

OCT 2025

GANGWAY

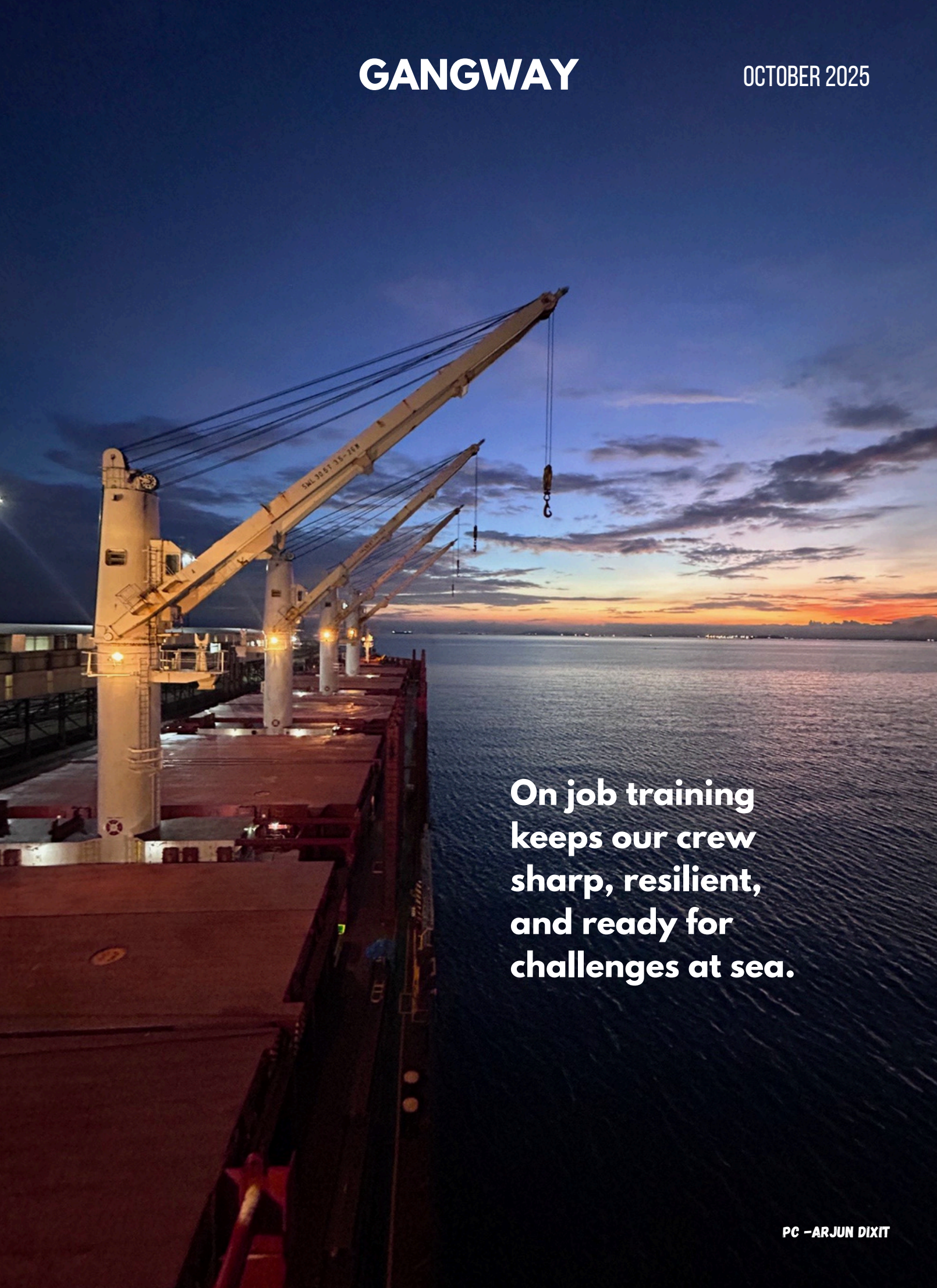
A Campbell Shipping Initiative

**Mentorship at sea shapes
the Masters of tomorrow**

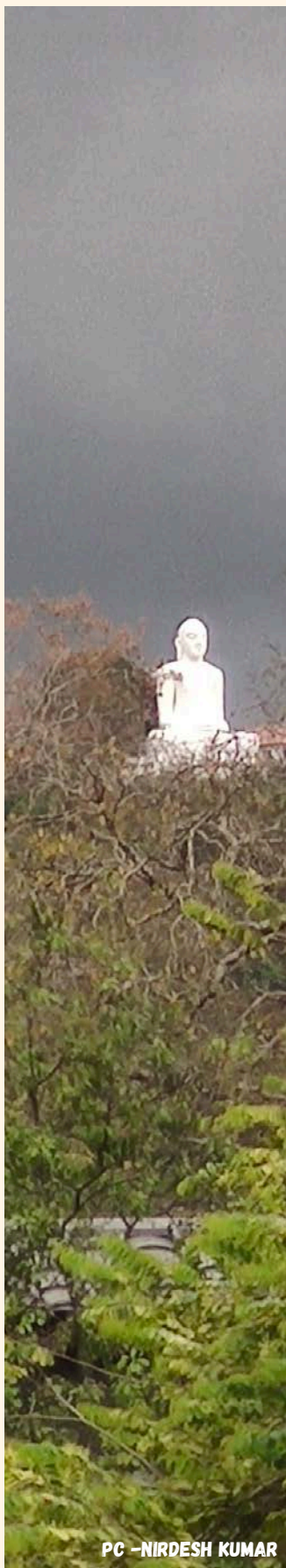
5OCEAN
Shipping Management S.A

CAMPBELL

OAK

A large cargo ship is shown from a high angle on its deck, looking out over the ocean. Several large yellow cranes are mounted on the deck, their booms extending towards the horizon. The ship's deck is illuminated by warm lights, contrasting with the cool blue and orange tones of the sunset sky. The ocean is calm, reflecting the colors of the sky. In the distance, a city skyline is visible on the horizon.

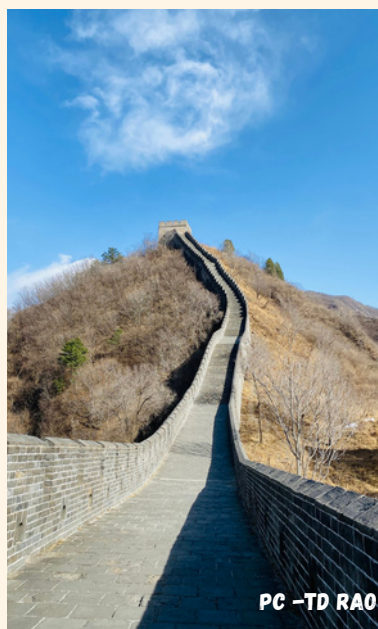
**On job training
keeps our crew
sharp, resilient,
and ready for
challenges at sea.**



PC –NIRDESH KUMAR



PC –CHETAN PATEL



PC –TD RAO



PC –SHIBIN BIJU

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PC –MD. ALANGIR KABIR



Capt. Rajesh Dhadwal

CEO | Managing Director

Empowered employees
build lasting success.

CEO's Note: Our People, Our Strength

In a competitive global market, investing in our people is the key to our success. When we provide clear pathways for professional development and continuous learning, we send a powerful signal: your career is valued here, and that we work as a team.

Training allows us to internally cultivate the next generation of captains, engineers, and operational leaders. It promotes a unified culture where the Campbell mindset is shared across the fleet, and where every employee is empowered to contribute to our collective success.

Our commitment is clear: we will continue to provide the resources, technology, and support necessary to elevate the expertise of every individual who works for us. After all, we are all part of the same business engine – CTOM. The Campbell team members are contributors to our success, and their expertise will ensure we continue to navigate the future with confidence and excellence.



Expanding Horizons: Charting New Waters with Confidence



From left to right: Neil Rokinson Ifchor Galbraiths, Hirokazu Fujimoto ITOCHU, Lowell Mortimer Campbell, Dario Lundy-Mortimer Campbell, Kiyoshi Higaki NSY, Edward Royale Ifchor Galbraiths.

Campbell Shipping signs contract for two 40,300 Dwt, high fuel-efficient bulk carriers in Japan. The vessel will be delivered in 2028 and 2029.

This marks a key milestone for the Company as we lay the foundation for future fleet growth, sustainability, and as a key player in providing shipping solutions for world trade. This will provide an opportunity for Campbell seafarers to navigate and represent the company's modern tonnage of the future worldwide.





Capt. Diogo Pereira

Training Superintendent

Training is not a checklist;
it's the foundation of
safety, competence, and
confidence at sea.

Empowering Seafarers Through Thoughtful Technical Training: A Superintendent's Vision

My journey into the maritime world started at an early age. Growing up, my father was a sailor, and I used to accompany him on voyages during school vacations. Experiencing life at sea firsthand sparked my passion for the industry. I knew early on that I wanted to build a career aboard ships—not because my family directed me, but because I decided for myself.

Since then, my career has been a steady ascent—starting at sea in 1998, receiving my command in 2012, and eventually joining Campbell in 2014. After several contracts and time ashore, I returned to Campbell in 2020. Today, as part of the training department, I feel a deep sense of responsibility to pass on that passion, knowledge, and discipline to the next generation of seafarers.



PC –DUSHYANT KUMAR SINGH

Training: A Proactive Approach, Not Just Compliance

At Campbell, technical training is not just about ticking boxes for compliance. We believe in being proactive, not reactive. Waiting for regulations to be enforced three to five years down the line would only cause a scramble to catch up. Instead, we work to implement new requirements as soon as they emerge.

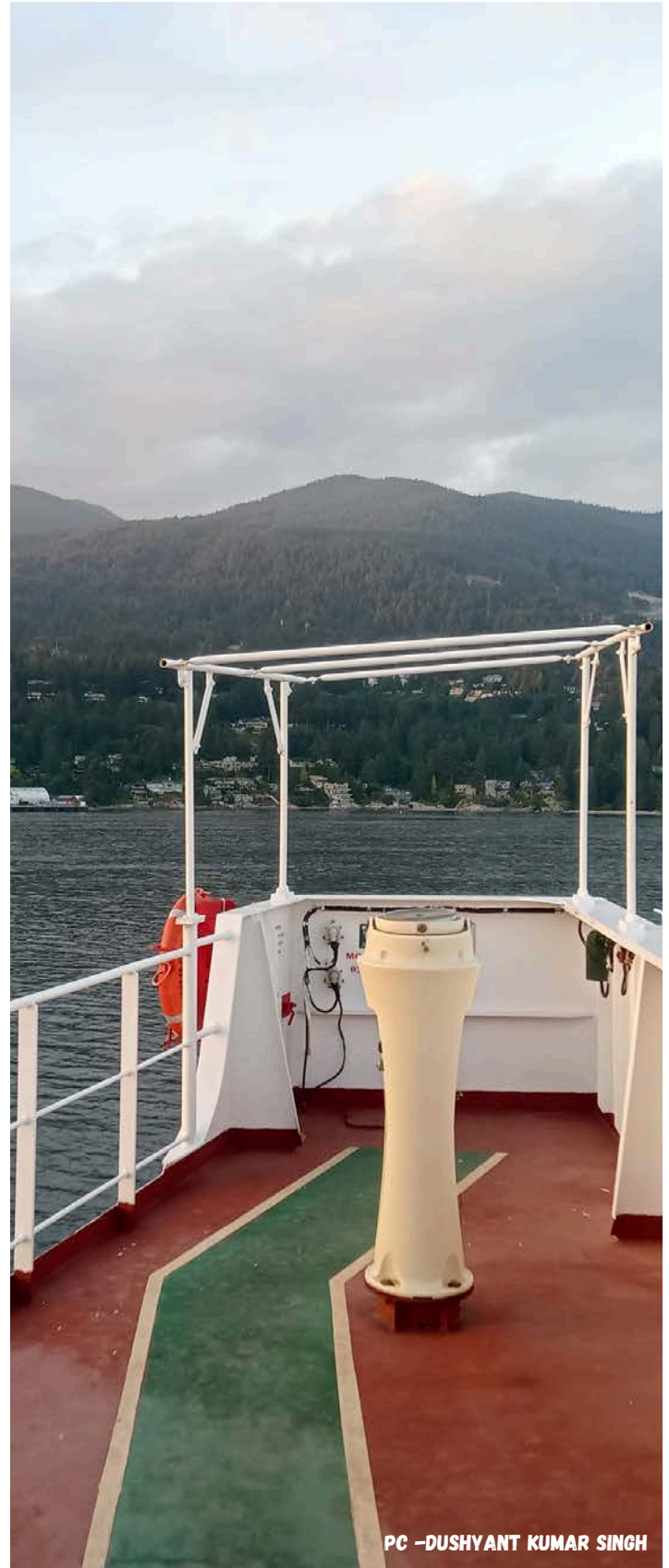
Our focus is on ensuring seafarers are always aware of evolving technical standards, new equipment, and emerging challenges. This forward-thinking approach empowers crew members to independently identify gaps and raise them up the hierarchy, fostering a culture of responsibility.

Safety Starts with Awareness

One of the most effective practices we emphasize is Stop Take 5. It's a simple yet powerful concept—pause for five moments to assess the situation before starting any task.

This methodology isn't just procedural; it's a personal safety habit. Recently, during a routine training visit, a trainee raised an important observation: his name was missing from an enclosed space entry permit.

Despite pressure to proceed, he insisted on the correct procedure. That moment validated the impact of proper training. It wasn't a matter of procedure compliance—it was about empowering individuals to act with integrity and protect themselves and their team.



PC –DUSHYANT KUMAR SINGH



PC –RAVI TANDEL



Blending Technology with Training Excellence

The training programs we deliver are increasingly tech-driven. Our collaboration with Karco Training Platform allows us to use virtual reality, 3D animated videos, and AI-based tools.

Transitioning to this tech-based model wasn't without challenges. Data transfer difficulties at sea and varying levels of tech-savviness across crew members initially slowed adoption. But now, seafarers appreciate how engaging animated videos are compared to traditional documentary-style training.

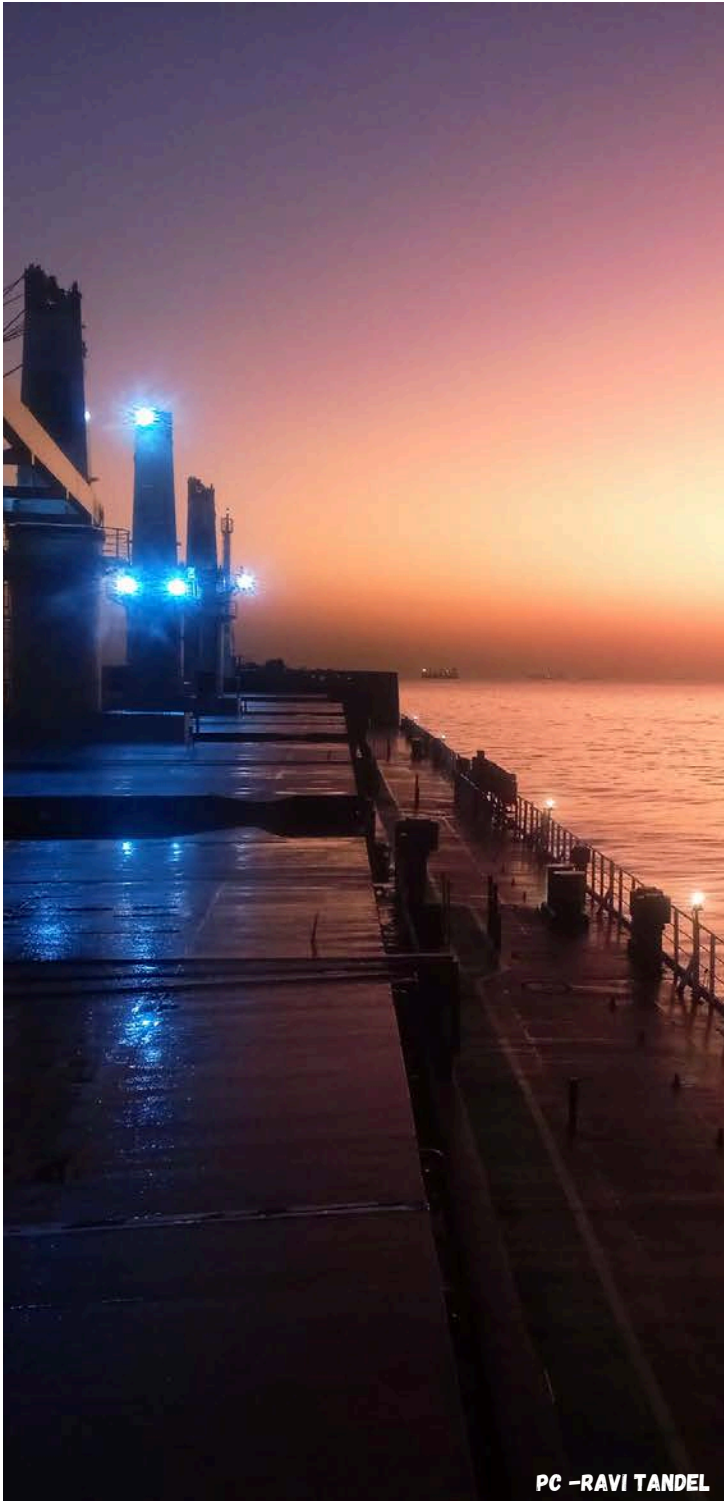
These immersive tools don't just explain procedures; they show the "why" behind them, improving retention and encouraging critical thinking during emergencies.

Wellness: The Unsung Backbone of Technical Training

A healthy mind leads to safer operations. While wellness isn't formally embedded in every technical course, programs like the KarTel team's onboard counseling sessions complement our training by helping seafarers balance work stress and personal well-being.

We encourage them to use gym facilities, socialize in moderation, and avoid unhealthy habits like excessive smoking, which can impair judgment during critical tasks.

As I always emphasize, it's about creating a balanced mindset—where technical knowledge and personal health go hand in hand.



Shaping the Future of Shipboard Training

Looking ahead, technical training must adapt to industry changes. As vessels become more automated and green fuel regulations tighten, we aim to implement dynamic training schedules that align with ship trading patterns.

Instead of rigid course assignments, we envision an adaptive system where the required training is intelligently scheduled based on the ship's operational calendar, avoiding unnecessary burden while maximizing relevance.

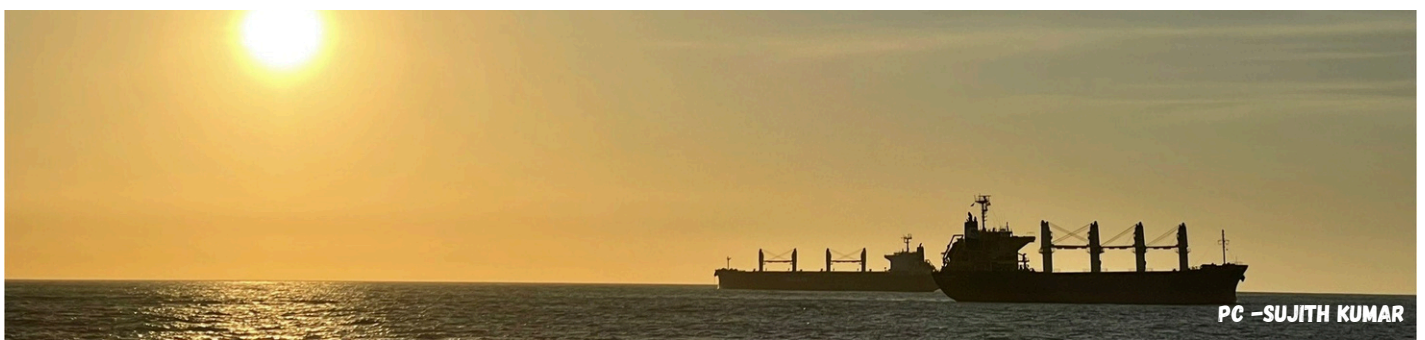
Our long-term goal is simple: make learning purposeful, dynamic, and directly applicable to onboard challenges.

Message to Young Seafarers

To aspiring seafarers, my advice is straightforward:

“Never treat technical training as a formality or a hurdle to cross. See it as your strongest tool for personal growth and the key to keeping your ship and team safe.”

Technical skills and safety awareness aren't just requirements—they're the foundation of a fulfilling and successful maritime career.





Capt. Pravesh Diwan

Karco -
Founder & Managing Director

Training is not about passing or failing, it's about preparing every seafarer to handle the unexpected with confidence and care.

Innovating Maritime Learning: A Visionary's Journey to Empower Seafarers

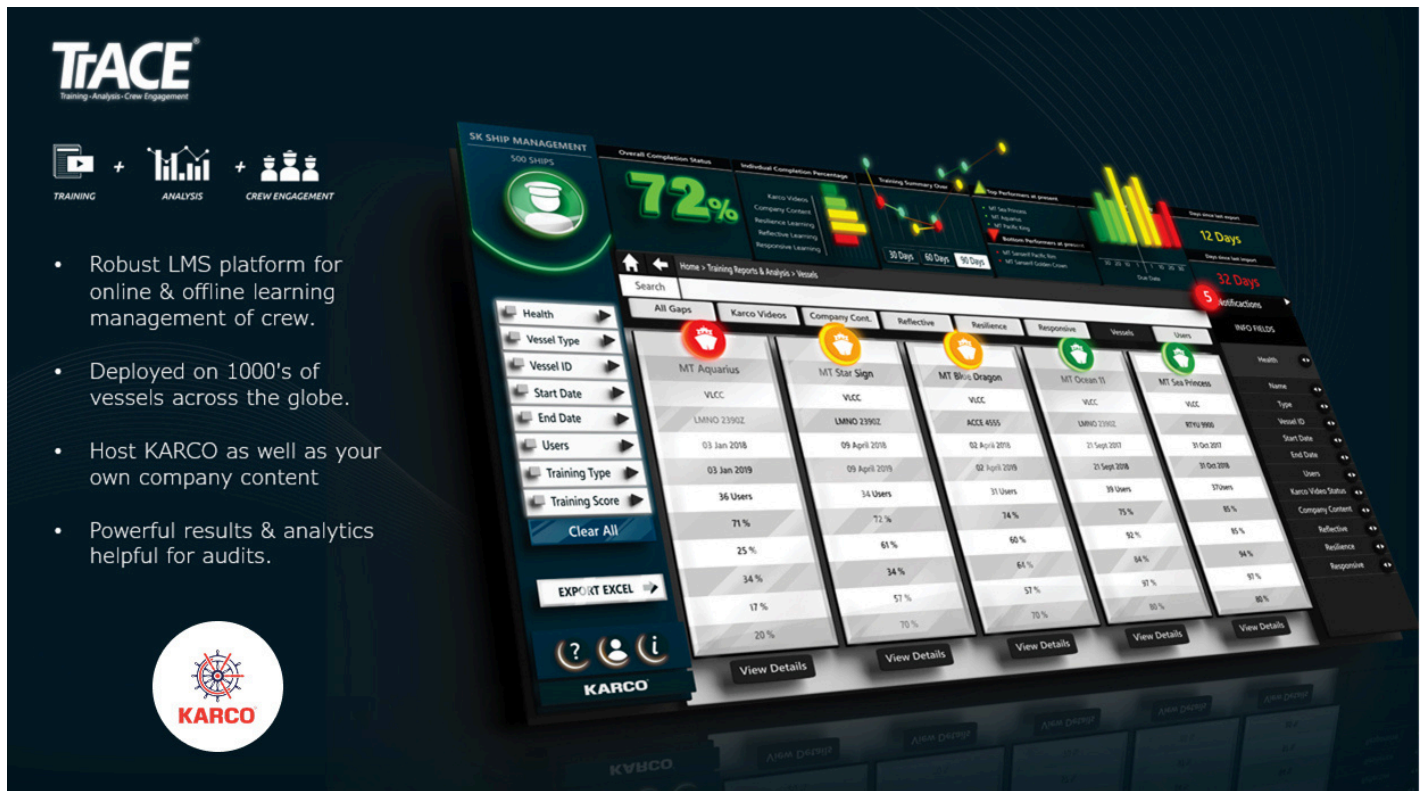
My story with the maritime industry began in 1981, but the true spark came when I saw firsthand the challenges faced by seafarers. I was motivated by a deep desire to make a meaningful difference.

In 2004, I founded Karco - short for Karishma Consultancy, with a singular goal: to provide a comprehensive range of services to the maritime industry, including documentation, audits, inspections, and most importantly, onboard training.

Karco wasn't created as just another service provider. It was born from a personal mission to elevate seafarer training by bridging the gap between outdated traditional methods and modern, engaging techniques.

At Karco, we understand that the shipping industry is incredibly fragmented, comprising thousands of companies, each with its own standards, policies, and challenges. Unlike other industries where systems are more centralized, shipping operates in silos. This fragmentation makes it all the more important for a unified platform like Karco to provide consistent, effective, and accessible training solutions to seafarers worldwide.





Redefining Training: From Documentation to 3D Animation

Our pioneering approach began by recognizing a fundamental challenge: the vast difference in experience levels onboard ships. You'll find cadets fresh out of training working alongside captains with over 30 years of sea service. How do you deliver the right knowledge to such a diverse audience?

We introduced 3D animation-based content back in 2007, leveraging the same technology that brought movies like Titanic to life. Our vision was simple: teach complex technical procedures through vivid visuals that break down language and experience barriers.

Training Built Around Real Needs

Our programs aren't one-size-fits-all. They're tailored by rank and responsibility:

- Junior ranks focus on personal safety, equipment handling, and basic operational procedures.
- Senior ranks delve deeper into ship-specific maintenance, legal responsibilities, and advanced technical knowledge.

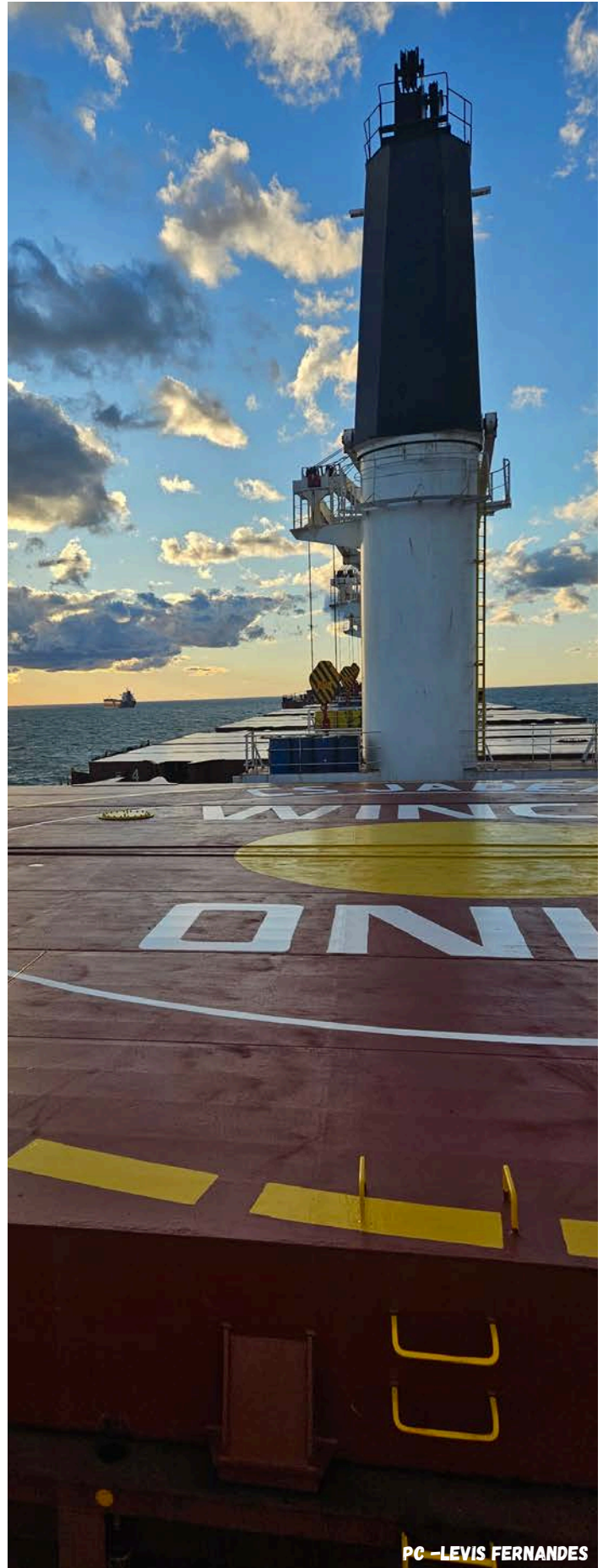
This structured approach ensures that every seafarer, from cadet to captain, receives precisely what they need to perform safely and efficiently.

The Power of Testimonials: Learning From Real Experience

One of our strongest pillars is the voice of the seafarer community itself. We encourage users to provide feedback and share testimonials after every course. These real stories don't just validate our methods, they shape the way we improve our training programs. Each testimonial is a small reminder that the knowledge we deliver makes a real difference onboard.

Empathy and Experience at the Core

Being an ex-seafarer myself, I understand the mindset onboard. We don't simply implement technology for its own sake. Every innovation we introduce is carefully considered to meet the real, practical needs of seafarers. Our team includes experienced mariners who know firsthand that adapting technology thoughtfully is far more effective than forcing it in.



PC - LEVIS FERNANDES



PC -ABHISHEK KUMAR

Technology that Makes Learning Seamless

Recognizing the challenges of internet connectivity onboard, we developed Trace 2.0 (Training analysis and crew engagement), our Learning Management System that operates offline as well as online. Training content is preloaded and updated via USB or network whenever possible, ensuring accessibility in remote locations.

Seafarers don't just pass exams, they engage in interactive learning, where wrong answers guide them back into videos explaining the correct process, removing the fear of failure and promoting real understanding. But it didn't stop there. Our platform includes:

- **AI Automation** for automating scripts and providing concise, digestible information, making learning more efficient than ever before
- **Augmented Reality (AR)** programs to mimic real shipboard environments for operational and training requirements.



A Vision for the Future

Looking ahead, the industry will continue to evolve with digitization, automation, and emerging regulations. I see a future where machine learning adapts training programs to individual learning speeds. But even as technology evolves, the human element remains central. Therefore, continuous training isn't a luxury; it's a necessity driven by fast-changing regulations, safety requirements, and environmental responsibilities.

Words of Wisdom for Aspiring Seafarers

My message to the next generation is simple but firm:

This is not a glamorous career; it's a tough, rewarding profession that demands discipline, compliance, and resilience.

Don't be fooled by social media portrayals. Real seafaring challenges you physically, mentally, and emotionally, but it also makes you mature, responsible, and proud.

This is the kind of career where every lesson learned matters because it could one day save a life or a vessel. And that's what makes shipboard training so invaluable.



Capt. Swapnil Harne

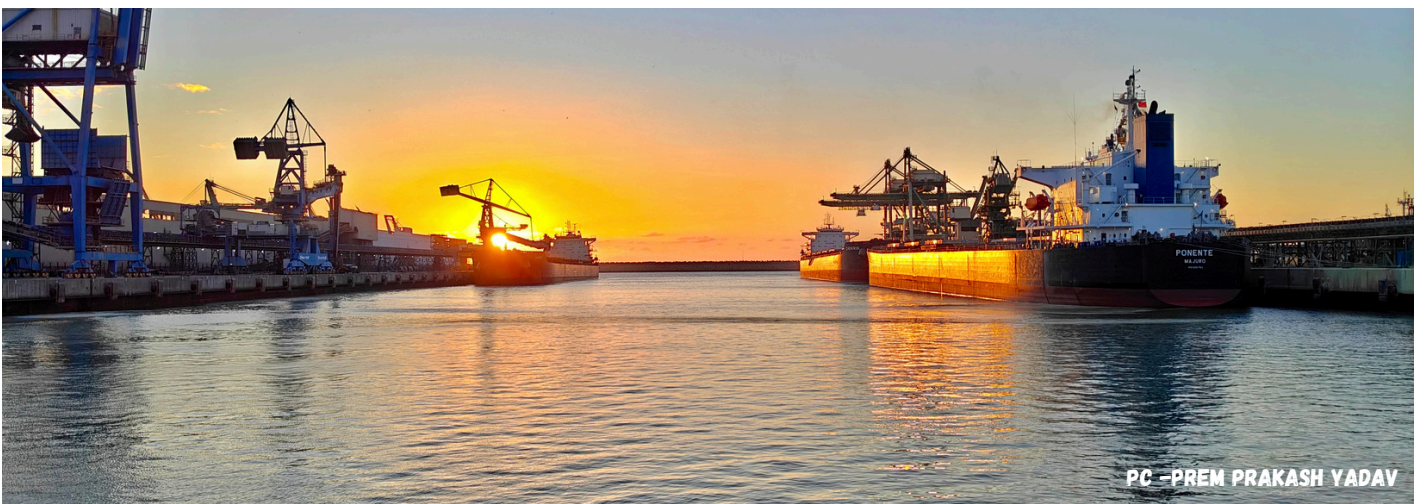
Senior HSEQ & Risk Manager
(DPA)

Safety is not a switch to turn on or off; it's a continuous journey driven by responsibility, awareness, and care.

Safety, Responsibility, and Continuous Learning: Insights from the Frontline of HSEQ Management

My path to HSEQ and Risk Management was shaped by both passion and experience. After nearly 12 years at sea and six years ashore, I would say that safety and quality are the true pillars of the maritime industry. This deep understanding inspired me to join the HSEQ section—where I could contribute to strengthening the safety culture onboard and ashore, and ensure every crew member goes home safely.

At the core of our efforts lies a profound belief that safety is a shared responsibility, not confined to a title or role. Every individual onboard plays a part in this continuous process.



PC – PREM PRAKASH YADAV

RightShip Inspections: Raising the Bar

A major shift in the Bulk industry is the RightShip inspections of a vessel becoming a part of life. These inspections aren't just about technical compliance—they focus on a triad of critical elements: People, Procedures, and Policies.

It's no longer about ticking boxes. It's about how every task is performed—from initial planning, execution, to closure.

We don't wait for an inspection to guide us. We proactively:

- Revise the Safety Management System (SMS) regularly
- Share past inspection findings and reported incidents with vessel staff
- Follow up on technical deficiencies through close collaboration and training

This proactive approach keeps us in line with industry best practices and helps build confidence in our technical preparedness.

STOPP Take 5: Safety as a Habit, Not a Formality

One of the most powerful methodologies we follow is STOPP Take 5, a practice designed to instill critical thinking before action.

It's not just a procedure; it's a mindset.

Before starting any work, every crew member must ask:

- Am I and my team safe?
- Do I have the right tools and equipment?
- Have I identified and mitigated all potential hazards?

It's about thinking for your own safety, the safety of your team, the ship, and the environment.

This isn't a one-time thing. From onboarding to daily operations, seafarers are encouraged to apply STOPP Take 5 every single time.

We don't just tell them to do it; we lead by example, sharing real incident reports, conducting monthly management meetings, and motivating crew members to report near misses etc.

An important lesson we share:

"Stop, think through safety, observe, plan, proceed, and act safely."

There have been incidents where, had Stoppp Take 5 been followed properly, accidents could have been entirely prevented. It's the small, consistent habit that saves lives.

STOPP TAKE 5

SAFETY AS A HABIT, NOT A FORMALITY

- ✓ Am I and my team safe?
- ✓ Do I have the right tools and equipment?
- ✓ Have I identified and mitigated all potential hazards?



IT'S ABOUT THINKING FOR YOUR OWN SAFETY, THE SAFETY OF YOUR TEAM, THE SHIP, AND THE ENVIRONMENT

THIS ISN'T A ONE-TIME THING. FROM ONBOARDING TO DAILY OPERATIONS, SEAFARERS ARE ENCOURAGED TO APPLY STOPP TAKE 5 EVERY SINGLE TIME.



"STOP, THINK THROUGH SAFETY, OBSERVE, PLAN, PROCEED, AND ACT SAFELY."

Technical Training: Empowering Seafarers Every Day

Technical training isn't limited to engine rooms or classrooms. It's a structured, ongoing process onboard.

From daily drills mapped in the Drill Matrix, to specialized programs conducted by our Training Superintendents, seafarers engage in:

- Hands-on learning of machinery maintenance
- Practical problem-solving during technical emergencies
- Compliance drills designed to pass audits without shortcuts

Every training is validated by certificates, and these are reviewed during inspections—not just for compliance, but to reinforce the culture of continuous learning.

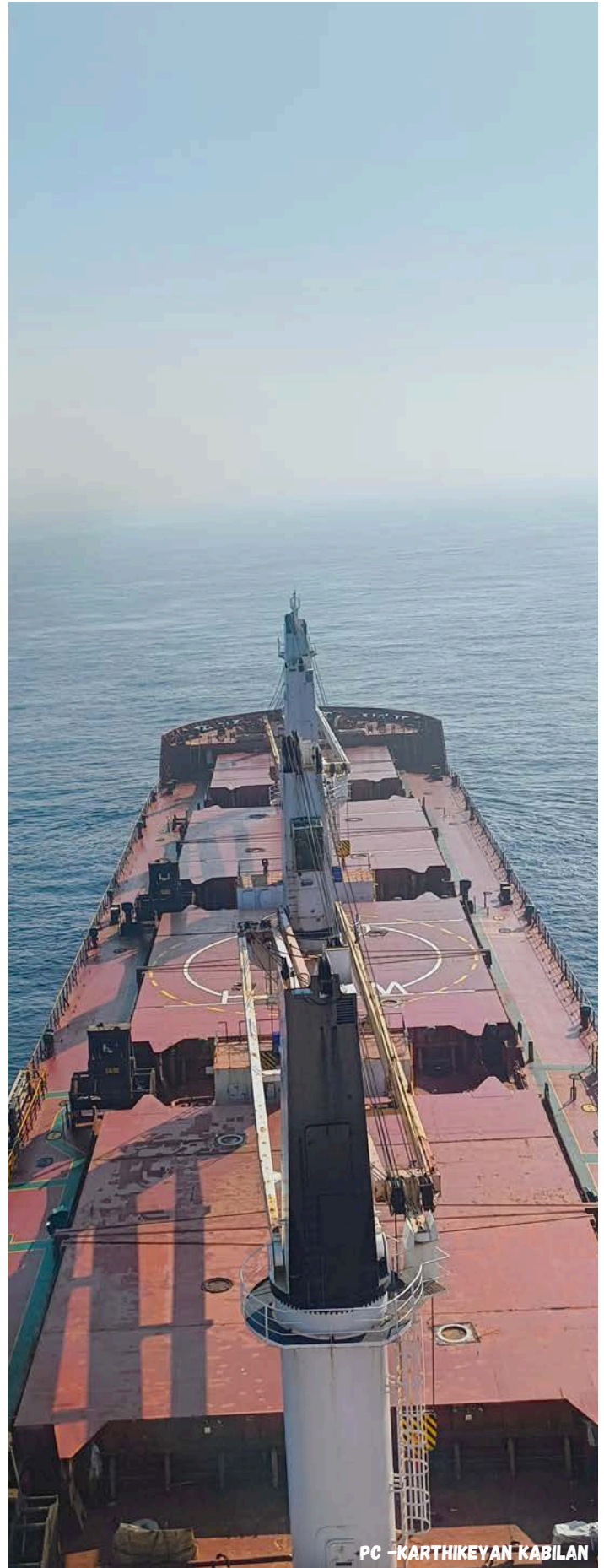
Adaptation in a Changing Industry

The industry is rapidly evolving—automation, digital monitoring, green fuel compliance are becoming standard. Yet, the most important element remains the crew's attitude.

Gone are the days of merely completing tasks.

Today, a seafarer must approach every job with accountability, responsibility, and a focus on doing it the right way.

Our latest investments include advanced sensors in engine rooms, real-time monitoring tools, and improved technical support from shore to vessel.





A Message to Future Seafarers

To those aspiring to join the maritime industry, I say:

“This isn’t a career for the faint-hearted. It’s for the ones willing to take responsibility, adapt, and grow every day.”

If you’re driven by financial gains alone, there are easier careers. But if you’re motivated by pride, discipline, and the desire to safely navigate the world’s oceans—you have a place here.

Safety and Wellness: Two Sides of the Same Coin

Safety and wellness go hand in hand.

When a seafarer is mentally and physically well, they perform tasks safely and efficiently.

Our continuous effort is to embed this philosophy into every training program, every drill, and every SOP.

This is the future we’re building—one training, one STOPP Take 5, one lesson at a time.



Ashish Pathania

2nd Officer

Continuous learning isn't an obligation, it's the compass that keeps us steady at sea.

Navigating Knowledge and Safety: A 2nd Mate's Perspective on Shipboard Training

My journey in the maritime industry began back in 2009, when I joined the Southern Academy of Maritime Studies in Chennai for my pre-sea training. By April 2010, I embarked on my first voyage, full of ambition and determination to build a meaningful career at sea. Over the years, I gained experience across various companies, such as Olympia Ship Management and Essar Shipping, before joining Campbell in 2023 as a 2nd Mate. My commitment to grow further is strong, and I hope to soon advance to the Chief Mate rank.

What truly keeps me motivated is the belief that every action onboard contributes to safety, efficiency, and the collective success of the ship. It is not just a job but a way of life.



PC -SUKENDER YADAV



A New Standard in Shipboard Training

One of the major highlights of my experience with Campbell is the innovative Karco training platform. Unlike traditional onboard or shore-based training programs, Karco ensures that learning is engaging, interactive, and accountable. Every module is mandatory—you cannot skip it. You have to log in, watch the videos, and complete assignments.

This isn't a "tick-box" exercise designed to pass audits. It is real learning—where past incidents are broken down in detail, explaining not only what went wrong but why, and how to prevent it in the future. I appreciate how the training focuses on both corrective and preventive actions, providing practical insights into handling real technical situations onboard.

Learning to Prioritize: Navigation First

The Karco training has been particularly helpful in improving my performance during critical tasks like bridge team management, navigation, and safety drills. It reminds us of a fundamental principle: never let distractions compromise your primary responsibility.

I recall a typical challenging situation during heavy traffic navigation. While managing reports and emails as part of administrative

duties, I realized that focusing on the bridge and ensuring safe passage was paramount. Thanks to the training, I knew to prioritize lookout duties and involve the master when necessary.

"If navigation is safe, everything else can follow."

The culture of using checklists, especially the new additions by Captain Quadros, helps maintain discipline. These tools guide us through routine and emergency procedures, reducing the margin of error.

The Power of STOPP Take 5

One principle I deeply resonate with is the STOPP Take 5 methodology. It's a simple but powerful step –pause for five moments to assess safety before starting any task.

It's not just about compliance. It's about being mindful.

There have been multiple near-miss scenarios where applying this method stopped potential disasters in their tracks.

We don't merely follow it because we're told to, but because we understand that safety starts with individual awareness.

Wellness: The Unsung Hero of Technical Training

Technical competence alone isn't enough. A sound body and mind are crucial for responsible decision-making. Campbell understands this well. I personally encourage cadets and junior officers not to isolate themselves in their cabins during off-time. Instead, engage with fellow crew members, participate in onboard activities like table tennis, and utilize gym facilities.

Good food is part of this wellness culture too. Regular feedback on catering ensures we receive nutritious meals that keep us physically fit and mentally alert.



The Future of Training at Sea

The future holds big challenges, especially with technologies like the upcoming ECDIS S100 standards replacing older systems. New regulations and stricter IMO mandates will require seafarers to be even more technically adept.

My advice to the new generation is simple:

“Don’t treat your certification as an end goal. Let it be a stepping stone. Keep practicing, keep asking questions, and never stop learning.”

Technical training today is no longer just theoretical. It’s about real-world application, safety consciousness, and adapting to technological change. This approach creates confident, competent, and safe seafarers ready for the challenges of tomorrow.





PrafulChandra Kantilal Tandel

Oiler

Continuous learning isn't an obligation; it's the compass that keeps us steady at sea.

Dedication at Work: An Oiler's Take on Lifelong Learning and Safety at Sea

My journey in the maritime world began in 2009, inspired by family tradition. My father was already in the merchant navy, and several of my siblings followed the same path. When a vacancy opened in 2009 at a newly arrived shipping company, I took my chance and never looked back.

Since joining Campbell in 2010 as an Oiler, I have devoted over 15 years of service to learning, growing, and contributing to the technical operations onboard. Campbell has been more than an employer to me—it is a family. I never considered leaving because of the trust and respect we share.

Learning by Doing: Onboard Training Programs

Technical training onboard isn't just theoretical—it's hands-on and continuous.

We regularly attend safety programs focused on firefighting, emergency responses, and maintenance best practices. These programs aren't just about passing exams; they teach us practical knowledge, such as how an accident happened on another ship and how we can avoid similar mistakes.

Importantly, every training concludes with a certification exam, ensuring that the knowledge is understood and applied. This isn't just for compliance; it is essential for preparedness during real emergencies.



Day-to-Day Technical Responsibilities

As an Oiler, my typical day starts with a detailed tool meeting where we discuss the tasks ahead. My responsibilities involve conducting daily rounds to monitor machinery—checking oil temperatures, pressures, and ensuring no machinery leakage occurs.

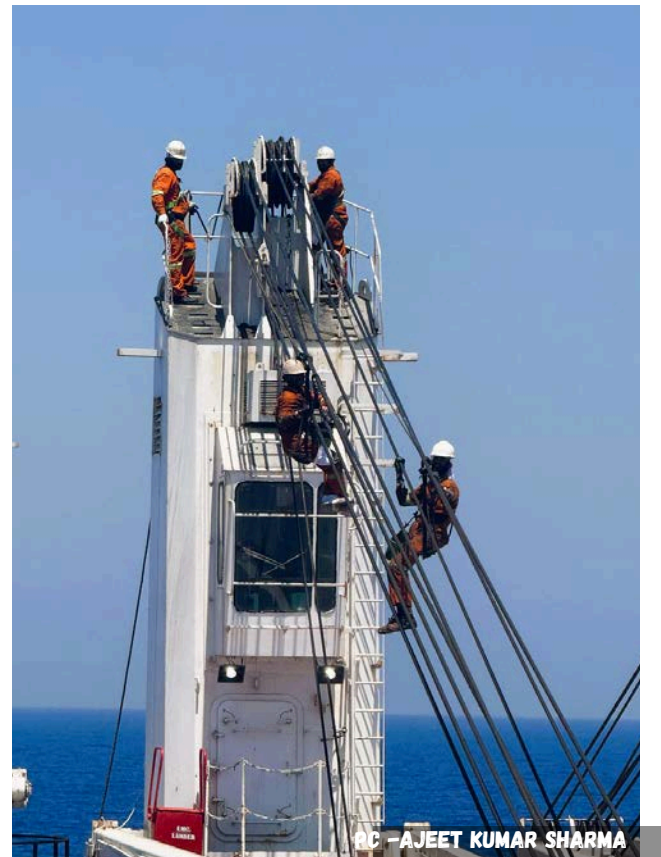
Whenever there is a doubt—whether a gauge reading seems off or a small leak is spotted—I immediately inform the duty engineer. Most minor maintenance is handled by our team, while major repairs go to the workshop.

The atmosphere onboard is built on mutual respect and teamwork. Every seafarer knows the importance of working together, especially in critical technical roles. This helps maintain discipline and safety.

STOPP Take 5: A Simple Step that Saves Lives

One of the most valuable habits I follow is Stop Take 5—pausing to assess safety before starting any technical task. It's about making sure I have the correct tools, identifying risks, and mentally preparing for the task.

This habit has prevented many potential accidents. Whether it's welding, pipeline maintenance, or handling machinery, a brief pause to think makes all the difference between routine work and a hazardous incident.





Wellness and Technical Efficiency: Hand in Hand

Physical and mental wellness are inseparable from technical competence. I ensure I rest well during tea breaks and maintain proper nutrition. On long contracts—sometimes spanning 8 to 13 months—I stay connected with my family as much as possible, despite internet challenges.

Maintaining a healthy body and sharp mind is not just good for me but is a responsibility toward my team and the vessel.

The Evolution of Shipboard Training

Over the past 15 years, the technical training landscape has transformed drastically. Earlier, safety measures were basic, and there were fewer structured learning programs.

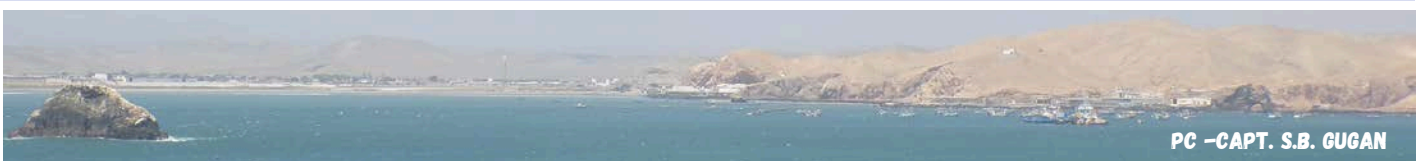
Today, training is comprehensive, with regular refreshers, updated drills, and the inclusion of modern methodologies like digital tools and structured checklists.

A Message to Future Seafarers

To those aspiring to join the merchant navy, I say:

"Forget personal distractions for your contract's duration. Focus fully on the responsibilities at sea, and when it's time to return home, you'll enjoy your personal life with even greater satisfaction."

Technical training is not just for passing audits. It's your strongest tool for survival, growth, and excellence at sea.





Capt. Nixon Furtado

Master

Hygiene on a ship is not just about cleanliness—it is about health, pride, and the strength of the entire crew.

A Longstanding Problem Comes to the Fore - Master's Sight

For a long time, our vessel struggled with a persistent issue – water leaking into the provision store lobby due to choked galley drains. It became a daily routine for the crew to drain and clean the lobby two to three times, and this not only affected hygiene but also risked damaging provisions and creating the wrong impression during port inspections.

Ahead of our port call in Africa, I knew this could no longer be ignored. Hygiene is a cornerstone of safe and dignified living onboard. If our provisions are compromised, it affects everyone. If hygiene is overlooked, illness spreads quickly. This wasn't just about clearing a choke; it was about protecting the health and morale of my crew.

With my management team tied up with port formalities, the responsibility fell to our 3rd Engineer, Sanjeet Kumar. He accepted the challenge without hesitation, supported by the bosun, fitter, OS, and trainees. Underlying cause unknown, harsh conditions, cramped spaces, stifling heat above 95°C, and limited tools. Still, they pressed on with remarkable dedication.

When Sanjeet and his team finally traced the choke to a fork junction blocked with galley waste and managed to clear it, the sense of relief was immense. For the first time in years, the provision store lobby remained dry and safe. Their perseverance saved us from countless hours of wasted work, preserved the safety of our food supplies, and safeguarded the ship's image during inspections.

I cannot overstate my pride in Sanjeet and the entire team. Their commitment was not only technical excellence but also a demonstration of what it means to stand up for the welfare of everyone onboard.

Rising to the Challenge - 3rd Engineer's Perspective

Taking on this task was one of the most challenging experiences of my time at sea. The heat, the tight spaces, and the frustration of not having the right drawings or tools made it feel almost impossible. But I knew this job had to be done. It wasn't just about fixing a drain; it was about solving a problem that had been troubling the ship for years.

Several hurdles complicated the operation. The team lacked proper drawings of the drainage system, tools were not designed for this kind of job, and manpower was stretched thin with ongoing inspections. Still, the crew pressed on. After hours of work, we discovered a fork junction choked with galley waste and refractories, the root cause of years of flooding.

We managed to access the line, make an insertion, and finally clear the drain. The relief was immediate. For the first time in years, the provision store lobby remained dry and hygienic.

More Than Just a Technical Fix

The significance of this achievement went far beyond solving a drainage issue. It was about restoring pride and safety onboard. Hygiene is non-negotiable on a ship, it directly impacts food safety, crew health, and morale. As the captain emphasized, if provisions are compromised, everyone suffers. If hygiene is ignored, illness spreads.

When we finally cleared the choke, I cannot describe the pride I felt. What made it even more meaningful was the appreciation that followed. My master and senior officers commended me, and even the galley staff came forward to thank me. They said, "Teen Sahab, you've made our lives so much easier."

Those words meant more to me than anything. It showed me that even the toughest, dirtiest jobs at sea can bring immense satisfaction when they improve the lives of the people around you.

Sanjeet Kumar

3rd Engineer



The Human Side of Training

This experience reinforced an important truth for all of us onboard: teamwork and persistence can overcome even the most stubborn challenges. A simple task like clearing a drain may seem small, but it protected our hygiene, saved time, and ensured inspections went smoothly.

For me, the smiles and gratitude of my shipmates will always be the real reward.





Gustatory Delights



Kola Puttu - Kadala Curry



Ingredients for Puttu:

- Rice Flour - 1 cup
- Grated Coconut - ½ cup
- Water - As required
- Salt - To Taste

Ingredients for Kadala Curry:

- Black Chickpea - 1/2 kg
- Coconut Oil - 100 ml
- Grated Coconut - 1
- Garlic - 10 g
- Shallots - 150 g
- Mustard Seeds - 10 g
- Red Chilli - 50 g
- Sliced Onion - 250 g
- Whole Coriander - 30 g
- Turmeric Powder - 1 tsp.
- Red Chilli Powder - 1/2 tsp.
- Curry Leaves - 2 sprigs
- Garam Masala Powder - 1 tsp.
- Salt - To Taste



Procedure:



Flour Mixture for Puttu

- Mix 1 cup puttu flour with ⅓ tsp salt. Gradually sprinkle ⅓ cup of water and mix with fingertips. The mixture should hold its shape when pressed but crumble easily. Break any lumps for a soft, even texture.

Steps to Steam Puttu

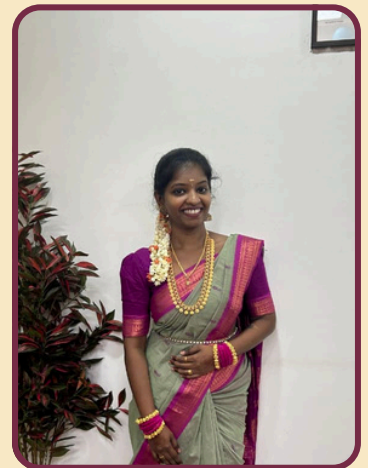
- Boil 2-3 cups of water in the base of the puttu kudam. Place a perforated disc in the cylinder, add 2-3 tbsp of grated coconut, Layer with puttu flour, then coconut, then flour again. Top with coconut, cover, and place the cylinder over the boiling base. Steam on medium heat until steam escapes from the top. Remove from heat, let cool 3-4 mins, use a skewer to push out the steamed puttu.

How to make Kadala Curry

- Soak 1 cup black chickpeas overnight, pressure cook with ½ tsp salt for 9-10 whistles, then grind ½ cup grated coconut with ¼-½ cup water to a smooth paste and set aside.
- Quick Spice Roast - Dry roast ½ tsp fennel, 2-3 mace strands, 1 inch cinnamon, 3 cloves, and a pinch of nutmeg until fragrant.
- Make Onion & Spices Curry Base - Heat 2 tbsp coconut oil, crackle ½ tsp mustard seeds, sauté shallots, ginger, green chilies, and curry leaves, then add spice powders and roasted masala, stir in coconut paste and cook for 4-5 minutes, add cooked chickpeas with water or stock and salt, and simmer until the flavors are well blended.

Serve:

Enjoy Kadala Curry hot or warm with freshly steamed puttu on a banana leaf. Pair it with ripe bananas and crispy papadums for a classic Kerala-style meal. Simple, hearty, and full of flavor!



Siva Sakhti Nadar

Planning & Recruitment
Executive



Mutton Nihari

Ingredients:

- 1kg Mutton, preferably shank portion (cut into 8-10 pieces)
- 4 tbsp Ghee/Clarified butter
- 2 medium onions, finely sliced
- 1 tbsp ginger paste
- 1 tbsp garlic paste
- Salt to taste
- 2 tbsp coriander powder
- 1/2 tbsp turmeric powder
- 3 tbsp wheat flour
- 3 tbsp nihari masala



Nihari Masala:

- 1 tbsp cumin seeds
- 2 tbsp fennel seeds
- 1 tbsp soonth/dry ginger
- 5-6 green cardamoms
- 2 black cardamoms
- 4-5 cloves
- 1 bay leaf
- 1 inch cinnamon stick
- 8-10 black peppercorns
- 1/4 tbsp grated nutmeg

For Garnish:

- 1 inch ginger, cut into thin strips
- 4-5 stalks fresh coriander leaves
- 1 tbsp lime juice

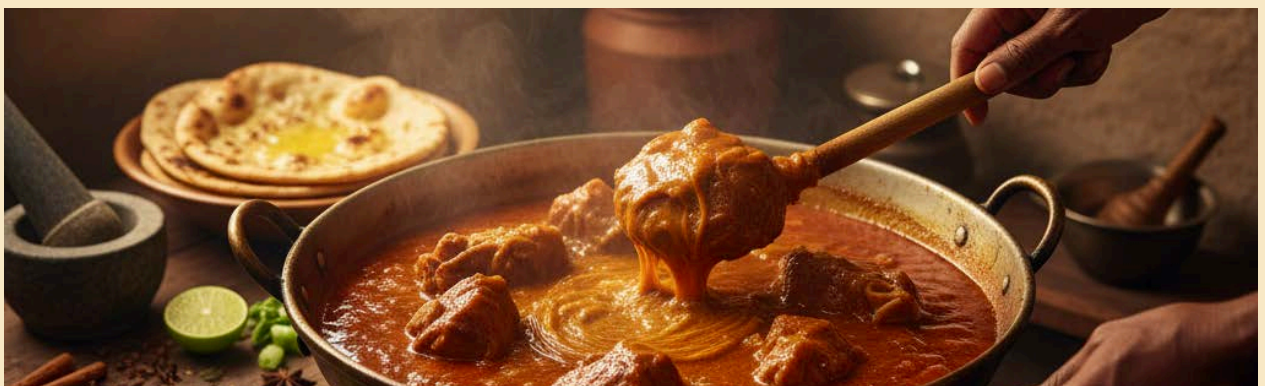


Hasan Haneef

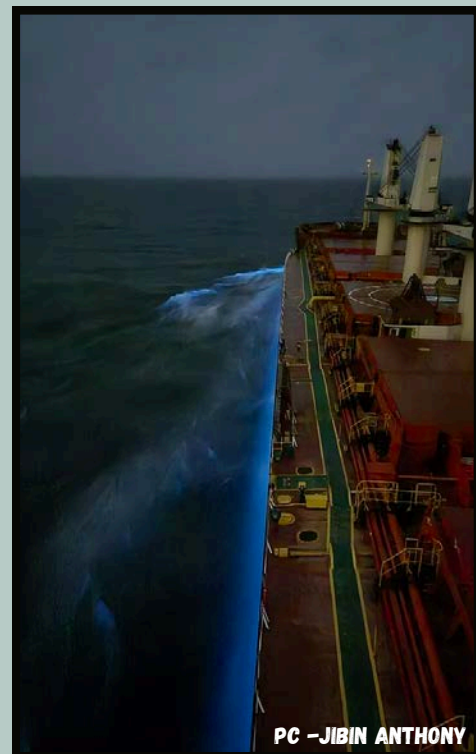
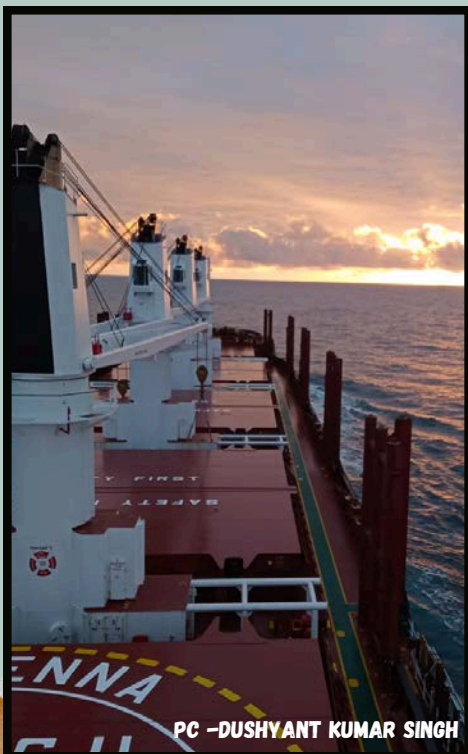
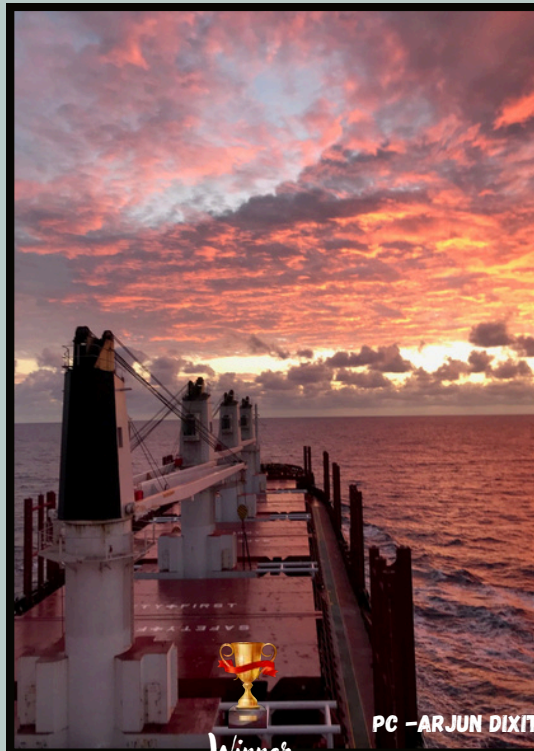
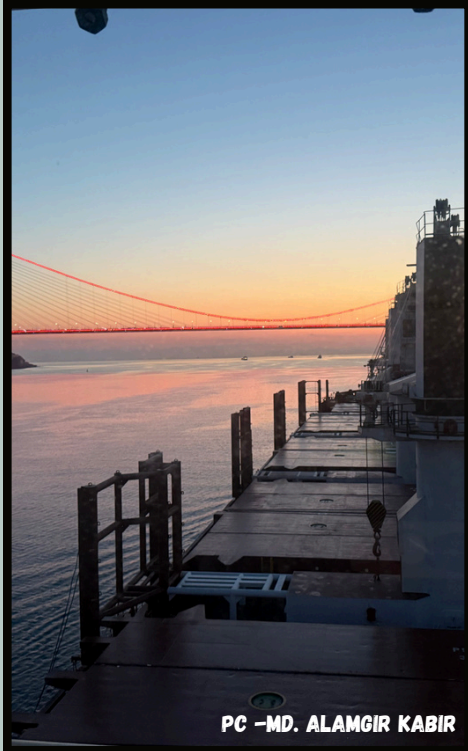
Steward (Vessel Oak)

Procedure:

1. Heat ghee (you can use oil as well but ghee makes it tastier) in a deep bottom stock pot. Once the ghee is hot, add the sliced onions and fry till they start to turn brown.
2. Add mutton pieces, ginger paste, garlic paste, coriander powder, turmeric powder and salt. Mix well to coat the mutton in ghee and spices. Saute for 5 mins.
3. Add the nihari masala and 8 cups of water. Mix well, cover and cook on very low heat for about 4 hours until the meat is tender. Keep checking in between. The way to know that the meat is cooked is when it breaks easily with a wooden spoon.
4. Dissolve wheat flour in half cup of water such that there are no lumps. Slowly add it to the gravy. Stir to mix it well in the gravy and let it simmer for another 10-15 mins till the gravy thickens.
5. Sprinkle some lime juice and garnish with ginger strips and fresh coriander leaves. Serve hot.



Photography Competition



We extend our sincere gratitude to all the seafarers who participated in the photography competition. Your photographs have added

depth, color, and real-life stories to this edition of Gangway. Keep sharing your talent, as your lens continues to inspire us all.

Winners of LEARNING WEEK 7.0



Capt. Muktar Oumer Bushira
Master



Srinivasu Mopidevi
Steward



Snehil Raj
Jr. Engineer W.K.

Congratulations to all the
Learning Week winners!

Campbell's CSR Activity



Nurture with Kindness



CAMPBELL GEMS

20 PAT ON THE BACK WINNERS



Capt. Navin Kumar Taturari
Master



Ram Munnilal Sahani
2nd Engineer



Gandharv Lavu Shet Desai
3rd Engineer



Vishal Anthony Dsouza
Fitter

GREAT WORK DESERVES GREAT
APPLAUSE, CONGRATULATIONS!

CAMPBELL GEMS

10 PAT ON THE BACK WINNERS



Deepesh Vasant Dedhia
Chief Officer



Manoj Singh Rawat
Chief Cook



Islam Mohamed Abdelsalam
Ahmed Elmasry
2nd Engineer



Maneesh Kumar Chauhan
Fitter



Maria Thomas Asalt Arul
Samy Fernando
Bosun



Lakshmana Rao Cheekati
Ordinary Seaman

CAMPBELL GEMS

10 PAT ON THE BACK WINNERS



Moncy Mathew
Chief Cook



Julio Hyacinth Dmello
3rd Officer



Ram Bhajan
Fitter



Manojkumar Damubhai Tandel
Bosun



*Niteshbhai Rameshbhai
Patel*
Bosun



Virendra Paras Prajapati
4th Engineer

RECOGNIZING THE EVERYDAY HEROES WHO
MAKE EXCELLENCE A HABIT

SEA PROMOTIONS

July 2025 – September 2025



Rahul Rathore

Jr. Officer

Promoted to: **3rd Officer**



Vishal Singh

Deck Cadet

Promoted to: **3rd Officer**



Nagesh Chokkanahalli

4th Engineer

Promoted to: **3rd Engineer**



Suresh Aswin

Ordinary Seaman

Promoted to: **Able Bodied Seaman**



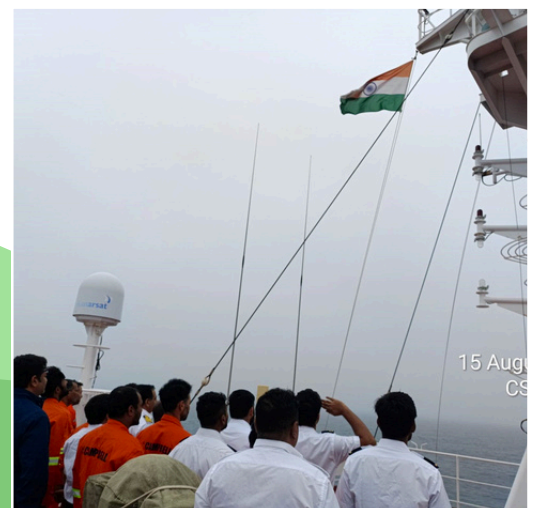
Idbal Singh

Wiper

Promoted to: **Oiler**

Charting New Horizons Through
Commitment and Hard Work

Independence Day Celebrations - Sea & Ashore



From the waves to the shore,
the tricolor unites us in
pride and purpose

OCTOBER 2025

GANGWAY

At Campbell, we believe training doesn't end in the classroom-it lives on deck, in the engine room, and on every watch. Shipboard training keeps our crew sharp, resilient, and ready for tomorrow's challenges at sea and ashore.



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