

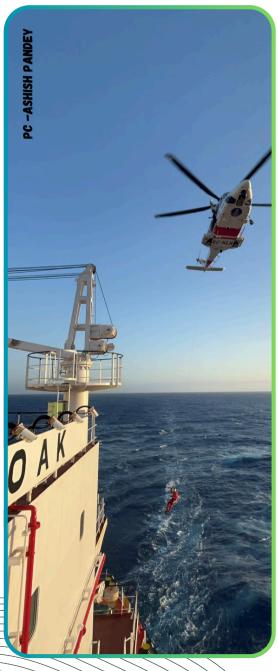


WELLNESS ISN'T A DESTINATION—IT'S
THE WAY WE SAIL, EVERY SINGLE DAY

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O1 CEO's Message
Well-being at the Co

Well-being at the Core: A Message of Care and Commitment

Leading Through Balance

HSEQ Manager reflects on embedding wellness into safety culture

Grit Meets Empathy

A Master's story of resilies

A Master's story of resilience, leadership, and wellness at sea

Promotions at Sea

Celebrating consistency, growth, and career milestones

Driven by Discipline
Chief Engineer's pursuit of

Chief Engineer's pursuit of excellence and the mindset of readiness

Framed at Sea

Photography Competition Winner and honorable mentions

28 Events & Celebrations
Spanshots from shore

Snapshots from shore

Voice from the Deck
A testimonial of transforma

A testimonial of transformation through health and nutrition support



CAPT. RAJESH J. DHADWAL

CEO | Managing Director

CEO's Note

Our Well-being, Our Strength

I wanted to take a moment to talk about something incredibly important: our health and well-being. While we continue to drive Campbell CTOM business engine, it is equally important that we continue to look after ourselves.

As we continue to strive to do our best and grow as a company, it's easy to get caught up in the daily demands of our work. However, I truly believe that our greatest asset is each and every one of you, and your health—both physical and mental—is paramount to our collective success.

A healthy team is a happy, productive, and resilient team. When we prioritize our

well-being, we're better equipped to handle challenges, think creatively, and collaborate effectively. Conversely, neglecting our health can lead to burnout, decreased morale, and a diminished sense of purpose.

We are committed to fostering a workplace culture that supports and encourages healthy habits. This isn't just about offering benefits, but about creating an environment where you feel empowered to take care of yourselves. We have therefore provided access to every team member to reach out to the Culture team for engagement and for you/families to reach out to our Nutritionist for personal advise. While we'll provide the resources, your active participation is key.

Let's make a conscious effort to integrate health and wellness into our daily routines, both inside and outside of work. When you feel your best, you perform your best, and that benefits everyone.

Thank you for your hard work and dedication. Let's continue to build a thriving workplace where well-being is at the core of everything we do.

When we feel our best, we give our best!
—Well-being is the foundation for everything we achieve. >>



CAPT. RAHUL SHARMA

HSEQ Manager/DPA

At sea, I realized how little I need —not how much

"

Safety Beyond Checklists: Cultivating Wellness, One Policy at a Time

My journey toward the sea wasn't accidental—it was written into my childhood. Growing up with a father in the Indian Navy, I spent much of my early life visiting warships, fascinated by their might and complexity. It was almost inevitable that I'd find a future tied to ships. But what sealed it for me was my uncle—my dad's elder brother—who served in the merchant navy. Every time he returned home, he brought us chocolates and souvenirs from around the world. That sense of wonder and global connection sparked something in me. Add to that the

prospect of financial independence at a young age, real responsibility with a compact crew, and the unmatched chance to see the world—free of cost—and I knew this was the life I wanted to live. A life of challenge, reward, and purpose.





From the Sea to the Shore: A Journey of Purpose

I didn't start with the intention of becoming an HSEQ Risk Manager. Like many seafarers, I began as a cadet—full of ambition, eager to learn, and driven by the thrill of being out at sea. Sailing across oceans for over a decade taught me more than navigation and operations; it taught me about human strength, vulnerability, and the delicate balance between pressure and well-being.

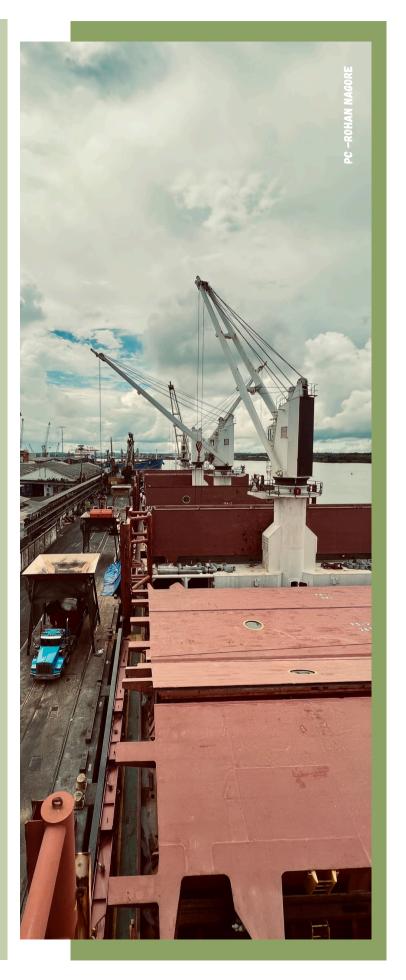
When I came ashore, it wasn't to escape the sea —it was to serve it differently. Today, at Campbell Shipping, I have the opportunity to look after the people who once stood where I stood—on deck, in engine rooms, on bridge wings—facing not just storms on water, but storms within.



Shifting the Mindset: Safety and Wellness Go Hand in Hand

In most places, the HSEQ department is associated with policies, audits, and checklists. But I believe that's only part of the picture. True HSEQ isn't just about compliance—it's about culture. It's about understanding that mental alertness is as critical as operational readiness, that emotional fatigue can be more dangerous than bad weather, and that wellness is the strongest form of prevention.

At Campbell, that mindset is not just encouraged —it's embedded. We operate a robust digital PAL system, integrating documentation, inspections, performance records, crew health, and more.



But even the best system means little unless people feel supported and respected behind it. That's the culture we are building—one where policies are written in language people understand, and leadership listens more than it speaks.

The Human Moment That Defined My Leadership

There are many moments in a seafarer's life that test you—but few shape you. I remember clearly the day my crew worked 16-hours continuously to clean 1 hold because of the type of previous cargo vessel had carried. My crew was exhausted, their faces smeared with sweat and soot, but their spirit unbroken.

The company superintendent insisted we complete the hold cleaning as soon as possible and start other maintenance jobs. I had a choice: follow orders blindly, or stand up for my men. I chose the latter.

I said, "We're not machines. These men have given everything today. They need rest, not another task."

That decision stayed with me—not because it was difficult, but because it felt right. It was a reminder that leadership is sometimes about protecting your people, not pleasing expectations. That's where wellness begins—with empathy, not instruction.







Campbell's Culture of Well-being

What I appreciate about Campbell Shipping is that we don't treat wellness as an annual campaign—we treat it as a daily practice. We have dedicated cultural and wellness officers who actually sail with vessels. They engage with crew members individually, understanding their mental state, their challenges, their needs. These aren't just HR initiatives—they are lifelines.

We also conduct fatigue risk assessments, ensure compliance with rest hours, and follow up with real action, not just reports. Nutrition matters too. We have an in-house professional nutritionist to create awareness and help galley staff serve balanced, nourishing meals. Because well-being isn't only about mental health—it's about creating an environment where the body, mind, and morale are all protected.

The Importance of Listening

One of the most effective wellness tools we use is also the simplest: listening. During routine audits and monthly meetings, I don't just ask about safety logs. I ask, "How are you really doing? Are you getting enough sleep? Do you feel heard?"

This openness changes everything. It builds trust. Crew members share not just their operational concerns, but their personal ones too. Sometimes that conversation is the difference between someone holding it together—and someone breaking down.

I often remind my colleagues, "Wellness is a conversation—not a checklist."



Mental Presence: The Real Safety Gear

In my view, mental wellness is as essential as any piece of equipment on board. An officer can be trained, certified, and fit—but if they're mentally distracted, everything is at risk. I've seen accidents happen not because someone didn't know what to do—but because their mind was somewhere else.

Wellness, therefore, isn't about reducing downtime. It's about increasing clarity, alertness, and presence—qualities that can prevent both small and catastrophic incidents. That's why our work in HSEQ must always include human understanding, not just procedural compliance.



Message to the Next Generation

To those just beginning their careers in maritime: don't rush to climb ranks—build character first. Learn not only how to operate machinery, but how to manage stress, relationships, and yourself.

Respect the responsibility. The uniform comes with authority, yes—but it also comes with a duty to care, to protect, to lead. And wellness—your own and that of others—will always be the foundation of that duty.

Legacy in One Line

If there's one thing I'd like to be remembered for, is: "Hard working, honest, and always put his people first."

That, to me, is the true definition of leadership—and the highest form of wellness we can offer.

Winners of Learning Week 6





SURAJ NAGURE
(2nd Officer)



Congratulations to our Learning Week winners and heartfelt thanks to all participants!

Your enthusiasm made the week truly engaging and meaningful. Let's continue this spirit of growth and encourage even more participation in the future—because every shared lesson brings us all forward.



CAPT. RAGHAVENDRA SINGH CHAUHAN

Master

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I asked for a chance. And when I got it, I made sure it counted

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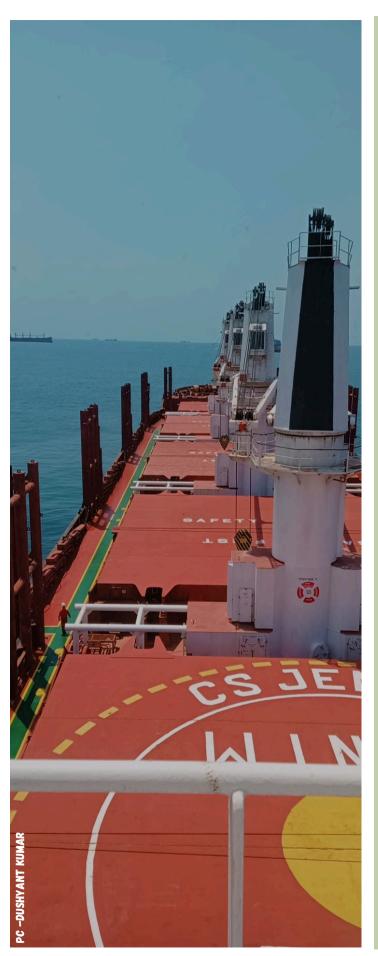
A Master's Journey Anchored in Grit and Wellness

My journey didn't begin with a training institute or a sponsored course. It started with a borrowed dream. Born in Kannauj, Uttar Pradesh, I moved to Delhi, then Mumbai, in search of work—any work. Through a chance meeting with a friend from Agra, I heard about the merchant navy. "You'll work hard like you do here," he said, "but you'll earn in dollars." That was all the motivation I needed.

I joined a small tanker operating in the Gulf region under circumstances that were far from ideal—no official contract, no DG approval, no guarantees of safety or payment. My first salary came after eight months. But I stayed. Because the sea, for all its risks, offered more than the shore ever did—hope.







The Cruise Ship Years and the Door That Wouldn't Open

After the Gulf vessels shut down due to the Iraq war, I scrambled for opportunities. With no Indian CDC, Indian companies wouldn't consider me. I managed to secure a U.S. visa—a rare feat then—and joined a cruise liner through Barber Shipping. I worked tirelessly as a rating, watching officers from Italy lead, thinking, "If they can do it, why can't I?"

With determination and support from my wife, I studied in the UK and cleared my second mate's exam. But even then, doors wouldn't open. I returned to Mumbai with a license but no job offers—only rejection due to my cruise background. With a baby on the way and borrowed money piling up, I rejoined Carnival.

Then came a moment of fate—I noticed a small office sign in Nassau: Campbell Shipping.

Knocking Until They Listened: The Campbell Breakthrough

I visited Campbell's Nassau office four times. Every time, I showed up with my resume, my story, and my hope. On the fourth visit, I met Capt. Rajesh Dadwal. He heard me out and gave me a test: "Prepare well. We'll see."

Two weeks later, after a rigorous interview, I was offered a position—not as an officer, but as an AB. "Prove yourself," he said. I took that challenge without hesitation.

In two months, I was promoted to 3rd Officer. From there, my journey with Campbell truly began.

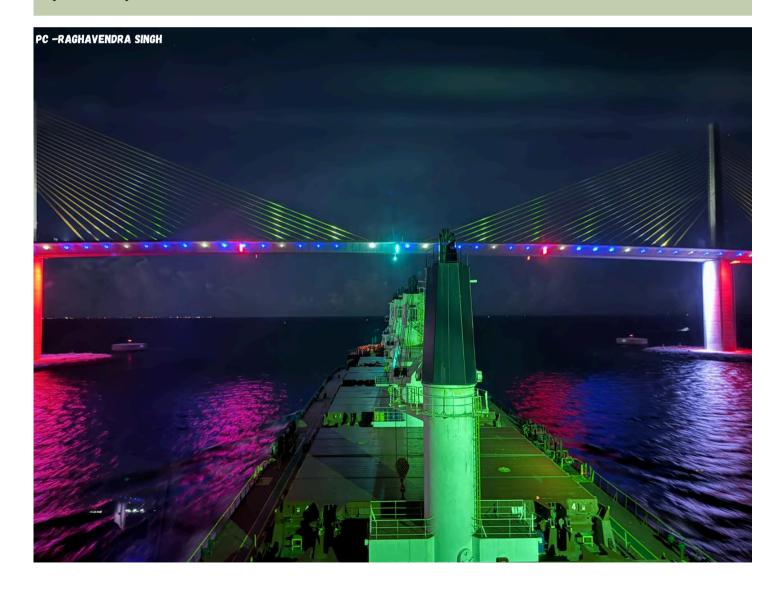
Climbing With Integrity: 14 Years of Growth

Since joining Campbell in 2011, I've served across ranks—from junior officer to Chief Officer and now, proudly, as Master. Every promotion wasn't handed—it was earned. I even returned to Liverpool for my Chief Mate and Master certifications, investing in my growth because I believed Campbell believed in me.

Commanding With Compassion

As Master, my responsibility extends beyond operations. I lead a crew of over 20, each with unique needs and pressures. I've learned that wellness isn't optional—it's operational.

I recall a critical moment during cargo discharge. We were under pressure to prepare for the next load immediately after sailing, but the crew was exhausted. I chose rest over risk. I denied commercial urgency because fatigued crew is unsafe crew. That decision was about humanity, not hierarchy—and it paid off in performance.



Wellness Begins With the Master

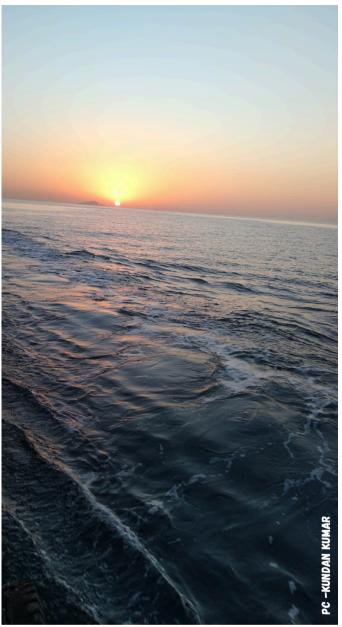
I maintain my own well-being through rest, discipline, and awareness. If I am mentally or physically drained, I cannot lead effectively. As the face of the company onboard, my decisions must reflect clarity, not compromise.

At Campbell, we've seen the shore team's dedication—HR support, wellness check-ins, mentorship visits, and nutrition guidance. Leaders like Mr. Homi and others ensure these values reach vessels. When wellness is prioritized onshore, it naturally seeps into shipboard culture.

Advice to the Next Generation

To aspiring officers, I say this: Your growth is in your hands. Seek learning, not just ranks. Embrace every challenge. And don't wait for the ideal opportunity—build your own.

If you knock on a door and it doesn't open, knock again. Knock four times if you must. And when it does open—walk in with courage, commitment, and the willingness to lead with empathy.





Sea Promotion,

PROMOTIONS ARE A TESTAMENT TO CONSISTENCY, COMMITMENT AND CHARACTER

APRIL 2025 - JUNE 2025



Raunak Kumar Singh Trainee Engineer

Promoted to: **Jr. Engineer W.K.**Promoted on: **27 Apr 2025**



Soham Rajendra Mulay Trainee Engineer

Promoted to: **Jr. Engineer W.K.**Promoted on: **30 Apr 2025**



Abdul Rehman Mulla Trainee Engineer

Promoted to: **Jr. Engineer W.K.**Promoted on: **31 Mar 2025**



Ravi Teja Marisetti 4th Engineer

Promoted to: **3rd Engineer** Promoted on: **04 Apr 2025**



Raghavendra Singh Chauhan ^{Chief Officer}

Promoted to: Master Promoted on: **05** Apr **2025**



Tanvir Saini Chief Officer

Promoted to: Master Promoted on: 21 Apr 2025

FUELING JOURNEYS WITH FLAVOR



Crab Collipops

Ingredients

- 200g crab meat (fresh or canned)
- 1 cup boiled, mashed potatoes
- 1 small onion (chopped) optional
- 1-2 green chilies (chopped) optional
- 1 tsp garlic + 1 tsp garlic paste
- 2 tbsp chopped coriander leaves
- ½ tsp garam masala
- ½ tsp red chili powder
- · Salt as per taste
- 1 tsp lemon juice
- 2 tbsp breadcrumbs
- 1 tbsp cornflour optional

For Outer Coating:

- 2 tbsp maida (all-purpose flour)
- 1 tbsp cornflour
- · A little water to make a slurry
- Breadcrumbs to roll
- · 1 egg optional
- Oil to fry or air-fry
- Ice cream/lollipop sticks

Procedure:

1. Make the Crab Mix

Mix crab meat, mashed potato, onion, chilies, garlic, coriander, masalas, salt, and lemon juice.

Add breadcrumbs (and cornflour if using) – mix well until it forms a smooth dough-like consistency.

2. Shape Lollipops

Take a small ball from the mixture and roll it into round/oval shape. Insert a stick into each ball. Repeat for the remaining mixture. Keep in the fridge for 15–20 mins to firm them up.

3. Coat the Lollipops

Mix maida + cornflour + water to make a thick paste (slurry). Dip each lollipop in slurry \rightarrow then roll in breadcrumbs.

4. Fry Time!

Heat oil and deep-fry till golden & crispy. Use air fryer if you prefer less oil. Place them on a tissue to remove extra oil.

5. Serve Hot

Enjoy with spicy mayo, garlic chutney, or ketchup!







Recipe by: Priyanka Rahate
Sr. Executive - Manning





Ingredients

- Condensed milk or full-fat milk
- · Grated paneer or ricotta cheese
- Sugar (optional, if using sweetened condensed milk)
- · Cardamom powder
- Ghee (clarified butter)
- · Nuts for garnish (e.g., pistachios, almonds)

Procedure:

1. Combine Ingredients:

In a deep non-stick pan, combine the condensed milk (or reduced milk), grated paneer/ricotta cheese, and sugar (if using).

2. Cook:

Cook the mixture on a medium flame, stirring continuously, until it thickens and starts leaving the sides of the pan.

3. Flavor and Set:

Add cardamom powder and ghee, mix well, and then spread the mixture evenly in a greased tray or dish.

4. Garnish and Cool:

Garnish with chopped nuts and allow it to cool and set before cutting into squares or desired shapes.









MD. GOLAM SAMDANI

Chief Engineer

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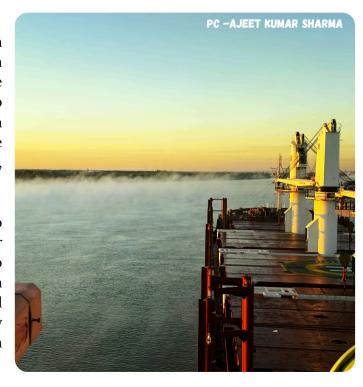
Built to lead, Born to serve

"

A Chief Engineer's Voyage of Discipline, Grit, and Wellness

My journey to becoming Chief Engineer didn't begin with luxury or shortcuts—it began with ambition and quiet sacrifice. I studied at the Asian Institute of Maritime Studies (AIMS) in the Philippines and returned to Bangladesh to complete my MBA. I began my cadetship with a local company and moved through the ranks, one vessel and contract at a time, across countries, companies, and cargo types.

What fueled this long journey? A promise to myself—to reach the top of my engineering ladder early and steadily. I was inspired by a cousin who served as a captain, and always pushed me with one simple message: "Work hard. Get promoted early. Secure your future." My wife, too, was my rock. Her support kept me focused even when things were tough.



If you're sincere, honest, and respect your machinery—your ship will never let you down

A Life of Growth, Powered by Passion

From cadet in 2003 to Chief Engineer in 2011, I climbed the ranks because I knew exactly what I wanted. I had only one goal: become a Chief Engineer as quickly as possible. Not for the title alone—but because I wanted to build something solid for my family, to give them comfort and security.

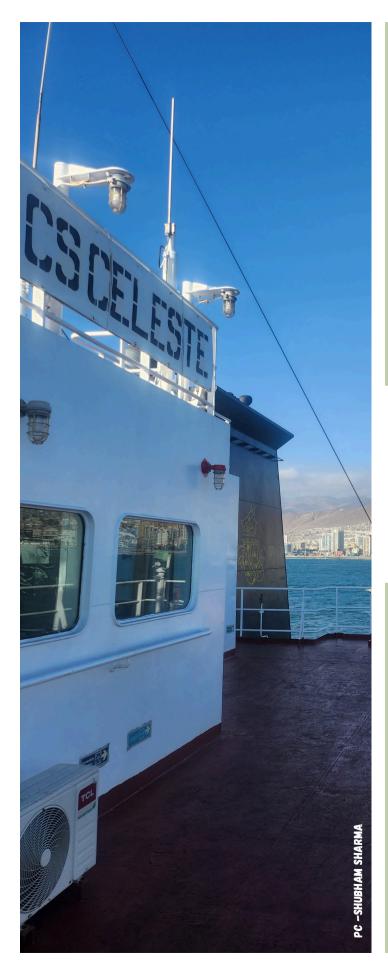
I worked with several companies—K Line, V Ships, Fleet Ship Management, Worldera, and more—before joining Campbell Shipping in 2023. And since then, I've proudly served on two vessels: CS Candy and CS Celeste. It's here at Campbell that I felt recognized—not just for my skills, but for my sincerity.

Gem of the Year: Recognition that Meant the World

Being awarded Gem of the Year at Campbell's annual seminar was a career highlight. It wasn't just a trophy—it was validation. The day I shared that moment on social media, my phone exploded with over 10,000 views, well-wishers, and even messages from DG Shipping in Bangladesh. That moment told me: "Yes, your work matters."

But as I often say, a Chief Engineer is nothing without his team. That recognition belonged to every second, third, and fourth engineer who stood by me—especially during the HPS pump failure where, after all else failed, I took a bold step, modified the relief valve with a washer, and got the engine running again. It worked—because we trusted the manual, each other, and our training.





Work is My Wellness

You'll rarely find me idle. I enjoy my job because my mind stays busy and alert. Each day, I take rounds morning and evening—check temperatures, pressures, and compare with past logs. I believe that's how problems are spotted before they escalate. It's also how I stay mentally fresh—no time for frustration or boredom.

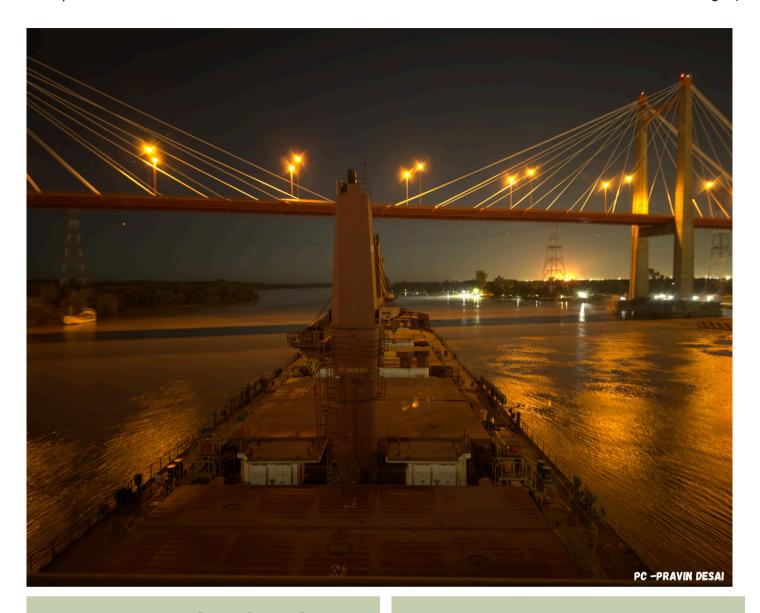
To me, wellness means preparedness. I tell my juniors, "Don't worry. We have spare parts, manuals, and support. Everything is solvable." We work calmly, think critically, and never panic—because that's what keeps everyone safe and the ship running smooth.



Campbell's Strength: Support and Simplicity

Campbell isn't just about salary and food—though both are excellent. It's about how the team ashore responds. Whether it's Subha, Dan, or FTM Sir—everyone responds promptly, with clarity and support. That kind of reliability creates peace of mind onboard.

I've also attended Campbell's wellness programs two to three times. They've been extremely helpful, professionally and personally. Sessions that promote reflection, interaction, and motivation are crucial—especially for seafarers who spend months away from home.



The Future of Engineering: Simpler Machines, Smarter Minds

Shipping will continue to evolve. Green fuels and digital systems will change machinery, but what will remain constant is the need for **dedication**, **sincerity**, and **honesty**. Young engineers today are distracted—too much time on phones, too little time with manuals. That must change.

My advice: Read the manuals. Respect the machinery. Stay honest. Don't just pass time onboard—own it.

A Seafarer's Soul

An exceptional seafarer isn't just skilled—they love their company, their ship, and their work. They complete every PMS job before handing over, leaving behind a legacy of discipline. They don't just count down their contract—they contribute to it.

That's the kind of seafarer I strive to be every day. That's the standard I set—for myself, my team, and the ship I serve.

PLOTOGRAPHY COMPETITION

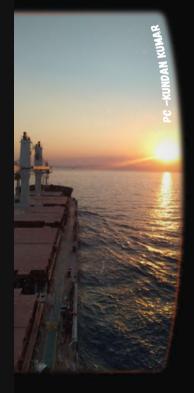




Shiv Kumar

Thank you to all our seafarers who shared their lens with us.

Your photographs brought life and authenticity to our pages. Your perspective matters, and we encourage you to keep capturing the moments that make life at sea so extraordinary. Keep clicking—your stories inspire us all.

















Campbell Gems 30 Pat on the Back Winner

APRIL - JUNE 2025





Dilleswara Rao Teppala Chief Engineer

Congratulations on the well-earned recognition. Your efforts truly stand out!

Campbell Gems 10 Pat on the Back Winner

APRIL - JUNE 2025





Shubham Sharma Master



Kundan Kumar Wiper



Harihara Prasad Jayamohan Chief Officer



Chiragkumar Babu Solanki Able Bodied Seaman



Anil Sreedhar 2nd Engineer

Congratulations on the well-earned recognition. Your efforts truly stand out!



CAPT. MUKTAR BUSHIRA

Master

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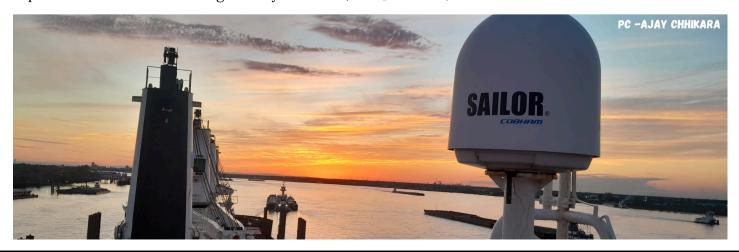
Leading with Calm, Commanding with Care

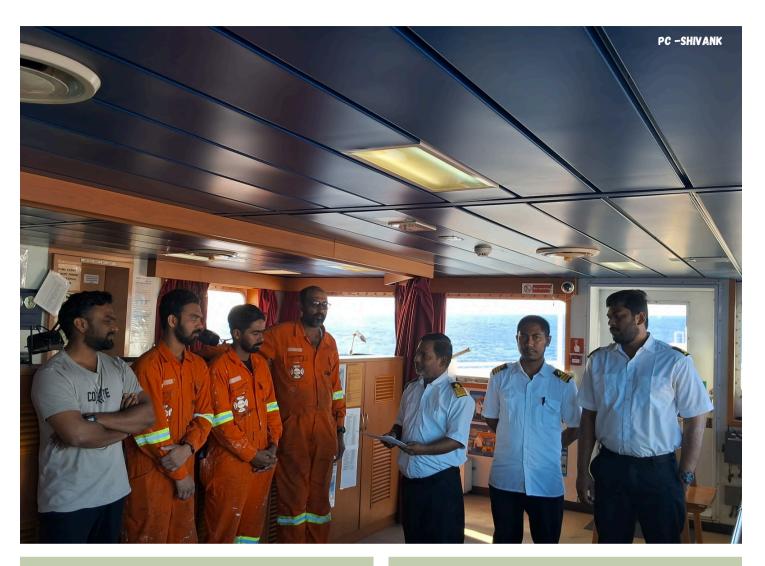
A Master's Perspective on Wellness at Sea: A Journey That Set Sail from a College Notice Board

My maritime journey began in the most unexpected way—through a notice board at my college in Ethiopia. At the time, I was a science student, immersed in academics but open to exploration. A friend told me about a cadet recruitment drive being conducted by a local company for sponsorship at T.S. Chanakya in Mumbai, India. Something about that opportunity spoke to me. I had never imagined myself at sea,

but the idea of global exposure, technical excellence, and discipline intrigued me.

That decision—to respond to that one notice—became a defining moment in my life. It led me into the world of merchant shipping, and eventually, it brought me to Campbell Shipping, a place that has shaped me both professionally and personally.





Why Campbell: A Culture of Growth and Trust

I first learned about Campbell Shipping through someone who was already working here. They spoke about the company's safety standards, culture, and professional work environment. I did my own research—visited the website, studied their values—and felt an instant connection.

Since joining Campbell, I've grown alongside people who value integrity, teamwork, and wellness. My journey from deck to command has been backed by a team that supports growth, listens, and encourages responsible leadership. That's rare—and that's why I stayed.

The Weight of the Helm: Leadership Through Wellness

Being a Master isn't just about handling operations—it's about caring for people, especially high-pressure, enclosed in a environment like a vessel. My responsibilities range from navigation and safety to compliance and crew performance. But the invisible taskthe one not mentioned in checklists-is maintaining morale, peace, and well-being.

Wellness isn't a buzzword onboard. It's something we practice daily—through regulated work-rest hours, open communication, light recreational activities, and simply listening. A rested crew is a sharp crew. A heard crew is a safe one.



A Story from the Sea: Morale in the Midst of Challenges

I recall one particularly challenging voyage that involved rough weather, long river passages, and unexpected machinery issues. It could have easily drained morale. But we decided to resetnot with orders, but with warmth. We organized indoor games, celebrated birthdays, and hosted lighthearted gatherings. These weren't just distractions—they were vital tools in keeping spirits afloat.

That's the kind of leadership that wellness requires: human-centered and emotionally intelligent.



Wellness Onboard: A Culture, Not a Checklist

To ensure wellness at sea, I create space for both physical and emotional relief. We encourage crew members to exercise, walk on deck, join indoor games, and engage in casual chit-chats after work. Shared meals and laughter during coffee breaks are more valuable than any training video—they build bonds that carry us through rough days.

I also host regular crew meetings and maintain an open-door policy, so concerns and suggestions are always welcome. When the crew feels seen and supported, they function not just as professionals—but as a united team.





Wellness Ashore: The Other Half of the Voyage

Wellness doesn't end at the gangway. I always encourage crew members to take proper rest when they return home, reconnect with their families, and decompress. I remind them to share feedback with the company, so we continue improving. When people return home healthy and appreciated, it completes the wellness cycle.

Reflections on the Next Generation of Seafarers

There's a clear shift in how younger seafarers view this profession. They are more aware, more open, and more in tune with their mental and emotional needs. With greater transparency, better tools, and modernized policies, the industry is evolving. It's our job as leaders to guide them with both structure and empathy.

Message to Aspiring Mariners

To the young seafarers starting out: put safety first, always. Respect your profession. Look after your body and mind. This is a rewarding career, but it demands discipline, focus, and heart. The sea will teach you things no classroom ever canembrace it fully.

I want to be remembered as a person who cared for his crew in every moment



SEAFARER OF THE QUARTER

April 2025 - June 2025



Officer Category



Varun Talwar
Chief Officer



Carlton De Souza
3rd Engineer

Rating Category



Vasantharao Yalmanchi Asst. Fitter



Kalpeshkumar Kapadia Oiler

Congratulations!
Your dedication, professionalism, and steady
commitment at sea truly set you apart!



As we celebrated Mango Day today, let's take a moment to appreciate not just the delicious taste of mangoes but also their amazing health benefits:

- **Supports Eye Health** Mangoes are rich in Vitamin A, which plays a vital role in maintaining good vision.
- **Boosts Immunity** Packed with Vitamin C and Vitamin A, mangoes help strengthen your immune system.
- **Aids Digestion** Thanks to their high fibre content, mangoes support a healthy digestive system.
- **Rich in Iron** Mangoes can help improve iron levels, making them a good option for those needing a natural boost.



Lunch & Learn





Our Group Nutritionist, Miss Roja Jilla conducted Lunch & Learn session on 29th April, 2025 in Campbell Mumbai office. The topic of the session was "Impact of Sleep on Energy and Focus."

During the session, she covered:

- What is sleep?
- Why we need sleep?
- How much to sleep?
- Foods that deteriorate sleep
- Foods that help us sleep better
- Significance of sleep with a case study

Ended the session with a calming meditation session.



Good food. Great ideas. Even better conversations

Voice from the Deck



Endrico Dias 2ND ENGINEER

I was detected with fatty liver in 2022 when I did my pre-joining medicals. I consulted a gastroenterologist, he

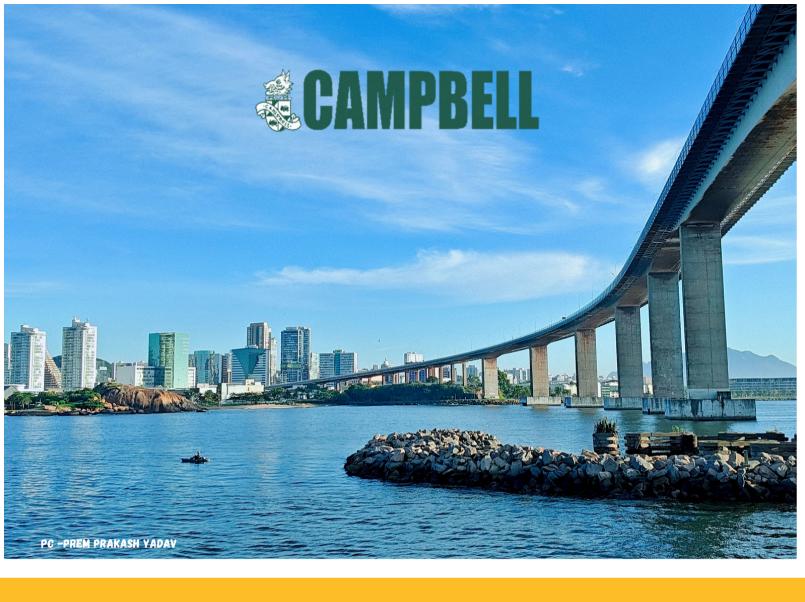
gave me some supplements for 3 months and regular exercise. I am usually a fitness person and exercise regularly. But the fatty liver didn't reverse.

On 7th Feb 2025, I consulted Ms. Roja Jilla, the Campbell nutritionist, about the same. She helped me to change my diet and lifestyle which regained my liver condition.

I did my pre-joining medicals on 27th March 2025 with no signs of fatty liver detected. I am truly grateful to Ms. Roja Jilla for guiding me through the journey and to Campbell for having such facilities at our disposal.







A steady ship starts with a healthy crew —mind, body, and spirit

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