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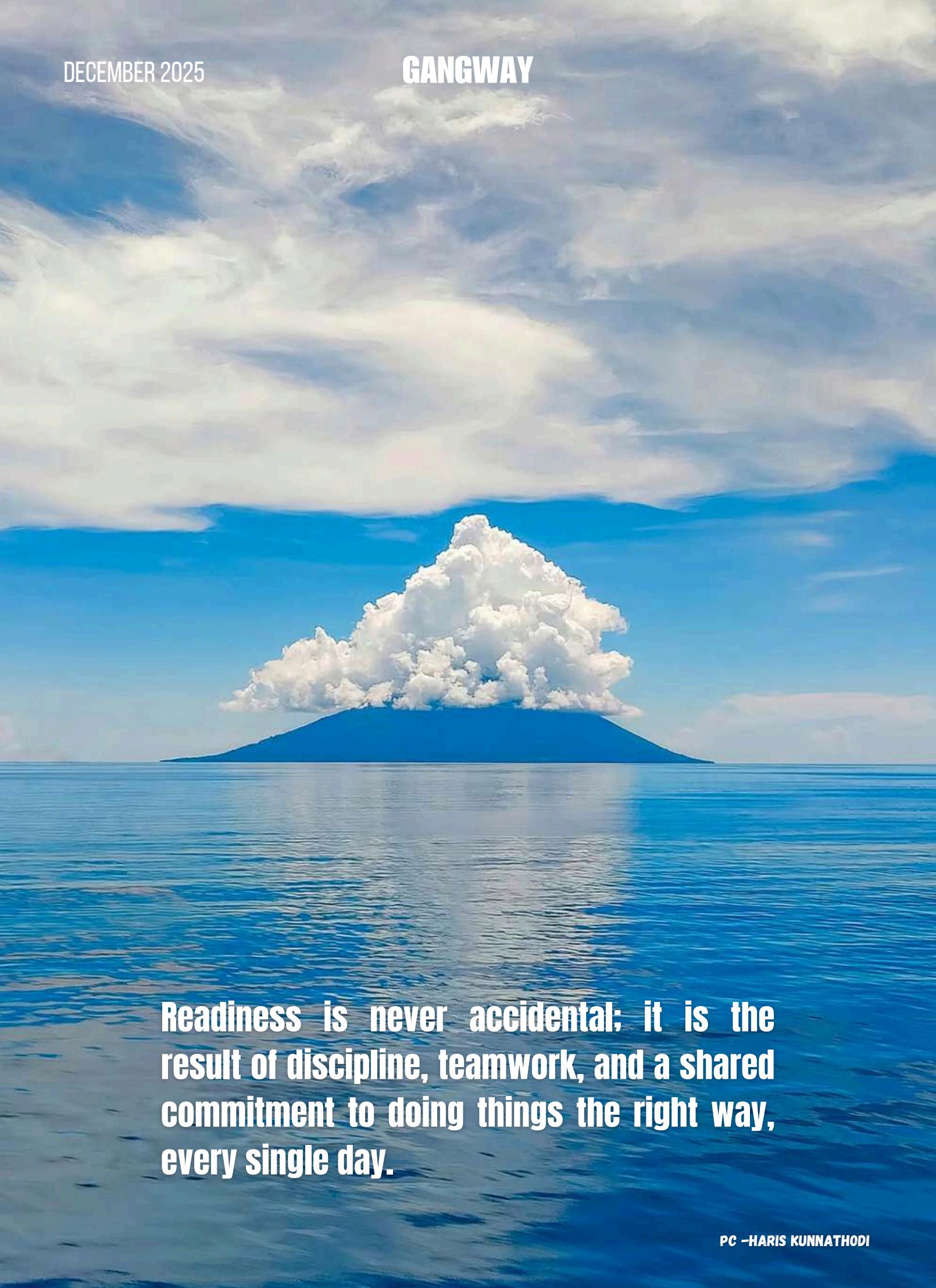
**A well prepared ship welcomes
inspections**



PC -CAPT. PRABHAT RANJAN

DECEMBER 2025

GANGWAY



Readiness is never accidental; it is the result of discipline, teamwork, and a shared commitment to doing things the right way, every single day.

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CAPT. RAJESH J. DHADWAL

CEO | Managing Director

From the CEO's Desk



As we navigate the complexities of 2026, our commitment to operational excellence has never been more vital. This issue of our company magazine focuses on preparing for Ship Inspections, a cornerstone of our cultural values and an intrinsic part of the industry. The ship inspections are a way to express ourselves and live by those values of Safety, Teamwork, Accountability, Commitment, Integrity, and Excellence, both at sea and ashore.

In today's maritime landscape, inspections are no longer just a regulatory hurdle; they are a strategic asset. Rigorous oversight ensures that every vessel in our fleet meets the highest standards, protecting our most valuable asset—our people and our reputation.

I want to thank our shore and ship team members for their meticulous attention to detail in preparation and presentation of the vessel during any inspection. Your dedication ensures that the CAMPBELL flag flies high in any port.

I fully know the feeling when a good outcome gives much more satisfaction than the paycheck, again, both on board and ashore. When things do not go as planned, we must continue to remain committed to learning and improving as part of our continual improvement journey. Let's continue to embrace these inspections positively.

Wishing you and your family a joyous, healthy, and successful 2026.

CAPT. SWAPNIL HARNE

Senior HSEQ &
Risk Manager/DPA

Inspection Readiness is Built Every Day, Not on Inspection Day



Being prepared for inspections is not an event-driven activity; it is a continuous, structured process. In my role as Senior HSEQ & Risk Manager and DPA, my primary responsibility is to ensure that our vessels remain inspection-ready at all times, not just when an inspection is announced.

From the shore side, our work begins with systematic monitoring and proactive planning. Inspection readiness is built on discipline, compliance, and timely intervention, and this is exactly where the HSEQ function plays a critical role.

Why Certificate Management Comes First?

The very first thing we focus on is certificate validity. From the office, we review vessel certificates on a daily basis. We closely monitor certificates due to expire within 30 to 60 days, ensuring that the “expired” column always remains zero.

This is critical for two reasons:

Firstly, an expired certificate can render insurance claims null and void, especially class and flag certificates.

Secondly, from a commercial standpoint, a vessel with invalid certificates may not be considered an “arrived vessel” at port, which directly impacts operations and commercial costs.

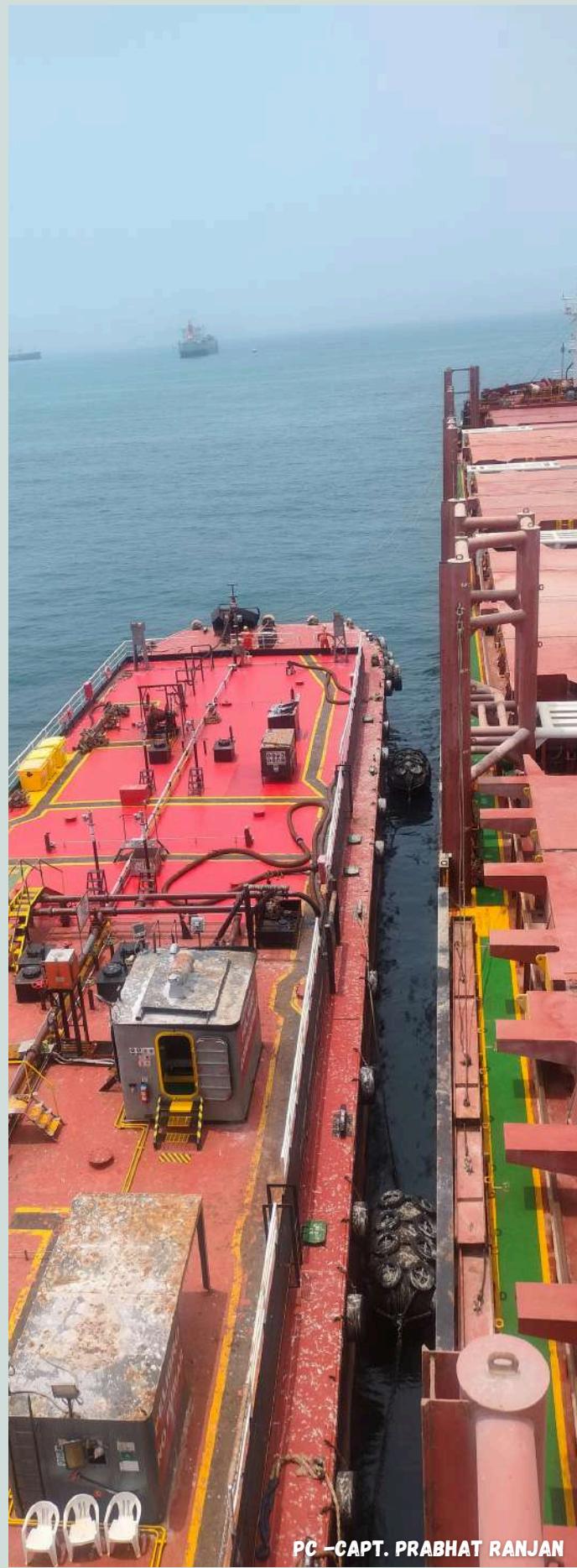
In short, certificate compliance is not just a regulatory requirement; it is a commercial and operational safeguard.

Ensuring Equipment and Maintenance Compliance

Once documentation is verified, our next focus is on the condition and functioning of machinery and equipment onboard. We review work-done reports sent by vessels and ensure that any critical issues highlighted are addressed promptly.

We also refer to previous inspection and audit reports to verify that all non-conformities (NCs) and observations have been properly closed. More importantly, we ensure that past deficiencies do not recur. To support this, we regularly circulate CLPBs (Compliance Learning and Prevention Bulletins) so vessels understand what went wrong, why it happened, and how to prevent repetition.





Preparing for Inspections: An End-to-End Approach

For upcoming inspections, whether Flag State, Port State Control, or RightShip, we send detailed pre-inspection checklists well in advance. Vessels are asked to complete these checks diligently and report any gaps.

If the issue falls under HSEQ, we address it directly. If it relates to technical repairs or spares, the matter is escalated to the Technical and Purchase teams to ensure procurement/rectification at the next or convenient port. In cases where immediate compliance is not feasible, we work closely with Class and Flag authorities to obtain dispensations, ensuring full documentation is always in place.

We also rely heavily on PSC-focused checklists, such as OMA- 26, POCRA, which highlight critical detention-related items. This structured process ensures vessels are always prepared, regardless of when an inspection occurs.

Small Oversights, Big Consequences

One of the most important lessons from inspections is that what appears small can have a massive impact.

I recall a RightShip inspection where everything was in order except for one scupper plug that had been left open during light rain. The inspector noticed it, photographed it, and that single observation resulted in the entire inspection being rejected. All the time, money, and effort invested were lost, and the commercial implications were significant.

This incident reinforced an important message: inspection readiness lies in attention to detail.



PC -CAPT. MD. ALAMGIR KABIR

Critical Thinking in Permit-to-Work Systems

Another recurring issue we observed earlier was related to enclosed space entry permits. In some cases, permits were issued at a certain time, but the pre-entry gas checks were conducted after the permit issuance. This is a serious procedural lapse.

A permit signifies safety assurance. If gas checks are done after the permit is issued, it defeats the entire purpose of the system. We addressed this through targeted training, emphasising that permits must never be treated as paperwork; they are safety controls that require critical thinking.

Turning Observations into Training Opportunities

Every inspection generates learning. We maintain a running database of inspection observations, categorizing them into high, medium, and low risk. High-risk observations are immediately filtered out and converted into focused training modules.

For example, we developed dedicated training for enclosed space entry, explaining:

- What do inspectors expect?
- How should permits be filled?
- Roles and responsibilities
- Emergency response expectations

We also conduct random sampling checks, requesting recent permits such as enclosed space, hot work, lockout tagout, and working aloft permits to assess real-time compliance. This helps us identify gaps early and correct them proactively.

Training: Rank-Specific and Continuous

Training is most effective when it is rank-specific. Every new joiner in the company undergoes ISM training conducted by the HSEQ team, regardless of rank. Beyond that, we conduct customised training programs for Master's, Chief Engineers, officers, and crew.

We have also partnered with specialized maritime training providers, including those aligned with RightShip requirements, to strengthen competency across the fleet. These initiatives ensure training remains relevant, practical, and effective.



PC - SUKENDER YADAV

Technology and the Future of Inspections

Technology is transforming inspections, and with it comes enhanced scrutiny. Modern systems, artificial intelligence, and smart databases are reshaping how Safety Management Systems are accessed and understood.

Today, instead of memorising thousands of pages of SMS manuals, technology can instantly retrieve relevant procedures based on keywords or questions, much like a search engine. This allows seafarers to respond accurately and confidently during inspections.

With upcoming changes such as RightShip's RISQ 3.2, continuous improvement is inevitable. Embracing technology is no longer optional it is essential for future readiness.



PC - SHIVANK (CADET)

My Advice to Seafarers: Take Pride in Your Work

My advice is simple: take an interest and take pride in your job.

When assigned a task, ask yourself three questions:

- Why is this task important?
- What is expected of me?
- How should I do it safely and correctly?

This mindset builds understanding, ownership, and competence. Inspection readiness naturally follows when people work with intent, not just instruction.

Living the Core Values Beyond Inspections

Our core values must guide us every day, not just during inspections. Be a good team player. Exercise Stop Work Authority when something feels unsafe. Use STOPP Take 5 before starting any task. Safety, integrity, accountability, commitment, excellence, and teamwork are not slogans; they are actions.

When these values are practised consistently, inspection readiness becomes a natural outcome.



ALBIN THOMAS

Chief Officer

Being Prepared Every Day - A Journey of Growth and Responsibility



Being promoted to the rank of Chief Officer is a moment of pride, responsibility, and deep gratitude. For me, this promotion is not just about the title; it represents the trust the company has placed in me and the responsibility to guide, inspire, and protect both the vessel and the people onboard. My journey to this role has been shaped by years of hard work, learning from experienced Masters, and growing through both successes and setbacks.

Leadership, I have learned, is not about authority alone. It is about emotional intelligence, teamwork, and empowering others to perform at their best. I remain thankful to Campbell Shipping and to every Master I have sailed with for believing in me and giving me the opportunity to step into a management role.

Stepping into Leadership: Balancing Excitement and Responsibility

What excites me most about my role as Chief Officer is the ability to shape direction and enable my team to grow. Leadership multiplies impact not by doing everything yourself, but by creating an environment where people take ownership and succeed collectively.

At the same time, I am deeply mindful of the impact my decisions have on people. Every

decision affects safety, morale, and trust. Leading with fairness, transparency, empathy, and accountability is critical, especially in challenging situations. True leadership is not about authority; it is about earning trust every day.

What Inspection Preparedness Truly Means to Me?

As Chief Officer, inspection preparedness goes far beyond being ready on inspection day. It is a continuous state of readiness driven by discipline, awareness, and leadership. I strongly believe in the principle of "Make Your Bed" and doing things right every day, not at the last moment.



For me, inspection preparedness means maintaining a strong safety and compliance culture, ensuring accuracy and transparency in documentation, and paying close attention to detail without losing sight of the bigger picture. It also means leading calmly and confidently under pressure, setting the right tone for the crew during inspections.

Ultimately, being inspection-ready is about protecting the vessel, the crew, the company, and the environment, every single day.

Maintaining High Standards in the Deck Department

Ensuring high standards before, during, and after inspections requires a systematic and proactive approach. Before inspections, I focus on preventive maintenance, regular checks of safety equipment, structured training, realistic drills, and accurate documentation. Tools like PAL help track maintenance, training, and equipment readiness efficiently.

During inspections, organization and





transparency are key. Documentation must be readily available, procedures must be demonstrated confidently, and the crew should actively participate by showcasing their knowledge. Cleanliness, proper stowage, and visible safety markings reflect discipline and professionalism.

After inspections, the real work begins. Inspection findings are reviewed carefully, corrective actions are implemented promptly, and root cause analyses are conducted to prevent recurrence. Lessons learned are shared openly with the team to foster accountability and continuous improvement.

Systems and Routines That Keep Us Inspection-Ready

Inspection readiness is sustained through structured routines and reliable systems. Preventive maintenance schedules, standard operating procedures, daily walkaround inspections, toolbox meetings, and regular drills form the backbone of readiness. Clear documentation, accessible records, and pre-inspection audits ensure there are no surprises.

Coordination with the bridge and engine departments ensures that all systems work seamlessly together. Real-time communication and crew feedback play a vital role in identifying gaps early and addressing them proactively.



Living the Core Values Onboard

Safety is my top priority. I lead by example, wearing PPE, following procedures, and being present during high-risk operations. Safety is never compromised for speed or convenience.

Integrity is essential during inspections. Honesty and transparency protect lives, the environment, and the vessel's reputation. I encourage open communication, accurate reporting, and accountability without blame.

Accountability means setting clear expectations, leading from the front, and ensuring compliance through training, documentation, and follow-up. Mistakes are treated as learning opportunities, not reasons for fear.

Commitment is reflected in daily operations staying involved, supporting the crew, and continuously improving standards.

Excellence comes from preparation, consistent training, proactive maintenance, and calm leadership under pressure.

Teamwork ensures that all departments function as one unit, making inspections smoother and more effective.

Training, Ownership, and Empowering the Team



Guiding and training junior officers and ratings is one of my most important responsibilities. Continuous technical training, hands-on mentoring, and regular drills build confidence and competence. I encourage ownership by assigning clear responsibilities, empowering crew members to take initiative, and recognizing good performance.

When people understand why something is done, not just how, they take pride in their work. A motivated and informed crew is the strongest asset during inspections.



Lessons Learned from Inspections

One PSC inspection early in my career reshaped my understanding of preparedness. While the vessel was physically ready, minor documentation gaps and a junior officer's uncertainty highlighted the importance of continuous training and accurate recordkeeping.

That experience reinforced three key lessons: documentation must always be up to date, crew competence must be maintained continuously, and communication across departments is critical. Inspection readiness is as much about people as it is about equipment.

Preparing for the Future

The future of inspections will increasingly focus on technology, environmental performance, and crew welfare. Staying ahead means investing in training, adopting new technologies, and maintaining proactive maintenance practices.

Personally, I stay updated through continuous training, networking with industry peers, reviewing procedures, and learning from feedback. Adaptability is essential in an evolving regulatory landscape.

A Message to Fellow Seafarers

We carry a responsibility that goes far beyond routine tasks. Readiness is our first line of defence, and excellence is a continuous journey, not a one-time achievement.

Every drill, every inspection, and every routine check matters. Let us remain proactive, hold each other accountable, and never become complacent. When we live by safety, integrity, accountability, commitment, excellence, and teamwork, preparedness becomes a natural outcome of how we work every day.

CAPT. RAHUL SHARMA

HSEQ Manager/DPA

“*Preparedness is not a checklist; it is a mindset. When safety, integrity, accountability, commitment, excellence, and teamwork guide our actions, inspection readiness becomes a natural outcome of how we operate every day.* **”**



Preparing Upfront: The Foundation of Inspection Readiness

Being prepared for inspections is not something we treat as an event-driven activity. For us, it is a continuous process rooted in our core values and our commitment to safe, ethical operations. We do not prepare only for major Port State Control (PSC) regimes such as AMSA, USCG, or Paris MOU. Our approach is simple: wherever the vessel trades, we assume an inspection can happen, and we prepare accordingly.

Using our safety platforms such as Risk4Sea and inspection data, we analyse region-specific deficiencies observed in the past. If a vessel is heading to a particular port or country, we study historical trends and share focused guidance with the ship. This allows the crew to carry out thorough checks and address any recurring issues proactively. Our goal is always to clear with no deficiencies, irrespective of whether the inspection is major or routine.

Integrity Above All: Ethical and Transparent Inspections

In today's industry, integrity plays a decisive role during inspections. There are regions where malpractices may occur, especially if vessels arrive with deficiencies. Our stance is firm; we do not engage in unethical practices to achieve a clean inspection report. If there is a deficiency, we accept it, rectify it, and learn from it.

Transparency is deeply embedded in our systems. Through our Loss Prevention, Safety and Quality (LPSQ) platform, we encourage honest reporting of incidents and near misses, no matter how small. There have been instances where inspectors noticed past incidents recorded in our system. While this sometimes raises questions, it also reinforces our credibility. We believe it is better to be transparent and responsible than to hide issues.

Learning from Incidents: Accountability in Action

Whenever a major incident occurs onboard, we ensure that it is communicated not only to statutory authorities but also to RightShip, even when it is not a statutory requirement. We conduct detailed investigations to understand what happened, why it happened, and how similar incidents can be prevented in the future.

RightShip reviews these reports critically and may ask for further details or improvements before closing an incident. This process can be demanding, but it reinforces accountability and continuous improvement. We take ownership of our actions and decisions both onboard and ashore because accountability is a cornerstone of safety culture.

Commitment Beyond Inspections: Supporting the Crew

High standards cannot be maintained only during inspection cycles. Commitment must extend to everyday operations and, more importantly, to seafarer welfare. Regular management meetings with ship staff provide a platform for open dialogue on safety, operations, and welfare concerns.

Our cultural officers sail with vessels, conduct one-on-one interactions, and capture feedback directly from seafarers. These insights are shared with senior management to ensure timely action. Whether it is crew welfare, timely supply of spares, or operational challenges, we aim to address concerns before they escalate. A supported crew is a motivated crew, and motivation directly reflects in inspection readiness.



Measuring Readiness: KPIs and Near-Miss Culture

One of the key indicators we use to assess readiness is near-miss reporting. A near miss is an event that could have resulted in injury or damage but was narrowly avoided. Each vessel is encouraged to report a minimum of 4 near misses every month, across both deck and engine departments and there is no upper limit on the reporting of near misses.

By actively reporting and sharing near misses, we enable learning across the fleet. This culture helps identify gaps in procedures, complacency, or unsafe practices before they lead to serious incidents. Safety awareness grows when people understand that reporting is encouraged, not penalised.

Teamwork Across Cultures and Ranks

Our fleet is diverse, with multinational crews working together. Respecting cultural differences and individual needs is an important aspect of teamwork. Whether it is accommodating dietary preferences or encouraging junior crew members to share their experiences, every voice matters.

We firmly believe that valuable insights can come from any rank. Sometimes, the most junior seafarer may have encountered a similar situation on a previous vessel and can offer practical solutions. Creating an environment where people feel heard strengthens teamwork and operational safety.



PC -MD. GOLAM SANDANI

Identifying Risks: Building a Strong Safety Culture

During inspections and ship visits, one common gap I observe is the tendency to sometimes compromise safety to complete tasks faster. Despite training and certification, pressure can sometimes lead to shortcuts. I consistently remind crews that work can always wait, safety cannot.

From proper use of personal protective equipment to emergency preparedness, safety must be ingrained at every level. We emphasise training for emergency situations, because real emergencies test reactions, not experience alone. Stop Work Authority is another critical measure we have implemented, empowering every seafarer, regardless of rank, to halt unsafe operations without fear of repercussions.

Digitalisation: Strengthening Inspection Preparedness

Digital tools have significantly enhanced our inspection preparedness. Electronic checklists, audit modules, and digital logs allow us to track deficiencies, corrective actions, and extensions transparently. Ship and shore teams can monitor progress in real time, reducing delays and miscommunication.

While physical inspections will always remain essential, digitalisation has streamlined preparation, follow-up, and closure processes. It ensures accountability and clarity, making inspection readiness more systematic and less reactive.





Proactiveness and Preventive Maintenance: The Way Forward

If there is one change I consistently advocate, it is greater proactiveness. We should never wait for something to fail before taking action. Preventive maintenance is critical, addressing issues when they are identified rather than after a breakdown occurs.

Effective ship-shore communication plays a vital role here. Proactive reporting, timely support, and preventive action help avoid operational disruptions, detentions, and safety risks. Preparedness is not about ticking boxes; it is about foresight and responsibility.

Accountability as a Core Value

Finally, accountability defines how we respond when decisions do not go as planned. In shipping, decisions are often taken under pressure, and outcomes may not always be favourable. What matters is the willingness to take responsibility, learn, and move forward.

Whether ashore or onboard, we encourage our teams to make informed decisions in the best interest of safety and the vessel, and to own the outcomes. This courage to act responsibly is what sustains trust, resilience, and excellence across our fleet.

PRIYANKA S. RAHATE

Assistant Manager
Manning

Strengthening the Recruiting Pipeline: Visit to Ethiopian Maritime Training Institute



My visit to the Ethiopian Maritime Training Institute (EMTI) was undertaken with a clear objective: to strengthen our recruitment, training, and competency-building pipeline by gaining first-hand insight into how future seafarers are being trained. For us, manning is not just about filling positions onboard; it is about ensuring that every seafarer who joins our fleet is prepared, competent, and aligned with our operational and safety expectations.

This visit was particularly important in the context of our magazine theme, “Being Prepared for Any Inspections Onboard.” Inspection readiness starts long before a seafarer steps onboard; it begins at the training institute.

First Impressions: Discipline, Structure, and Learning Environment

My first impression of EMTI was largely positive. The institute demonstrated a structured training environment with disciplined cadets and well-organized facilities. There was a clear emphasis on routine, adherence to procedures, and professional conduct, all of which directly translate into inspection readiness onboard.

What stood out to me was how the training environment mirrored shipboard discipline. Cadets were well-groomed, punctual, and respectful, reflecting the early development of a professional mindset essential for life at sea.



Training Practices Supporting Inspection Readiness

Several training practices at EMTI are strongly aligned with the concept of continuous inspection readiness. Cadets are trained to follow procedures methodically, understand documentation requirements, and appreciate the importance of compliance rather than treating it as a formality.

Mock drills, routine checks, and structured assessments help cadets become familiar with the expectations they will face during audits and inspections onboard. This exposure ensures that inspection preparedness becomes a habit rather than a reaction.

Key Meetings and Outcomes

During my visit, I had detailed discussions with the institute's management and training faculty. These meetings focused on training standards, cadet performance, and future collaboration opportunities. EMTI shared updates on their curriculum enhancements, assessment methods, and efforts to continuously align training with international maritime standards.

There was a strong commitment from the institute to maintain training quality and ensure that cadets joining the fleet are not only technically sound but also mentally prepared for shipboard responsibilities.



Understanding the Cadet Mindset

One of the most valuable aspects of this visit was interacting directly with cadets. I observed a strong sense of discipline, eagerness to learn, and respect for the profession. Many cadets demonstrated awareness of shipboard responsibilities and showed readiness to adapt to life at sea.

Their mindset reflected accountability and willingness to take ownership, qualities that are essential during inspections, where confidence and clarity in responses matter as much as technical knowledge.



Alignment with Campbell's Core Values

Safety: EMTI places significant emphasis on safety training, drills, and risk awareness. This aligns well with our expectation that safety should always be the top priority onboard.

Integrity: Cadets are encouraged to follow rules, maintain honesty, and respect procedures. This foundation is critical in ensuring transparency during inspections and audits.

Accountability: Through structured assessments and responsibility-based training, cadets learn to take ownership of their tasks, an essential trait for compliance and inspection readiness.

Commitment: The institute's dedication to continuous improvement and maintaining global standards reflects a strong commitment to producing competent seafarers.

Excellence: Well-defined curricula, disciplined routines, and structured evaluations demonstrate EMTI's focus on high training standards.

Teamwork: Group activities, drills, and collaborative tasks help cadets understand the importance of teamwork, both within departments and across shipboard functions.



Inspection Readiness and Competency Building

Based on my interactions and observations, EMTI cadets show good preparedness for shipboard inspections, especially in terms of discipline, procedural understanding, and safety awareness. Certain training modules, particularly drills, documentation practices, and safety briefings, stood out as strong contributors to inspection readiness.

With continued exposure onboard and mentorship from senior officers, these cadets have the potential to adapt quickly and perform confidently during inspections.

Recruitment Outlook and Future Strategy

EMTI cadets are well-positioned to integrate into our fleet culture. Their discipline, willingness to learn, and respect for hierarchy align well with our operational environment. However, continuous feedback, onboard mentoring, and targeted training support will further strengthen this pipeline.

This visit will positively influence our future manning strategy by reinforcing the importance of close collaboration with training institutes, periodic reviews, and alignment between shore-based expectations and onboard realities.

Key Takeaway and Message to Seafarers

The most valuable insight from this visit is the realization that inspection readiness is built step by step, starting from training institutes, reinforced through manning processes, and sustained onboard through leadership and teamwork.

To cadets and aspiring seafarers, the expectation message is straightforward: professionalism is not situational; it is a constant. Your approach to routines, documentation, safety drills, and teamwork defines not only your individual performance but also the vessel's readiness during inspections. Confidence during inspections comes from consistent adherence to standards, not from memorizing answers.

As leaders, our role is to create an environment where preparedness is habitual and compliance is understood as a marker of pride, not pressure. When training, manning, and onboard leadership operate in alignment, inspection readiness becomes an inherent strength rather than a challenge to overcome.

This alignment is what ultimately ensures safe operations, sustained performance, and long-term trust with stakeholders across the maritime industry.



SHANTANU DESHPANDE

2nd Officer



My Path into the Maritime World

My journey in the maritime industry began right after my 12th standard, when I enrolled for the GP Rating course. I started sailing with Mercator Shipping Limited, where I completed around 40 months at sea. Those early years shaped my foundation, strengthened my discipline, and built the mindset required for a life at sea.

After gaining experience, I pursued my Officer of the Watch examination at South Shields in the UK. In 2022, I joined Campbell as a Third Officer and soon earned my promotion within the company. I am currently on my third contract as a Second Officer with Campbell, and each contract continues to reinforce my passion for navigation, safety, and efficient bridge operations.

Core Duties: The Critical Role of a Second Officer

As per our company's SMS, my key responsibilities revolve around passage planning and the maintenance and upkeep of all bridge equipment. These tasks form the backbone of safe navigation. Being a Second Officer means ensuring everything on the bridge is accurate, updated, and functioning flawlessly. This consistency is what keeps the ship prepared, not just for inspections, but for every voyage.

A Successful Inspection: What Made It Possible

Recently, our vessel underwent an inspection that concluded with zero observations, especially concerning bridge operations and navigational procedures. This outcome was the result of thorough preparation and collective effort.

We were informed about the inspection well in advance, and that gave us time to work meticulously through the checklist provided by Rightship. I went through every point in detail, no matter how small, because checklists exist precisely to ensure that nothing is overlooked. We completed all required training, rectified minor shortcomings, and ensured strict compliance with our SMS procedures.

But more than anything, the guidance of our seniors, Master, Chief Officer, Chief Engineer, and Second Engineer played a crucial role. Their inputs, combined with our systematic preparation, helped us achieve a smooth, observation-free inspection.

What “Being Inspection-Ready” Truly Means

For me, being prepared for an inspection is about confidence and peace of mind, knowing that I have done everything required to maintain the highest standards of safety and compliance.

Following checklists every day keeps us ready at all times. Preparedness isn't something we activate only when an inspection is around the corner. It is a continuous process, woven into our daily work. Whether it is testing equipment, updating charts every Thursday, or maintaining documentation, consistency is what ensures readiness.



Routine Practices That Strengthen Readiness

There are certain weekly and daily routines that I never compromise on:



Motivating the Team: Leading by Habit

As a Second Officer, I believe in motivating people through consistent practice. When you do something repeatedly, it becomes a habit and those habits eventually lead to success. Whether it's a Third Officer or any other team member, I encourage them to go the extra mile, stay honest, and cultivate discipline.

Living the Core Values

Safety is embedded in every operation we perform on the bridge. Our parameters, policies, and UKC requirements guide us toward safe navigation. For example, ensuring the required UKC at berth is a fundamental step we never overlook.

During inspections or routine watchkeeping, honesty and transparency are non-negotiable. If there is a shortcoming, we bring it forward immediately. Nothing should ever be hidden from management or onboard officers. Addressing issues early ensures safety is never compromised.

Everyone onboard has a responsibility. During inspections, I cannot be everywhere, so it is the knowledge, competency, and training of each team member that ensures smooth operations. Accountability is a shared value and a strong one.



Teamwork: The Bridge's Strongest Pillar

Effective bridge operations depend heavily on teamwork. Regular bridge team meetings help us align on the voyage plan, discuss areas requiring engine room manning, one-hour notices, and other operational requirements. These discussions ensure that everyone is on the same page, reducing the possibility of any oversight.

Tools, Checklists, and Techniques That Keep Us Organized

Every operation on the bridge has a dedicated checklist from watch handover to daily tests. These checklists aren't paperwork; they're guidance tools that keep us proactive, organized, and aligned with standards.

During inspections, auditors commonly examine:

- Chart updates
- Passage plans
- Documentation and logbook entries
- Monitoring procedures
- Compliance with SMS policies

Our checklists help ensure these elements are always in order.

Learning from Past Experience

Through various inspections like PSC, annual, and class, I've learned one important lesson: safety must never be compromised. Any shortcoming must be highlighted early so that corrective actions can be taken. Honesty with inspectors is essential; if something isn't available, we must clearly explain our corrective actions and preventive measures we have taken in line with the company SMS.

Becoming Future-Ready

As technology evolves, the maritime industry continues to adapt. Transitioning from paper charts to ECDIS is just one example. In the future, there will be newer systems and tools, and we must remain open to learning and adapting.

Campbell's training programs, especially rank-specific KARCO videos, are extremely helpful. They keep our knowledge updated and ensure we remain aligned with modern navigational practices.

What Keeps Me Motivated

One of the biggest motivations for me is the work-life balance this profession offers. When I am home, I can truly switch off, stay with my family for two or three months, and recharge myself. This break helps me return to the ship with full dedication and energy.

My Message to Fellow Seafarers

Perseverance is the key. Always be willing to go a little beyond what is expected. Follow your procedures, stay honest, stay consistent, and success will follow.

Being inspection-ready is not about one day or one event.

It is about building habits, maintaining discipline, and upholding safety and integrity every single day.



SUPER DELICIOUS FOOD

Recipes



Curried Mussels with Butternut Squash

Ingredients:

- 2 tablespoons extra-virgin olive oil
- 2 cups cubed peeled butternut squash (about 8 ounces)
- 2 leeks (white and light green parts only), halved, thickly sliced, and well rinsed
- Kosher salt
- 1 tablespoon curry powder
- 1 tablespoon grated peeled fresh ginger
- 1 teaspoon grated lime zest, plus the juice of 1 lime
- 1/4 cup heavy cream
- 4 pounds mussels, scrubbed and debearded
- 1 cup fresh cilantro
- 4 thick slices crusty bread, halved



Sunny Bhagat

Chief Cook



Directions:

Step 1:

Heat the olive oil in a large Dutch oven over medium heat. Add the squash and leeks and season with 1/4 teaspoon salt; cook, stirring occasionally, until the leeks start softening, about 3 minutes.

Step 2:

Add the curry powder, ginger, and lime zest and stir to coat. Reduce the heat to medium-low and add 1 cup of water. Bring to a simmer, then cover and cook until the squash is almost tender, about 5 minutes.

Step 3:

Add the heavy cream to the pot, then stir in the mussels. Increase the heat to medium, cover, and simmer until the mussels open, 5 to 6 minutes. (Discard any unopened mussels.) Stir in the lime juice and cilantro. Serve with the bread.



Kori Roti & Kori Gassi

Kori Roti Ingredients:

Rice flour 2 cups
Salt to taste
Water as required
Oil for frying

Method:

Rice flour and salt are whisked with water to form a thin, flowing batter—lighter than a dosa batter. The batter is poured through a ladle into hot oil, forming delicate circular patterns. Fried until just crisp and pale, these rotis are cooled, then stored airtight. Once ready to serve, they are broken into generous shards.



Meghna Suvarna
Senior HR Executive

Kori Gassi Ingredients:

- Chicken (bone-in) 750 g
- Onions (finely sliced) 2
- Curry leaves 2 sprigs
- Tamarind pulp 1 tbsp
- Coconut oil 2 tbsp
- Salt to taste
- Fresh grated coconut 1 cup
- Dry red chilies (Byadgi chilli preferred) 6–8
- Coriander seeds 1½ tbsp
- Cumin seeds 1 tsp
- Fenugreek seeds ¼ tsp
- Garlic 5–6 cloves
- Ginger 1-inch piece
- Turmeric powder ½ tsp

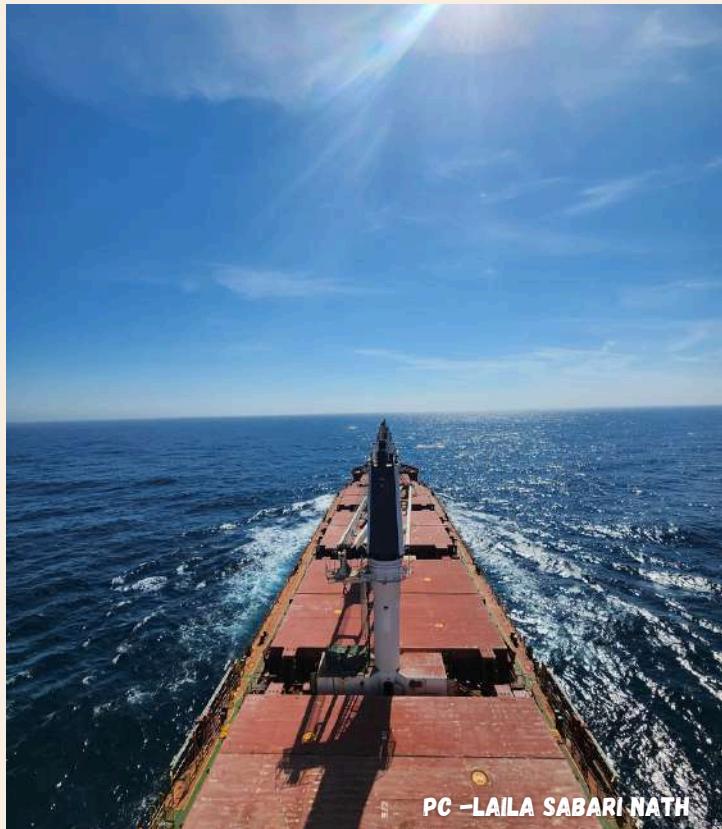


Method:

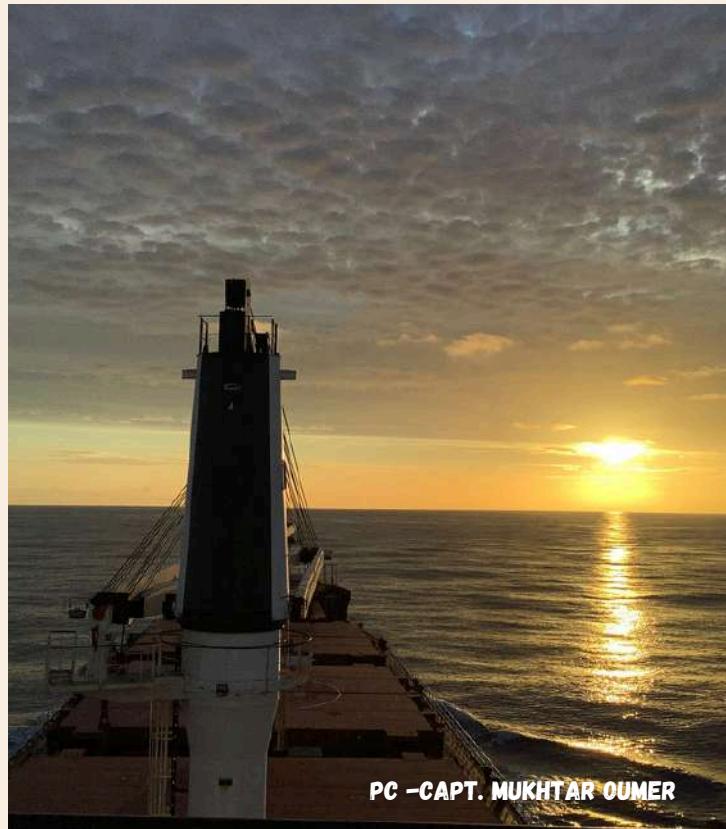
The spices are lightly roasted until aromatic, then grind with coconut and turmeric into a smooth paste. Coconut oil is heated in a heavy pan, curry leaves fried till properly crackle, and onions are sautéed until golden. The masala are grinded until fine powder then added and cooked patiently until the oil separates—a hallmark of Mangalorean gravies. Chicken is stirred in, seasoned, and cooked until tender. Tamarind pulp is added at the end, giving a subtle tang that balances the spice and richness.

How it is served:

Traditionally, kori roti is never pre-mixed. Crisp roti pieces are placed in a Plate, and the hot curry is poured over just before eating. The result is the texture—part crunch, part soak—that defines the dish. It is eaten immediately, often with the hands, and always with enthusiasm.



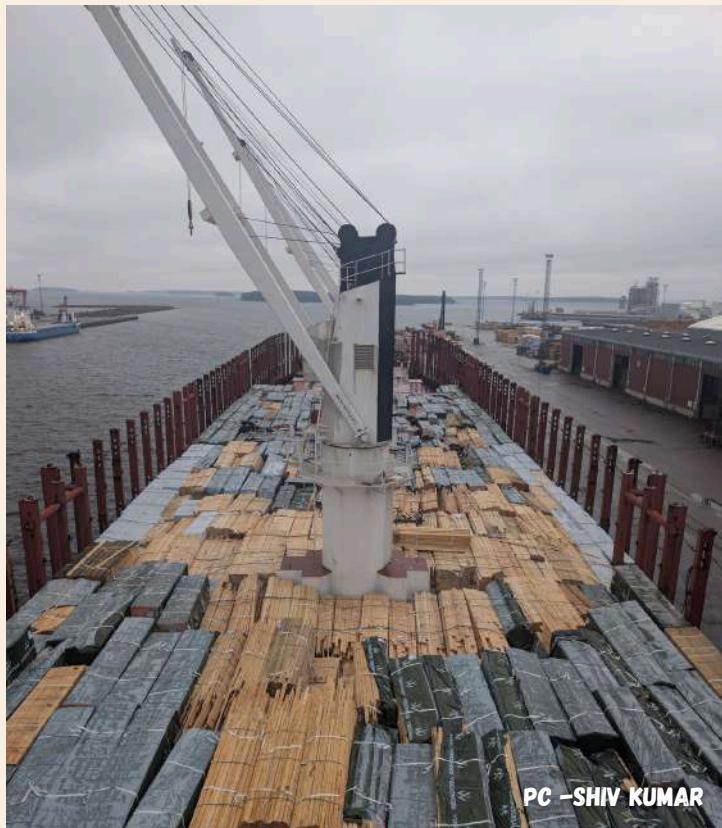
PC -LAILA SABARI NATH



PC -CAPT. MUKHTAR OUMER

PHOTOGRAPHY Competition

A heartfelt thank you to all our seafarers who participated in the photography competition and shared stunning moments from life at sea. Your perspectives bring stories to life and remind us that every voyage has something worth capturing.

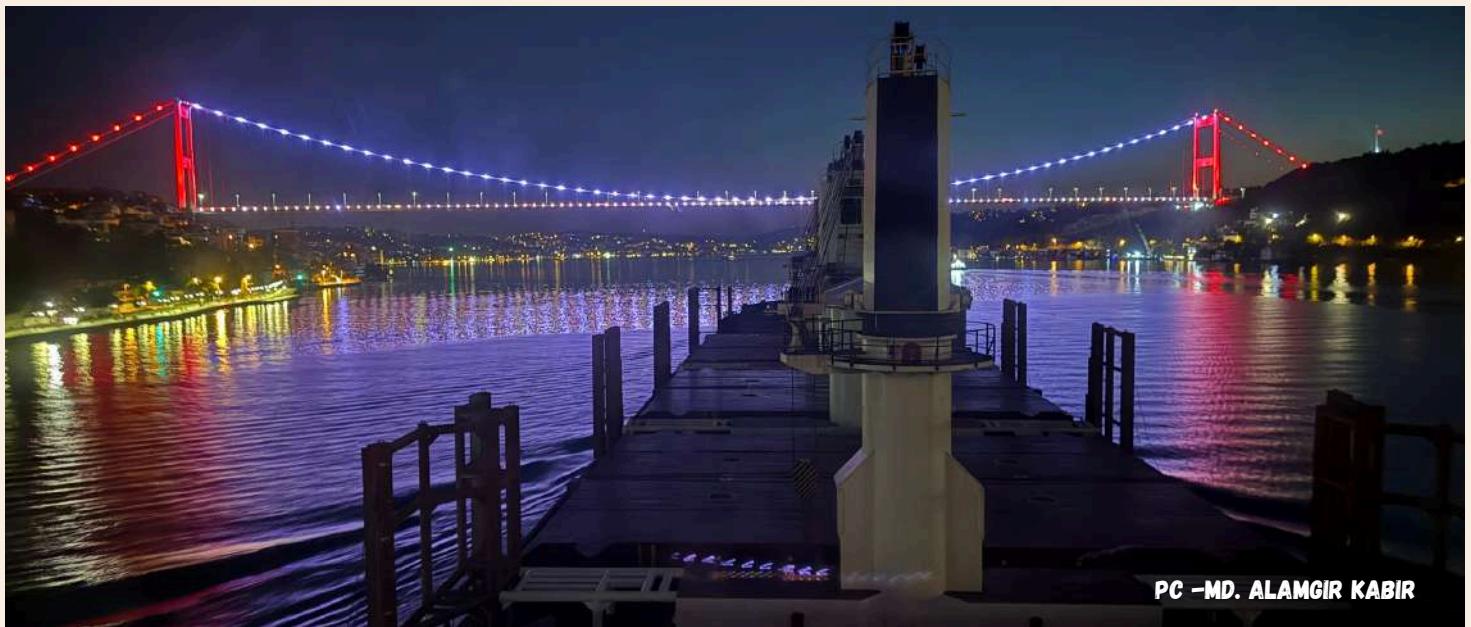
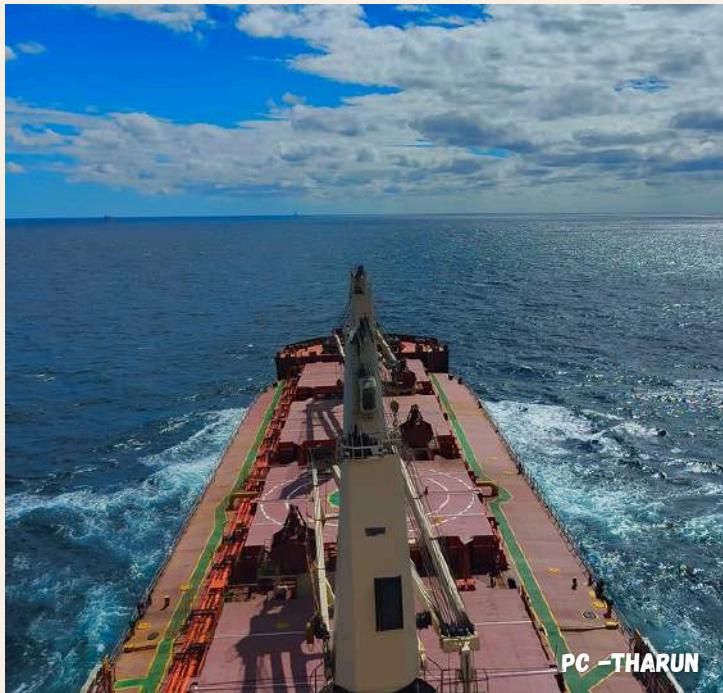


PC -SHIV KUMAR



PC -RAJU GARIKENA

Winner of Photography Competition



20 Pat on the back Winners

October - December 2025



**MOHAMMAD GOLAM
SAMDANI**

Chief Engineer

Heartfelt congratulations to all our Pat on the Back winners of the quarter. Your dedication, positive attitude, and consistent efforts truly make a difference every day.

10 Pat on the back Winners

October - December 2025

Heartfelt congratulations to all our Pat on the Back winners of the quarter. Your dedication, positive attitude, and consistent efforts truly make a difference every day.



DIGVIJAY PANDEY

Chief Officer



SUKENDER YADAV

Chief Officer



SUSHIL KAUSHIK

Chief Engineer



AJIT KUMAR

Senior Executive – Manning



**SUNNY PARSHURAM
BHAGAT**

Chief Cook



**VIJAY SAHEBRAJ
JAISWAR**

Able Bodied Seamen



PRAVIN DESAI

2nd Officer

10 Pat on the back Winners

October - December 2025

Heartfelt congratulations to all our Pat on the Back winners of the quarter. Your dedication, positive attitude, and consistent efforts truly make a difference every day.



**NELSANKUMAR
TANDEL**
2nd Engineer



**SHEZAAD ASGAR
ALI ANSARI**
Trainee Wiper



GOPAL RAO PAPPU
Bosun



ANKIT DESWAL
2nd Officer



LAKHICHAND
Asst. Fitter



**JITENDRA KUMAR
TIWARI**
Fitter



**MILAN DHANSUKHBHAI
TANDEL**
Ordinary Seaman

SEA PROMOTIONS

October - December 2025



Bharat Esuru

Trainee OS

Promoted to: Ordinary Seaman



Shreyash Bhagwan Mathurekar

Trainee OS

Promoted to: Ordinary Seaman

WISHING YOU FAIR WINDS AND CONTINUED SUCCESS
AS YOU STEP INTO YOUR NEW ROLES AT SEA

Seafarers of the Quarter

October - December 2025

Officer Category



Gandharv Lavu
Dessai
3rd Engineer



Shemuye Tigabu
Abrha
4th Engineer

Rating Category



Sravan Kumar
Steward



Jitendra Kumar
Fitter

CONGRATULATIONS TO OUR
SEAFARERS!

WINNERS OF LEARNING WEEK 8.0



**Muhammad
Nadeem**
Chief Officer



**DEJENE
SHIFERAW**
Chief Engineer



Ashish Pandey
2nd Officer



Shivank Shukla
Deck Cadet

Congratulations to our Learning Week winners!

*Thank you for inspiring a culture of continuous improvement.
Keep learning, keep growing!*

India Maritime Week 2025



We are proud to share that Campbell Shipping successfully participated in India Maritime Week 2025, engaging with industry leaders, partners, and professionals from across the maritime sector.

Rightship - TOMO Project Offsite



Diwali 2025 Celebrations



2025 Office Celebrations

October – December 2025



At Campbell, every festival is a reason to come together, share smiles, and create lasting memories. Our office celebrations reflect the joy of diversity, teamwork, and togetherness.



DECEMBER 2025

GANGWAY



**Inspections are proof of our daily
commitment to excellence**

PC -CAPT. RAGHAVENDRA CHAUHAN



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