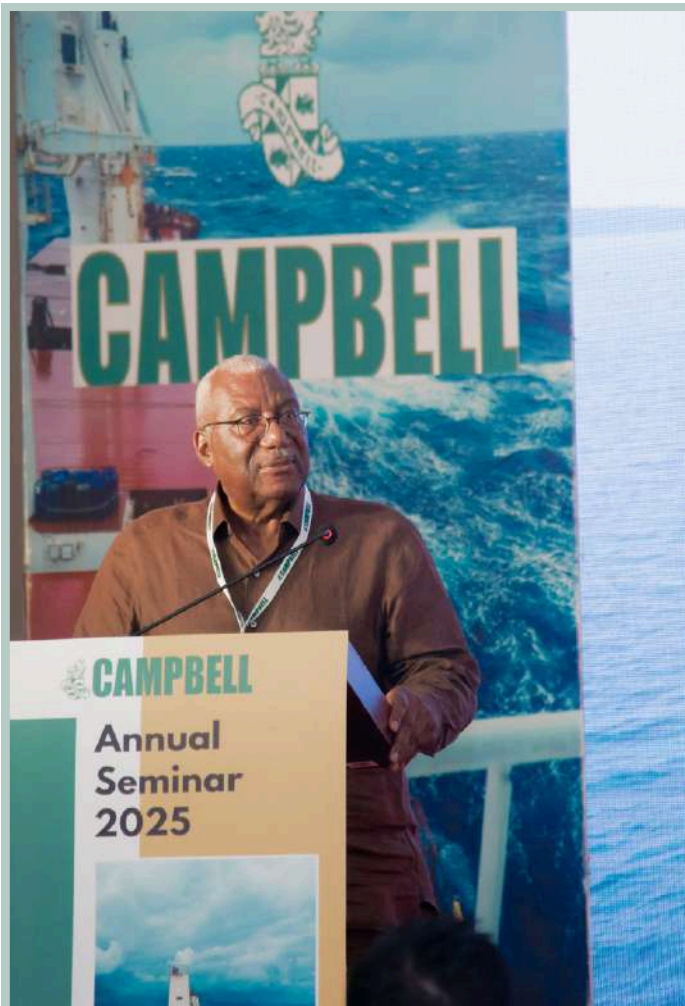


The seminar began promptly at 9:00 AM with a warm welcome address by Mr. Rohit Hadkar, setting the stage for a day of engaging presentations. The opening ceremony included the traditional lighting of the lamp, a symbolic gesture performed by Mr. Lowell J. Mortimer and Mr. Dario Lundy-Mortimer, marking the official start of the seminar.

Mr. Lowell J. Mortimer, Chairman of Campbell Shipping, followed with his address, reflecting on the company's progress and its continued commitment to excellence in the shipping industry. Capt. Rajesh Dhadwal, MD/CEO, then shared his vision for the future, emphasizing the growth opportunities within the sector.

The seminar featured a series of insightful presentations by industry experts. Ms. Roja Jilla kicked off with a talk on Small Habits, Big Rewards – Nutrition Guidance, underscoring the importance of healthy habits for both personal and professional growth. Mr. Amit Ghosh followed with FTM's View on Make Your Bed, a motivational presentation focusing on discipline and its role in achieving success.

Capt. Hariharan Panchapakesan then presented on Preparing for Rightship Inspection, providing essential guidance on ensuring vessels meet compliance standards. Capt. Shivraj Mane and Sukhvinder Singh shared their expertise on Executing Rightship Inspections, offering practical strategies for successful execution of inspections.



Further enriching the program, Mr. Homi Bharda delivered a presentation on Inspirations & Alignment from "Make Your Bed", emphasizing leadership principles and their impact on personal development. Capt. Charles Chong discussed Britannia P&I Club - Loss Prevention, highlighting the critical aspects of risk management within the shipping industry.

A highlight of the seminar was the Rightship Quiz, hosted by Capt. Swapnil Harne and Mr. Manoj Kumar, which provided a fun and interactive way to engage participants while testing their knowledge of the industry.

Mr. Rajeev Krishna introduced ShipMoney, offering insights into financial solutions for the shipping sector. The session concluded with an open house led by senior management, providing an opportunity for attendees to engage in open dialogue and share their thoughts.

In addition to the presentations, the seminar paid tribute to the dedicated leaders at sea. Captains and Chief Engineers were honored by senior management, receiving designated caps as recognition of their exemplary service. The seminar also celebrated the families of seafarers, with a special tribute to the family of Mr. Jaykishan Lallubhai Tandel, whose wife and daughter were present to receive a token of appreciation on behalf of all seafarers.

The event concluded with a vote of thanks from Ms. Rohini Jaggi, expressing gratitude to all attendees and contributors. A group photo captured the collective spirit of unity and achievement that defined the day.

The Campbell Shipping Annual Seminar 2025 was an enriching and memorable experience, reflecting the company's commitment to fostering knowledge, collaboration, and recognition within the industry.



Campbell Shipping Rewards & Recognition 2025: Celebrating Excellence and Commitment



On the evening of February 28th, 2025, following the Annual Seminar, Campbell Shipping hosted its prestigious Rewards & Recognition event at The Club, Mumbai. The event was a celebration of dedication, teamwork, and leadership, recognizing those who have made exceptional contributions to the company.

The primary purpose of the Rewards & Recognition event was to honor the outstanding efforts of both sea and shore staff who have consistently demonstrated excellence. The event highlighted employees who reached significant milestones, including long service awards for 5, 10, and 15 years of dedicated service to Campbell Shipping.

In a heartwarming gesture, the families of seafarers and shore staff were also invited to join in the celebration, making it a truly inclusive occasion. The evening included a

delightful dinner, where staff and their families were treated to a memorable experience. As a token of appreciation, gifts were presented to both the employees and their families, acknowledging their invaluable contributions to the company's success.

The Rewards & Recognition event was not only a moment to celebrate achievements but also a reminder of the importance of teamwork, dedication, and the lasting impact each individual has on the growth and success of Campbell Shipping.

It was a memorable evening, one that further strengthened the sense of community within the company and reaffirmed Campbell Shipping's commitment to recognizing the hard work and loyalty of its employees. We look forward to continuing this tradition and celebrating the milestones of our talented team in the years to come.

NAVIGATING WITH DISCIPLINE: A 2ND OFFICER'S JOURNEY AT SEA

The sea is unpredictable, demanding, and full of lessons. My journey into the maritime world was inspired by friends who introduced me to the industry. However, my passion for navigation, safety, and teamwork made me stay. What started as a career filled with uncertainty soon became a structured path of learning, leadership, and responsibility.

Today, as a 2nd Officer with Campbell Shipping, my role extends beyond navigation. I ensure safe passage, manage crucial documentation, handle emergency preparedness, and contribute to training the crew. But more than that, I believe in discipline, precision, and small, consistent efforts, because in this industry, the smallest actions can prevent the biggest disasters.



Albin Mathews Thomas
2nd Officer



A Journey of Growth at Campbell Shipping

I joined Campbell Shipping because of its strong reputation for safety, innovation, and seafarer development. The company's focus on training, career progression, and operational excellence aligned with my personal aspirations.

I started in an entry-level role in operations, where I learned the fundamentals of cargo handling, compliance, and ship coordination. Over time, I progressed to the rank of 2nd Officer, taking on more responsibilities like navigational safety, risk assessment, and decision-making alongside senior officers and the Master.



One of the most fulfilling aspects of my time at Campbell has been witnessing its adaptation to new technologies and sustainability initiatives. The company continuously improves its systems, making operations safer, more efficient, and environmentally conscious. Being part of a company that values progress and professionalism gives me immense pride.

Responsibilities at Sea: The Backbone of Safe Navigation

As a 2nd Officer, my primary responsibility is safe and efficient navigation. This involves:



- 👉 **Watchkeeping & Collision Prevention:** Ensuring the ship stays on its intended course, avoiding hazards, and preventing accidents.
- 👉 **Electronic Chart Display & Information System (ECDIS) Management:** Keeping navigational charts updated and accurate.
- 👉 **Weather Monitoring:** Analyzing forecasts and adjusting course or speed to ensure safety.
- 👉 **Safety Drills & Emergency Response:** Conducting routine training for the crew to prepare for fire, medical, and evacuation scenarios.
- 👉 **Medical Officer Duties:** Being the first responder to any medical emergencies onboard.
- 👉 **Mooring & Unmooring Operations:** Safely securing and releasing the vessel at ports.

Beyond these technical duties, my role also involves risk assessment, effective communication with the bridge team, and maintaining meticulous documentation—all of which contribute to seamless operations at sea.

Overcoming Challenges: A Lesson in Preparedness



The sea does not forgive mistakes, and every officer learns this early. I have faced many navigational challenges, including rough weather, equipment failures, and restricted waters.

One of the most challenging situations I encountered was navigating a narrow strait during a

severe storm. Reduced visibility, high winds, and heavy maritime traffic created a dangerous scenario. Instead of pressing forward blindly, I gathered my team, assessed the risks, and coordinated with the nearest coastal station and Master to find a safe anchorage.

During moments like these, training and discipline take over. The decisions we make in high-pressure situations determine the safety of the crew, vessel, and cargo. This incident reinforced my belief that good leadership isn't just about giving orders—it's about listening, assessing, and making informed decisions under stress.



The 'Make Your Bed' Mindset at Sea

The "Make Your Bed" philosophy is simple: small daily habits build the foundation for greater success. This applies directly to life onboard a vessel.

- Completing small tasks like organizing logs, inspecting safety gear, and double-checking equipment ensures larger operations run smoothly.
- A single unchecked navigational error can cause a deviation, potentially endangering the ship. By treating every step with precision, we prevent bigger problems.
- Encouraging the crew to take pride in their work, whether it's cleaning their cabins or conducting safety checks, fosters accountability and unity.

I have found that maintaining structured habits, leading by example, and focusing on small wins daily is the key to success and efficiency at sea.



A Small Oversight Caught in Time: My Reflection on a Near Miss

One habit that has helped me immensely is pre-watch checks. Before every shift, I systematically review all bridge equipment, radar, weather updates, and charts.

One time, during my routine pre-watch briefing, I discovered a malfunction in the ECDIS system. Since I had developed the habit of checking systems before taking over, I was able to detect the issue before it escalated into a navigational risk. This early detection allowed us to switch to backup systems, follow manual plotting methods, and avoid a potential hazard during transit.

This experience reaffirmed my belief that small, consistent actions lead to bigger achievements—not just in personal growth, but in operational safety as well.

A vessel functions like a well-oiled machine, and every crew member is a crucial cog. Ensuring that the team remains motivated and disciplined requires effort.

- **Clear Communication** – Making sure everyone understands their roles and how they contribute to the bigger picture.
- **Encouraging Ownership** – Giving team members the confidence to take charge of their tasks instead of just following orders.
- **Recognition & Appreciation** – A simple acknowledgment can boost morale and reinforce good practices.
- **Team Building & Support** – Creating an environment where crew members look out for each other.

By maintaining open communication, structured feedback, and a culture of mutual respect, I ensure that my team stays engaged and proactive.



Recognition & Learning at Campbell

The recent seminar on recognition and awards reminded me how small acknowledgments go a long way in boosting morale. At Campbell, the focus on continuous learning and professional development has helped me advance in my career.

The company's training programs, leadership courses, and skill enhancement workshops ensure that officers like me are well-equipped to adapt to industry changes. Every lesson, every challenge, and every achievement builds a stronger, more capable workforce.

A Defining Career Moment

One of my proudest career moments was when I led a navigation safety initiative during a voyage through a high-risk, narrow passage. Due to operational constraints, we had to navigate without pilotage. Understanding the risks, I took the initiative to:

- ✦ **Conduct in-depth risk assessments and route planning.**
- ✦ **Train the bridge team on manual navigation and contingency measures.**
- ✦ **Maintain constant communication with the Master and shore-based support.**

Despite reduced visibility and high traffic density, our preparedness ensured a smooth passage without incidents. This experience reinforced my belief in the power of preparation, teamwork, and strong leadership.



To My Younger Self

If I could give advice to my younger self, I'd say:



Final Thoughts: Leadership, Discipline, and the Future

As I continue my career, I remain committed to discipline, safety, and continuous improvement. I aspire to take command as a Chief Officer and, eventually, a Captain. Each day at sea is an opportunity to lead, learn, and make a difference.

At Campbell Shipping, I've found a company that values integrity, professional growth,

and excellence. With the support of my team and mentors, I look forward to navigating the future with confidence, discipline, and a passion for the sea.

— **TRUE LEADERSHIP IS BUILT ON TRUST, PREPARATION, AND LEADING BY EXAMPLE**

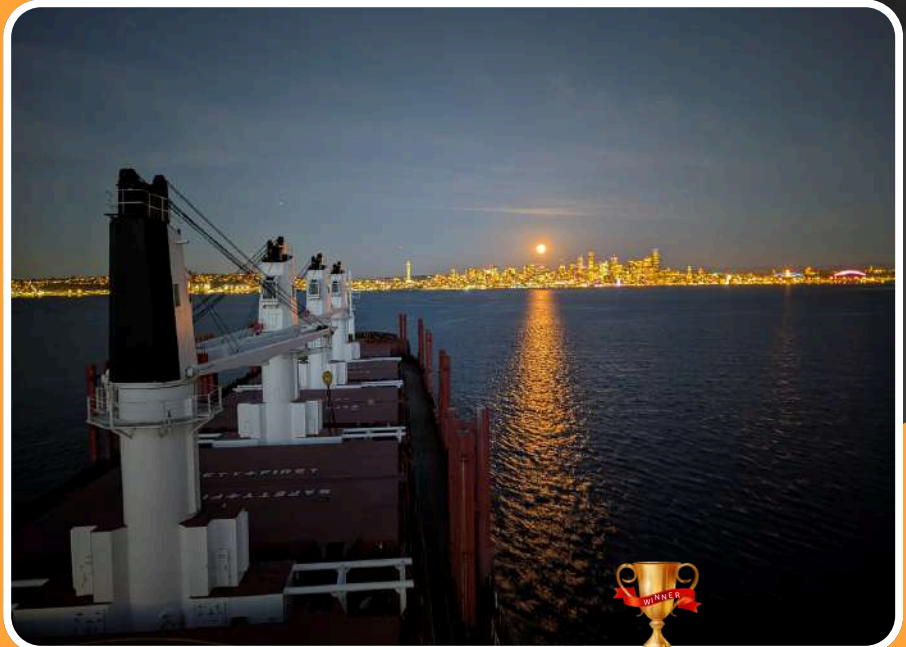
Photography Competition



PC -VINAY SATI

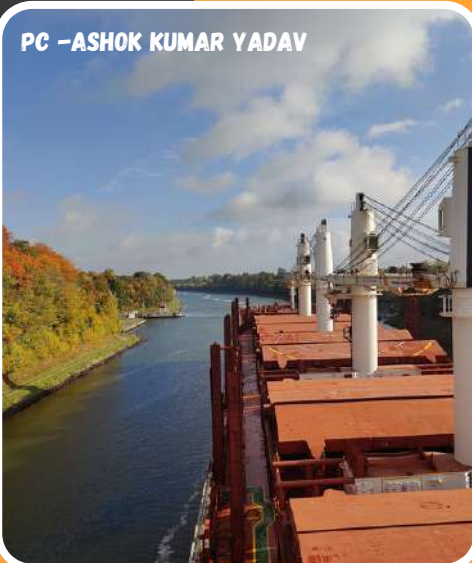


COMPETITION WINNER



SHIV KUMAR

PC -ASHOK KUMAR YADAV

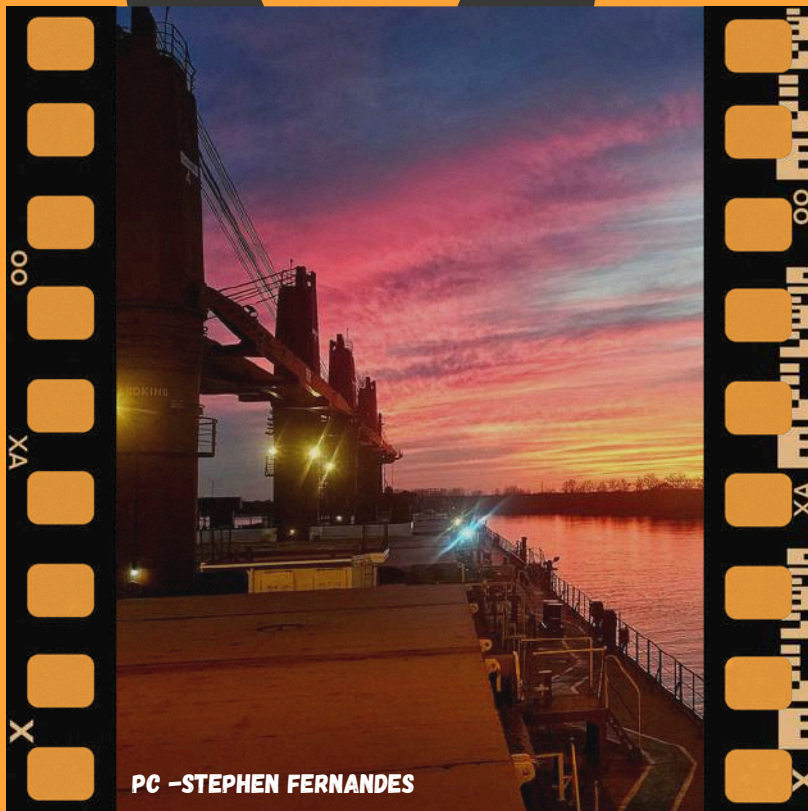


A heartfelt thank you to all our talented photographers who participated in the Gangway photography competition. Your lens has captured more than just images—you've brought stories, emotions, and life at sea and ashore into vivid focus. Your creativity continues to inspire, and your contributions have played a vital role in enhancing the spirit of this magazine.

— *Keep clicking, Keep creating*



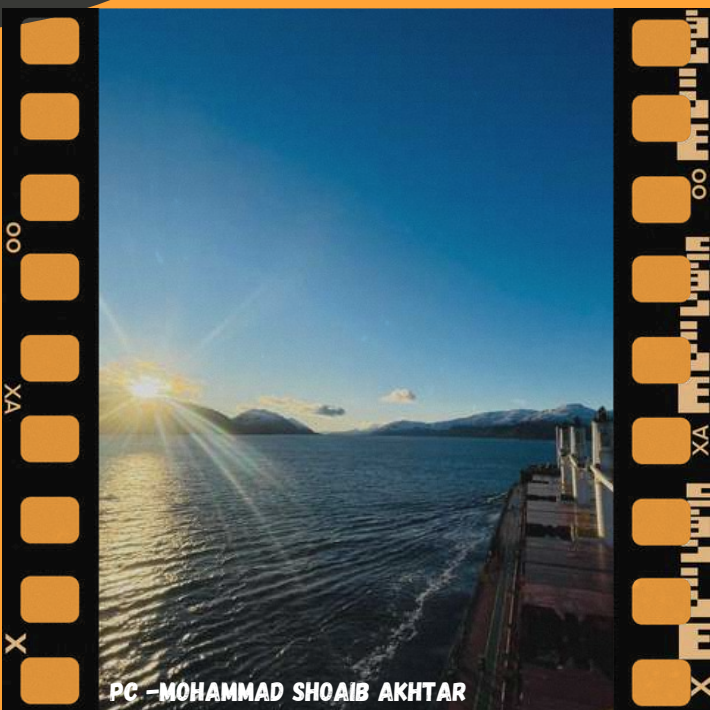
PC -AKASH MISHRA



PC -STEPHEN FERNANDES



PC -ROHAAN NAGORE



PC -MOHAMMAD SHOAIB AKHTAR



PC -MOHAMMAD SHOAIB AKHTAR

CHEF's INSPIRED SAVOUR



**— Meals That Keep the Crew
Going Strong**

Hariyali Malai Chicken



Ingredients

2 chopped onions
Tomato puree 100gm
Spinach 100gm
3-4 Mint leaves
10-12 Cashew Nut
2 tablespoon cooking oil
Salt taste wise
1 tbsp ginger garlic paste

Recipe by -
Mr. Shoyeb Malik
[Chief Cook]



Spices

1 tablespoon garam masala
2-4 green chillies

Procedure:

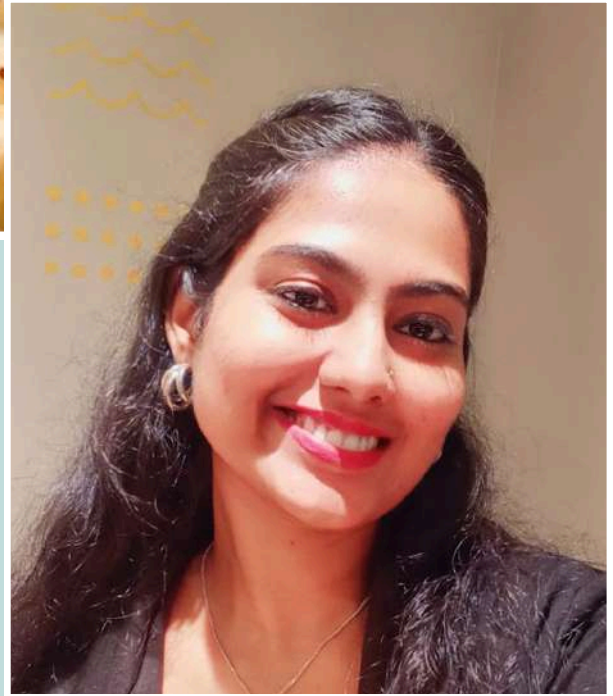
- Put oil in a pan heat it, then put onion and ginger garlic paste and stir fry it.
- Add tomato puree, stir it for 20-30 secs.
- Add chicken and fry it for 10-15 minutes.
- After that add spinach puree mint leaves and cashew paste to stir it for 2-3 minutes on low flame.
- Your dish is ready, put it on the serving plate.
- Garnish it with some white sauce and bell peppers, and it is ready to eat.



Makhana Kheer

Ingredients

- Makhana/ Fox nut (1 med size bowl)
- Dark brown Dates (10-12)
- Ghee (3-4 teaspoon)
- Cardamom powder (1/4 tsp)
- Chopped Almonds (4-5)
- Chopped Pistachio (4-5)
- Milk (500 ml)



Recipe by -

Ms. Roja Jilla

Group Nutritionist

Procedure:

- Soak dark brown dates in ¼ cup of warm water for 10-15 minutes. De-seed them and blend them into a smooth paste.
- Heat 2 teaspoons of ghee in a pan and add the makhana.
- Roast the makhana/ fox nuts on a low flame until they turn golden brown and crispy, then transfer it to a bowl.
- In the same pan, add 2 teaspoons of ghee and roast chopped almonds and pistachios.
- Take a heavy bottom pan or kadhai and boil the milk on low flame until it reduces to half the volume.
- Add roasted makhana/ fox nut and boil it for 5 minutes.
- Then add the date paste to the milk, stirring well.
- Later, add the cardamom powder and roasted dry fruits.
- Let it simmer on low flame, allowing the flavors to blend beautifully.
- Your healthy and yummy makhana kheer is ready.
- Serve warm or refrigerate for a few hours and enjoy it chilled.



Holi Celebration



Embracing the vibrant hues of collaboration, creativity, and growth this Holi! Our celebration began with a lively get-together, enjoying Holi with colors and savoring tasty treats like jalebi, fafda, samosa, and thandai. Campbell wishing everyone a joyful and colorful festival!



Women's Day

Celebrating the strength, resilience, and achievements of women everywhere this WomensDay!



“

**Empowered Women
Empower the World**

We marked the occasion with a special lunch gathering for the women at Global Fusion, Mumbai. It was a wonderful opportunity to honor their contributions and create an atmosphere of appreciation and empowerment. Let's continue to empower, support, and uplift one another, as we build a future of equality, opportunity, and progress for all. Here's to the incredible women who inspire us every day!

Rewards & Recognition

Long Service Award 15 Years At Sea



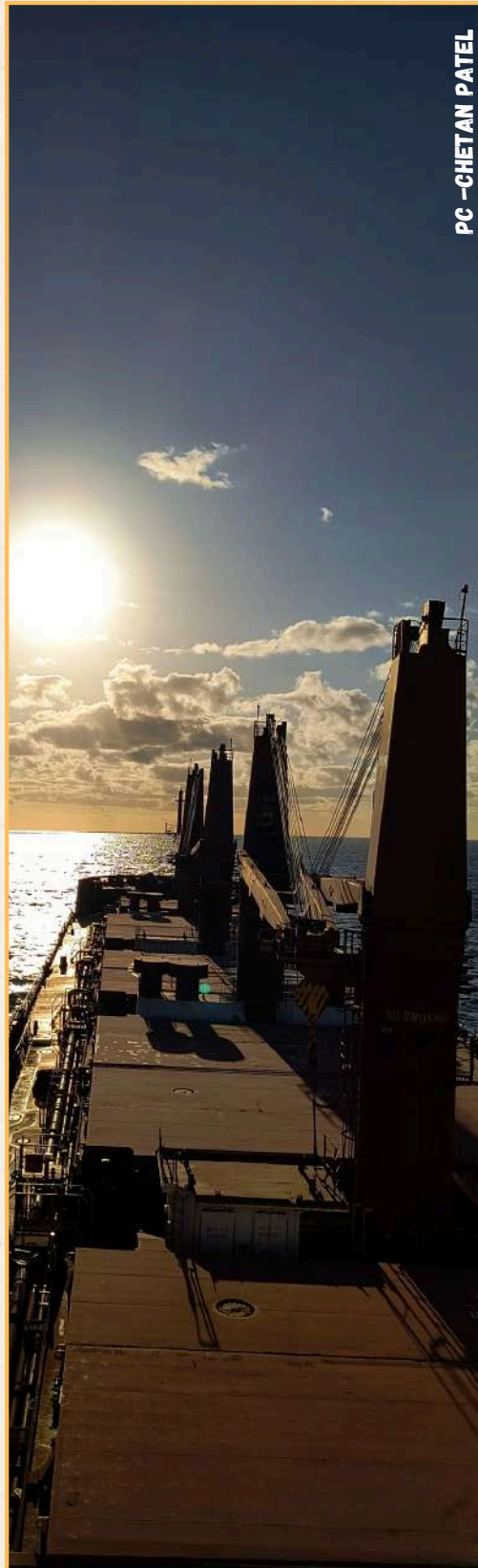
DIPAKKUMAR SOLANKI

BOSUN



CAPT. ADITYA BAJPAI

MASTER



BHAVESH LODHARI

OILER



SURESH DAMODARAN

FITTER

Rewards & Recognition

Long Service Award 10 Years At Sea



RAVI NAYAL
CHIEF OFFICER



RAHUL PAKKAT
CHIEF OFFICER



TANVIR SAINI
CHIEF OFFICER



ASHISH RAJAK
2nd OFFICER



SHASHANK KOTIAN
BOSUN



MAUVIN BRITTO
3rd ENGINEER



MAHESH MOHITE
3rd ENGINEER



MARIA THOMAS ASALT
BOSUN



MANJINDER SINGH
BOSUN



NITIN DESHMUKH
BOSUN



DINESHKUMAR TANDEL
BOSUN



DASAN FERNANDO KUMAR
BOSUN

Rewards & Recognition

Long Service Award 10 Years At Sea



KETANKUMAR TANDEL
BOSUN



RAM SAHANI
FITTER



NIRMALKUMAR TANDEL
OILER

Long Service Award 10 Years At Shore

REKENYA DEAN
EXECUTIVE ASSISTANT



PC - MOHAMMAD SHOAIB AKHTAR

Rewards & Recognition

Long Service Award 5 Years At Sea



CASSIUS DSOUZA
3rd ENGINEER



SHAWN DIAS
4th ENGINEER



VIRENDRA PRAJAPATI
4th ENGINEER



**CAPT. PRABHAT
RANJAN**
MASTER



TERREN FERNANDES
4th ENGINEER



**THILAHU GETINET
ASRAT**
CHIEF ENGINEER



**SHIFERAW DEJENE
GETACHEW**
CHIEF ENGINEER



SAINATH GADEKAR
4th ENGINEER



JASDEEP SINGH
4th ENGINEER



KYAW THET NAING
ABLE BODIED SEAMAN



CHIRAGKUMAR SOLANKI
ABLE BODIED SEAMAN



ASWIN SURESH
ORDINARY SEAMAN

Rewards & Recognition

Long Service Award 5 Years At Sea



THAN HTIKE AUNG
ABLE BODIED SEAMAN



MIN LWIN SOE
FITTER



JANARDAN CHAUHAN
FITTER



VENKATA GARIKENA
FITTER



HENIKKUMAR TANDEL
OILER



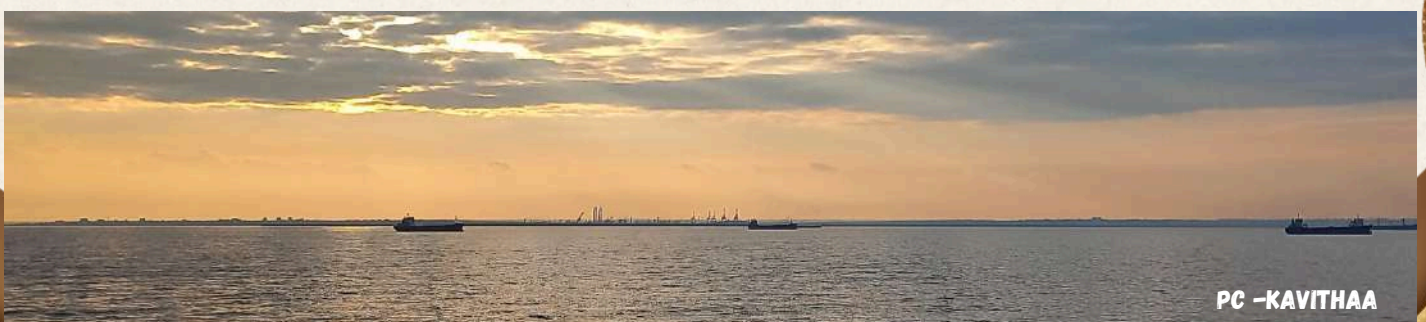
KAYAMAT ALI
ASST FITTER



ARJUN KUMAR CHAUHAN
FITTER



PRAMOD GUPTA
CHIEF COOK



PC -KAVITHAA

Rewards & Recognition

Long Service Award 5 Years At Shore



Sunjeet Bhardwaj
SENIOR V.T.M



Kendrick McPhee
SENIOR ACCOUNTANT



CHANELLE JOHNSON
MANAGER



PC -SUJIT KUMAR

Rewards & Recognition

Rising Star of the Year



SUPARMAN
2ND ENGINEER - Officer



SRAVAN KUMAR
STEWARD - Rating

Michelin Star of the Year



ROSARY BRIGHTON
Cook Category



SHAIKH SAIF
Steward Category

Emerging Leader of the Year Shore



Priyanka Rahate
Sr. Executive -
Manning

Rewards & Recognition

Shining Team of the Year Shore



Lekhak Thapa
Lead Human Capital



Lourdes Mendes
Sr. Executive - Human
Capital



Yash Shetty
Executive - Human
Capital

Deligent Learners Sea



**CAPT. YOGENDRA
SINGH**
Master



VIGNESH NAGARAJAN
Junior Engineer



**ASHOK KUMAR
JASSAL**
Able bodied seaman

Gem of the Year Sea/Shore



**MOHAMMAD
GOLAM SAMDANI**
CHIEF ENGINEER

Rewards & Recognition

Best Performing Vessel of the Year



CS Sarafina

Seafarer Of The Year



Mathews Albin
Thomas
Officer Category



Dilawar Chauhan
Rating Category

Exceptional Leader of the Year



Homi Bharda
CHIEF CULTURE
OFFICER

SEAFARER OF THE QUARTER

JANUARY 2025 - MARCH 2025



**Raghavendra
Chauhan**
Chief Officer

OFFICER CATEGORY



Chetan Patil
4th Engineer



Abel Alemu
Oiler

RATING CATEGORY



Vinay Sati
Chief Cook



20-PAT ON THE BACK WINNERS

JANUARY - MARCH 2025



RAGHVENDRA
SINGH CHAUHAN

Chief Officer



10-PAT ON THE BACK WINNERS

JANUARY - MARCH 2025



REGAN SURESH

Add 2nd Officer



**KRUTIK DEPAKKUMAR
TANDEL**

Able Bodied Seaman



**THARUN
MURUGAIYAN**

Trainee Electrical
Officer



**ALBIN THOMAS
MATHEWS**

2nd Officer



**VASANTHARAO
YALAMANCHI**

Asst. Fitter



SATWINDER SINGH

Bosun



SAGAR P PARAB

Chief Engineer



**SUTHAKARAN
KRISHNAN**

Trainee Electrical
Officer



10-PAT ON THE BACK WINNERS

JANUARY - MARCH 2025



Kanaiyalal Bhagat
Oiler



Himanshu Shekhar
Fitter



Udyakumar Tandel
Bosun



**YOGESHKUMAR
KAPADIA**
Able Bodied Seaman



Harijvandas Tandel
Able Bodied Seaman



Vijaykumar Tandel
Able Bodied Seaman



Jaykishan Tandel
Able Bodied Seaman



Bharath Esuru
Trainee Seaman

SEA PROMOTION

CLIMBING THE LADDER OF SUCCESS TOGETHER!

JANUARY 2025 - MARCH 2025



MUKTAR BUSHIRA
CHIEF OFFICER

Promoted to: **Master**
Promoted on: **28 Jan 2025**



GAURAV TAMHANE
1ST ENGINEER

Promoted to: **2nd Engineer**
Promoted on: **07 Feb 2025**



SNEHIL RAJ
TRAINEE MARINE
ENGINEER

Promoted to: **Jr. Engineer W.K**
Promoted on: **04 Mar 2025**



MOHIBUL SHAIKH
WIPER

Promoted to: **Oiler**
Promoted on: **09 Jan 2025**



PAVAN DASARI
TRAINEE FITTER

Promoted to: **Wiper**
Promoted on: **14 Mar 2025**



On January 30, 2025, our Group Nutritionist, Ms. Roja Jilla, conducted a Lunch & Learn session at the Campbell Mumbai office on the topic:

“Fuel Your Productivity with the Right Nutrition.”

During the session, she covered:

- The impact of nutrition on productivity levels
- Insights from research studies
- Tips for maintaining a balanced diet
- Simple ways to enhance the nutritional value of everyday meals
- Busting common food myths through an interactive activity/game
- A curated list of healthy snack options



Roja Jilla
Group Nutritionist

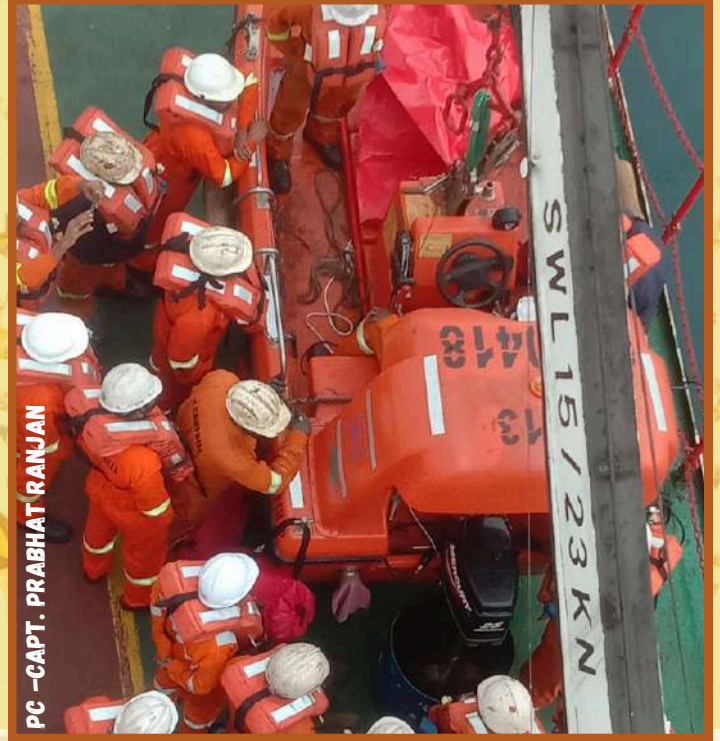


The Campbell Mumbai team had the opportunity to unwind, bond, and recharge during an unforgettable team outing on January 11th and 12th, 2025, at the beautiful coastal destination of Alibaug. This two-day retreat was a perfect mix of fun, relaxation, and team-building activities that left everyone with memories to cherish.



MARCH 2025

GANGWAY



Whether it's maintaining operational discipline, ensuring safety protocols, or delivering consistent performance, we know that attention to detail drives lasting achievements.



PC -ABHISHEK KUMAR



CAMPBELL

Precision in the Small, Excellence in the Grand

— The Campbell Way

THE BAHAMAS OFFICE

Campbell Maritime Centre, West Bay Street,
Nassau, New Providence, Bahamas.

+124-23971795

info@csship.com

THE MUMBAI OFFICE

601, 444 The Corporate Lounge, Linking Road,
Khar (W), Mumbai 400052.

+91-2261456789

info@csship.com

THE SINGAPORE OFFICE

Level 17, Frasers Tower, 182 Cecil Street,
Singapore 069547.

+65-69569008

info@csship.com

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