

The Gangway 2.0

Life On Board to Life Ashore

July 2019

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To recognize the hard work and efforts of our crew on board who have excelled.

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HOW HAVE WE DONE?

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A digital way to save our planet

In the current release, we shift our focus towards conserving our world and working towards leaving behind a legacy for our future generations to remember us by. How can we accomplish this? Despite being a highly debated topic, environmental technology is helping the Earth. Some might say technology in general hurts the environment, but thanks to some forms of tech, the world is becoming a better place one innovation at a time. From helping animals to reducing paper waste, the environment is embracing technology.

Clean Renewable Energy. Relying on fossil fuels for energy only works for so long, but what happens when those resources are gone? Renewable energy provides reliable energy from a variety of sources, such as the wind and sun. All it takes is the right technology to harness the energy on a large enough scale to replace traditional energy sources. This type of environmental technology is helping the planet by reducing greenhouse gas emissions that damage the atmosphere.

Drive Smarter with Electric Cars. Like the Tesla Model 3, that don't rely on fuel. Instead, they run on rechargeable batteries, kind of like a smartphone you can drive. Thanks to technology, these cars are far more energy efficient. They convert up to 62% of their battery charge to power the wheels, while traditional vehicles only use up to 21% of the energy to power the wheels. That's almost three times more energy efficient.

Reducing the Paper Trail. Not only is switching to digital a great way to easily access your files, it also reduces paper waste. Imagine all those hundreds or thousands of photos you have stored in cloud services being printed out. It's one of the easiest ways to go green and it's convenient for everyone. When the city of North Richard Hills, Texas stopped printing agendas for their meetings, they were able to save the equivalent of eight trees per year. It may not sound like much, but when thousands of businesses and millions of people are switching to cloud computing and digital record keeping, the number of trees saved skyrockets.

Agriculture Goes High Tech. As more land is cleared for homes, shopping malls, and businesses, there is less room for traditional agriculture. Some of the most impressive advances include: Precision agriculture, Vertical farms, Robotic farming, Livestock bio-metrics. While some advances aren't yet viable, they are in the testing phases and could become mainstream within a decade or less. By creating more efficient agriculture, there is less strain on the land and livestock.

Remotely Monitoring the Environment. While there are plenty of environmental laws and regulations in place, that doesn't mean everyone follows them. Environmental technology is helping the planet via remote monitoring. For instance, in areas where poaching is prevalent, drones monitor the area and provide real-time video to officials. Sensors are also being used to measure air pollution levels around companies, such as gas facilities, to ensure they're meeting all federal regulations. By remotely monitoring, it's easier for law enforcement to know when a law is being broken without having to manually cover thousands of businesses or acres of land.

Smarter Homes Equal Less Energy. Smart home devices might just seem like they're more convenient, but they're yet another example that shows environmental technology is helping the Earth. For instance, smart thermostats that adjust the temperature to prevent your air or heat from running as often when you're not home saves energy. Apps that allow you to turn off lights remotely, even when you've forgotten, also means less energy consumption. It's not just about convenience. It's about saving the environment by adding a little tech to your home.

Technology might seem like it's more about the latest smartphone, but it can also be used to make the world better and save the environment for future generations. In fact, even using those smartphones is one way to reduce paper usage and stay in contact without driving as much. To create our impact and be a part of the green revolution, we at Campbell have embraced the motto for the upcoming year "**Making Campbell an intelligent organization**" and aim to reduce our carbon footprint.



"Success is measured by how high you bounce when you hit bottom"

- George S. Patto

Message from our C.E.O

Dear Colleagues,

It gives me great pleasure to introduce our July 2019 edition of GANGWAY – Life Onboard to Life Ashore.

We will, very soon, be introducing our five-year strategic plan that will provide absolute clarity on our Vision, Mission, and strategic goals. Keeping in line with our underlying philosophy of Employee Focus – Client Driven, we will undertake exciting initiatives geared towards our employees both at sea and ashore. We also welcome our Myanmar colleagues, and we are looking forward to exciting growth opportunities.

In order for us to meet our strategic goals, the use of information technology (IT) would be very critical. It is said, “the only thing constant in the technology industry is change.” Therefore, we have to keep pace with the changing world around us. It is also said that technology itself is neither good nor bad, it is people who are good or bad. We are the ones who can make good or bad use of technology. In this GANGWAY, we are highlighting our campaign regarding SysAid, which is the backbone of our support structure for all IT at Campbell.

Since starting our LinkedIn platform, we have close to 1000 people following Campbell. I invite you to follow us on LinkedIn to keep abreast of what is happening in the Campbell family.

The month of July starts a new fiscal year 2020 in the Bahamas. The year 2019 was good, where we were able to meet our KPIs, and I look forward to your dedication and commitment to make 2020 even better.

Thanking you very much.

Stay safe and keep nurturing your body, mind, and Spirit.

Capt. Rajesh Dhadwal,
Managing Director/CEO

Through the looking glass

Having worked at Campbell Shipping for the last year and a half, I have always seen pictures and heard stories about our vessels. Indeed, I have always wanted the opportunity to see one of our vessels in person and when notified that I was going to have that opportunity, I was ecstatic. Finally, I was going to be able to discover what is inside 38,000 tons of steel that floats all over the world in an adventure by itself.

Upon my arrival at CS Calvina, I was astonished to see how the ship looked from the outside. It was huge! It was much bigger than I expected it to be. When I got on board the Calvina, I was graciously greeted by Captain Rodrigues and his crew. They had prepared a delicious Indian-styled lunch for us before we met with the entire crew.

In the course of the meeting, crew members were given the chance to discuss any issues that they were experiencing while on board the ship. In listening to their issues, I was able to see things from a perspective of a seafarer. Without a doubt, their knowledge nuggets gave me a better appreciation of how I could improve our service to them in my capacity in the Payroll Department.

After the crew member meeting, I was granted the opportunity to tour the vessel. I was delighted that two of our tour guides were Bahamian Cadets Levella Ferguson and Nicholas Pratt. In touring the vessel, I was very impressed with its condition. In the engine room especially, it was kept in an immaculate state. Everything was clean and beaming with shine. Throughout the vessel, there were caution and directive signs that allowed even the not-so-knowledgeable (speaking of myself) to find their way throughout the vessel. The tour was a very extensive one, as the vessel is such a massive machine.

Once the tour was over, my trip was completed with an Indian-styled dinner and good company with my tour guides. I left the vessel with a changed perspective on sea life. I gained more appreciation for their struggles and needs. The seafarers are away from their homes on the sea for months at a time. Certainly, as a support staff to these men and women, I must endeavor to ease the transition of life on the seas for them and their families in my capacity at Campbell Shipping Co.

- Mebra Pierre
Accountant at C.S.C.L



A shore view at Sea

From grain to coal, sugar to steel, cement to iron and ore.....these are just a few examples of the dry bulk commodities that are being transported all across the world by one of our 13 dry bulk vessels. Each week, we not only receive an e-mail notifying us of the goods transported, but the masters also advise us of the position and location of each vessel. What is it like going through the Panama Canal? What are the living conditions of our seafarers? What do our seafarers do in their spare time? What happens in the case of an emergency at sea? These are just a few questions that run through my mind as an on-shore team member. However, after being a part of the Campbell team for approximately a year and a half, I was finally able to answer these questions during my first ship visit on April 12.

And there she was berthed at Port Everglades...CS Calvina!!! Here I finally was on my first ship visit. I was exhilarated and anxious all at the same time. I used the gangway to embark the vessel, and once onboard, I was greeted by Lavella Ferguson—not only was she a Bahamian cadet but she was also a female seafarer!! Upon providing the necessary identification, my next stop was to meet Captain Rodrigues. I was greeted with a warm welcome, and a brief conversation ensued regarding his career in the maritime industry. Recorded by the IMO in 2019, women represent only 2% of the world's 1.2 million seafarers. Within this historically male-dominated industry, I also took this time to question Lavella about not only her experiences but also her goals and aspirations to achieve a representation that is in keeping with the twenty-first century expectations. She advised that seafaring is an arduous task; however, one must be mentally, physically, and emotionally prepared to deal with each challenge day to day. It requires strength and courage; however, she keeps a positive mindset and attitude and continuously reminds herself of the end goal in sight. She admits that being on board is both rewarding and challenging at the same time. Each new day presents a new hope, new lessons, and challenges, but she is always open to learning new things. Being the only female seafarer, she

is committed to working together and earning the respect of her male counterparts. After our brief conversation, I walked a very familiar face, Ranjit Nair, one of our very own fleet technical managers. He was on board the vessels for a few days prior performing a ship inspection. He took a few minutes out of his busy schedule to provide an oversight of the procedures that are performed during ship inspections.

It was now time for lunch! Each crew member was present and we were served a scrumptious Indian lunch, but my favorite item on the menu was the chapati...warm, soft, and fluffy!!! During this time, I met another Bahamian cadet, Nicholas Pratt, who was very eager to share his experience thus far on the vessel.

Subsequent to lunch, a meeting was held with Ranjit and all of the crew members to address any concerns and issues while onboard. Being a part of the onshore team, I was able to listen to their concerns and provide feedback where necessary. With these seafarers being away from home and their families for months at a time, it was only fitting to see how best we can address any concerns and issues that were identified to make their journey as comfortable as possible. The meeting was over and now it was time for the ship tour. My tour guides were none other than our very own Bahamian cadets: Lavella Ferguson and Nicholas Pratt. We were also joined by third officer Jeevan Nayal. I would like to take this time to personally thank these three crew members for making my first ship visit an even more memorable one through their knowledge and warm hospitality. Before commencing the ship tour, I was equipped with a helmet as "safety is our priority" at Campbell. We visited the engine room, control room, the bridge, the CO2 room, deck store room, emergency steering gear room, crew lounge, and cargo holds. Safety signs were erected throughout the ship as a preventative measure to warn persons that may be exposed to hazards. We also viewed the free fall lifeboat and life rafts. The room that stood out the most to me was the Citadel. Here, I learned that this is where crew members would seek shelter in case of a piracy attack. This room was equipped with

with effective communication, food, water, and the control for switching off both engines. The tour of this room reminded me of the dangers that our seafarers can face on any day. We retired back to Captain Rodrigues room before having dinner and ultimately leaving the vessel.

This ship visit has given me the sea side perspective of a day in the life of a seafarer. After sitting in numerous meetings with shipping terminologies being used, things were finally starting to make sense and everything was coming together! Not only have I gained an appreciation for life at sea, but I have also gained an appreciation for our daily life activities. Without dry bulk shipping, life today would be altered dramatically. As simple as having

breakfast, this would be a different event with the ingredients we use on a daily basis such as bread, cereal, coffee, and sugar. Even the metal elements of our toasters, teapots, and coffee makers come by sea and the coal to generate the electricity supply to these appliances is shipped by dry bulk carriers. The maritime industry is the backbone to global trade and the global economy. I am elated not only to be a part of the shipping industry in which everyone in the world benefits but I am even more excited to be a part of one of the key players within the industry—Campbell Shipping—where our slogan is “safety our priority - excellence our commitment.”

**- Rhonette Lloyd
Accountant at C.S.C.L**



Your body is the temple of God

The pitfalls of life at sea are evident to all seafarers. However, this can be countered by one and all onboard. Understanding these challenges, I am a strong believer of wellness and I strongly encourage my entire crew to practice the same. One such initiative that I incorporated during my tenure onboard the CS *Calvina* was that of regular Yoga classes while at sea at a time convenient to all. This initiative was gladly welcomed by all. The feedback I received was that it gave everyone the opportunity to concentrate on their well being and health. These YOGA sessions were also seen as a part of team building, as it helped in bringing the team together, giving them a sense of being a part of something.

Performing Yoga has many benefits, a few being

- Increase in the flexibility of the body. While the inflexible helped in making our first seminar a tool of laughter through meditation.
- Yoga serves as a strong tool for pain relief, cramps, muscle pulls.
- In addition, Yoga also helps in the increase in blood flow throughout the body, which is the major reason for curing other ailments.
- Yoga helps in relieving stress and increasing concentration through meditation. I noticed that my crew was fairly more relaxed and stress free in comparison to my previous voyages.

- Yoga is inspiring, mind relaxing, and self-motivating.
- Yoga brings unity among us as seafarers.

I try to conduct these Yoga sessions at least once a week where all of us do the asanas together. Then throughout the week, Yoga is practiced by everyone individually, and when we return, they share the experience with me.

Positive message and quotes on the whiteboard in the crew mess room also helps in fostering a positive mindset onboard. Apart from this, I have encouraged my staff to drink hot water immediately after waking up. The Chief Cook has also been advised to use less oil, sugar, and salt when cooking. I have encouraged my staff to have boiled vegetables at least once a week.

Regular exercise apart from Yoga is encouraged and the crew enjoy playing table tennis and walking for 30 minutes to keep fit.

The final outcome is my staff is fit and healthy, and in spite of the hectic schedules and limited shore leave in the last two and a half months, I still have my team with a smile on their faces. In the words of Mr. Winston Churchill, "Healthy citizens are the greatest asset any country can have" and Yoga is a tool that helps instill the former and greatly act as a catalyst for the latter.

**- Capt. Navin Taturari
Master with C.S.P.L**





The Lutine Bell at Lloyds, London

In 1799, the economy in Hamburg was on the brink of collapse. HMS Lutine, a majestic French Navy Magicienne-class (32-gun) frigate which had been captured and now belonged to the British Navy, was ordered to deliver a vast sum of gold and silver, collected by City of London merchants, to the German port, as funds to prevent a stock market crash.

It's rumoured that the ship also carried the Dutch crown jewels, en route from repair in London. It was Lloyd's underwriters who insured the Lutine's highly valuable cargo.

On the evening of 9 October, during a heavy north-westerly gale, the Lutine was dragged by the tide onto notoriously dangerous sandbanks off the Dutch coast, where she was wrecked in the breakers, and all but one of her 240 passengers and crew were lost.

Captain Lancelot Skynner went down with his ship, and it was left to the Commander of the Squadron, Nathaniel Portlock, to inform the Admiralty of his 'extreme pain' at the loss. He wrote: 'I shall use every endeavour to save what I can from the wreck, but from the situation she is lying in, I am afraid little will be recovered.'

Divers still hunt for the sunken treasure, but if there is one light in all this darkness, it is that Lloyd's, under the leadership of skilled underwriter John Julius Angerstein, paid the claim in full, and just two weeks after the disaster. It was the Lutine that created Lloyd's reputation for paying valid claims – and for having the financial wherewithal to withstand a loss of such legendary proportions

The Lutine Bell

In 1858, HMS Lutine yielded her most famous find – the Lutine Bell. The ship's bell (engraved "ST. JEAN - 1779") was recovered on 17 July 1858. The bell was found entangled in the chains originally running from the ship's wheel to the rudder, and was originally left in this state before

being separated and re-hung from the rostrum of the Underwriting Room at Lloyd's. It weighs 106 lb. and is 17.5 inches in diameter. It remains a mystery why the name on the bell does not correspond with that of the ship. The bell was traditionally struck when news of an overdue ship arrived - once for the loss of a ship (i.e. bad news), and twice for her return (i.e. good news). The bell was sounded to ensure that all brokers and underwriters were made aware of the news simultaneously. The bell has developed a crack and the traditional practice of ringing news has ended: the last time it was rung to tell of a lost ship was in 1979 and the last time it was rung to herald the return of an overdue ship was in 1989.

During the World War II, the Nazi radio propagandist Lord Haw-Haw asserted that the bell was being rung continuously because of allied shipping losses during the Battle of the Atlantic. In fact, the bell was rung once, with one ring, during the war, when the Bismarck was sunk.

It tolls when a member of the Royal Family dies and was heard after the deaths of Diana, Princess of Wales and Queen Elizabeth, the Queen Mother. It is now rung for ceremonial purposes to commemorate disasters such as the 9/11 disaster, the Asian Tsunami, and the London Bombings, and is always rung at the start and end of the two minutes silence on Armistice Day.

The bell has hung in four successive Lloyd's Underwriting Rooms: The Royal Exchange 1859 - 1928; Lloyd's building in Leadenhall Street 1928-1958; Lloyd's first Lime Street headquarters 1958-1986; The present Lloyd's building in Lime Street since 1986.

There is also a chair and table at Lloyd's made from the rudder of the frigate. The rudder was salvaged on 18 September 1858. This furniture was previously in the Lloyd's writing room and was used by the Chairman of Lloyd's at the Annual General Meeting of members, but is now kept in the Old Library of the Lloyd's building.

Marine Insurance and how it works?

Throughout the course of the year, you may have come across various requests to provide updated information on different aspects relating to the vessels and/or your operations. When you ask why, the response is “because Marsh needs this for the renewal.” But what is Marsh, and what services do they provide for their valued client, Campbell Shipping Company?

To answer that question, we need to go back to the beginning. While the concept of insurance has existed for millennia, you may be surprised to learn that modern marine insurance can trace its roots to the London coffeehouses of Edward Lloyd in the late 17th-century London, where individuals involved in shipping would gather to discuss the burgeoning trade. These conversations would lead to speculations on whether certain ships would return safely with the expected cargo on board. Over time, as the speculators and lenders refined their practices, the parties involved preferred to memorialize their conjectures. These written contracts became the first insurance policies and gave rise to an industry that still functions to this day. The name of Edward Lloyd has persisted, as well: Lloyd’s of London, which serves as the single largest insurance marketplace in the world, is located just yards away from the original coffeehouses in the City of London.

Today there are tens of thousands of insurance companies around the world, but only a fraction of these companies have both the technical/financial ability and risk

appetite to understand and underwrite risk, loss exposures and settle/pay claims for operations comparable to Campbell’s. Ensuring Campbell’s insurance is placed with companies with only the highest degree of financial security reduces the pool of available insurance companies even further. At the end of the day, most of the shipowners in the world are dealing with the same 100 underwriters for Hull and P&I risks, operating out of centers in London, Singapore, Paris, Oslo/Bergen, Genoa, Hong Kong/Shanghai, Seoul, and New York.

Marine insurance brokers represent their clients (shipowners) in the global marine insurance marketplace. The responsibilities of the insurance broker are not limited to any one task, but rather will expand to assist with whatever the client requires. Typically, the principal functions of the insurance broker are to advise on the client’s exposures, evaluate and recommend the utility of insurance products available in the marketplace, design the insurance program, place the risk with qualified insurers, monitor the financial well being of the insurance company security, provide services in the event of a claim, and deliver general advice on products and/or trends within the industry. Campbell has engaged Marsh as their marine insurance broker, meaning that Marsh will coordinate and maintain a number of different marine insurance policies for Campbell in order to ensure that cover is in place in the event of a fortuitous loss.

These policies insure both first-party and third-party losses to the vessels themselves as well as myriad other issues that may arise while at sea or in port. For instance, generally speaking, the Hull and Machinery policy will respond if there is physical loss or damage to the ship, while an injury or property damage of a third party on board a vessel will seek remedy under the Protection & Indemnity policy. You will find that evidence of Protection and Indemnity (P&I) insurance is required by Port Authorities around the world, and the P&I Club certificate of entry (COE) is generally accepted as a "ticket to trade." In order to place these policies, which tend to renew annually, Marsh will collect the information of critical interest to underwriters from Campbell, such as:

- The experience and qualifications of the shipowner's top management,
- How the owner's philosophies, core values, general and operating policies, and company objectives are pushed down and instilled at every level of the company
- Physical descriptions of the vessels and the trade patterns/core customers
- Crew training, retention, and advancement programs
- Safety, vessel upgrades, and quality initiatives
- Casualty/Loss experience, the remedial steps taken/lessons learned – proactive loss prevention steps

The above is collected in order to provide details to underwriters (representatives of the insurance company), who will then

"quote" a premium based on their rating and evaluation of the company's operations. Marsh will solicit quotations from insurers across the world in order to ensure the most competitive pricing and best terms and conditions that are available in the market. We work with shipowners to focus on underwriters who:

- Have strong financial ratings that satisfy their requirements.
- Pay claims.
- Understand and accept their hazard risks.
- Seek long-term partnerships and are prepared to be commercially responsive.
- Offer technical and aggressive underwriting.
- Demonstrate reasonableness and predictability on both routine and time-sensitive issues.
- Exhibit transparency in cost structure.

Then, Marsh will coordinate with Campbell, who ultimately drives the decision-making process and provides an "order to bind coverage" with the selected insurers. "Hull" policies are typically written by underwriters on a syndicated basis, with each underwriter only taking a portion of the risk. Ultimately, all terms and conditions (except often the premium) for each of these underwriters are the same, and one underwriter is nominated to the lead claims "settler" with the balance of the placement bound to follow their claims decisions. P&I coverage is placed with a single insurer, i.e., the P&I Club.

- Andrew W. Smith
Marsh JLT Specialty | Marsh USA Inc.

I.T solutions

In the words of Mr Richard Branson “Clients do not come first. Employees come first. If you take care of your employees, they will take care of the clients.” A hassle-free work environment optimizes their productivity and output. This extends to arguments, negative feelings, harassment, and confusions regarding different activities, which can disturb the balance of an employee’s work routine and create a hostile

however, an IT solution is an aggregation of products and services, as opposed to a single, discrete product. The arrival of the Internet pushed the IT solution industry in new directions. By the late 1990s and early 2000s, applications using the Internet enabled remote monitoring/management, thereby being cost effective and economical options. Most recently, cloud computing has further expanded IT solutions possibilities. Solution providers now



atmosphere around the workspace. It may appear to be minor when considered individually, but collectively, this can lead to job dissatisfaction and decreased productivity levels, which ultimately affects the organization. These are addressed on various fronts under management initiatives, by defining goals, campaigns, and recognition of performance.

What is an IT solution?

An information technology (IT) solution is a set of related software programs and/or services that are sold as a single package to solve or simplify a problem or task. In a stricter sense,

offer customers infrastructure as a service, software as a service, and other on-demand offerings. The provider either builds and supports its own proprietary cloud services or resells (or recommends) the services of a public cloud provider. One such provider of cloud service is **Microsoft Azure** - Microsoft’s public cloud computing platform, which is currently being used by Campbell.

The transformative impact of technology on the modern workplace is plain to see. Face-to-face meetings have often given way to video conferences, mail rooms to email inboxes, and typewriters and carbon paper to word

processors. Technology has also allowed a substantial portion of work and the workforce to move beyond the confines of a traditional office. It is common for digitally connected professionals to perform some of their work in cafés or shops, at home, even lying by the pool while on “vacation.”

Focusing further on the IT perspective, innovation is the real play in the advanced work environment, yet I believe that our future is one where technology adapts to our needs and abilities, not one where we have to adapt to technology. As organizations intend to fulfill the consistently developing requests of their representatives and clients, the manner in which they connect and draw in with them additionally needs to advance concurrently. The workspace is fundamental to this commitment - a gathering of innovative IT solutions planned around clients'/representatives' needs that will give employees the space and opportunity to work comfortably at any place and on any device

With digitized work spaces, work will not feel like work. You are free to choose freedom of style. Work is no longer a place. It's an increasingly dynamic activity. Work environment should be adaptable, offering employee freedom and security, whether work is on-site, on the road, or in the cloud.

According to statistics, **90%** of organizations say that digital work spaces have helped their employees collaborate more effectively. **96%** of organizations say that digital work spaces have helped their employees to solve problems more creatively. **87%** of organizations say that digital workspaces help them provide better customer service.

Campbell is working towards being an economical and intelligent organization.

Present IT solutions aligned with our business goals:

NS 5 (Integrated marine ERP suite), SAGE (Accounting ERP), SysAid (Incident/Asset management), Intranet (For integrated various resources and reports), Maritime communication VSAT/FBB through Inmarsat, Ship-based IT solutions (Software/Hardware/Networking) for communication (GCC), Operational (ECDIS, Loadicator, Transas).

IT solutions can be technological problems, too!! A simple example is that of Reluctance to disconnect from work at the end of the day. The convenience of advancing technology is making it harder to completely cut off from work at the end of the day. It's difficult to stop looking at emails because of how easy it is to check them on the phone. In September 2017, Cornerstone On Demand found that 68% of U.S. employees surveyed are suffering from work overload. 16% of those employees feel the work overload is directly related to technology. While technology does add a level of convenience, learning to disconnect from work is a necessity.

A simple solution to this grave problem during long work hours may help an employee get their work done, but a strong work-life balance will allow them to perform their job to the best of their ability.

In December 2014, Germany even considered making it illegal for employers to send employees emails outside of regular work hours to help maintain a healthy work-life balance. While the movement doesn't seem to be gaining force, there is value in businesses regulating how long their employees should be working.

Technology is rapidly changing. Every employee is not going to consider purchasing wearable technology or want to upgrade their cell phone when the newest model hits the market. For the interested employees, working at a company that embraces technology enabling employees to

perform their job better is going to promote a fully engaged work environment. Consider which new technology will actually help employees succeed rather than impede them. However, this does not require the entire staff to update this new technology the second it comes out. By providing opportunities for employees to openly discuss the advantages of their newest tech purchases to evaluate the value to the company, managers will not only learn about the latest technology, but also create a dialogue with employees about bettering the business.

There could be many more concerns as Metrification & Continuous alerts, Zero cost for inclusion, and others, which can be aptly quoted by the words of Mr. Herbert Simon, "A wealth of information creates a poverty of attention."

The future

The future workplace will consist of intelligently integrated technology designed to make day-to-day activities easier and more productive for both the employers and employees. From a people's perspective, emerging technologies like IoT will help attract and retain the best talent, keeping them engaged, and is worth investing in from a business perspective.

Improving our relationship with technology, both on the job and off is less a matter of continual exercise of willpower than designing digital

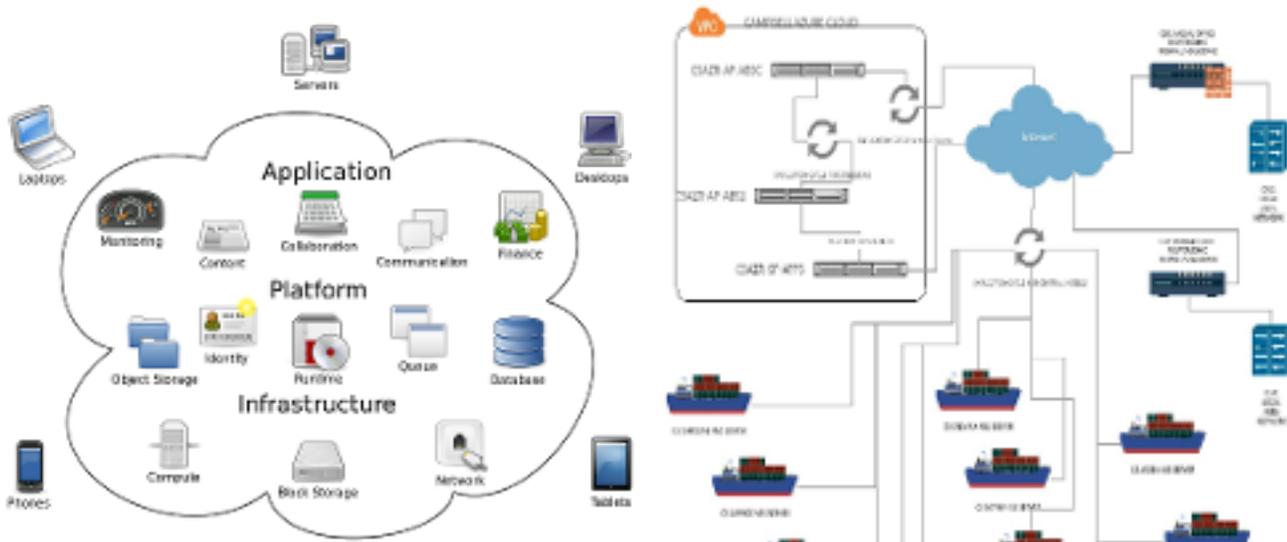
technologies and environments to reflect the realities of human psychology.

Some suggestions we face today are

1. To track, analyze, and change usage patterns
2. To use AI to promote healthier behavior
3. Technology and social pressure
4. Commitment devices and social support (Digital Detox)
5. And just a matter of habit

In the workplace, individual employees can play a role in co-creating positive technological environments. But, ultimately, leaders of organizations should play an active role in spearheading such design efforts and taking an evidence-based approach to learning what works, and continually improving on it. In a highly competitive market, these small gains could make all the difference. Intelligent workplaces will be centered on better-equipped employees, who are empowered by smart tech, rather than hindered by it. It won't be long before the likes of digital assistants, voice-controlled devices, and interactive whiteboards will be commonplace in all work environments.

I would rather put it this way, ***when it comes to IT, the sky is the limit !!***



Campbell's integration of Cloud Computing

No one heals himself by wounding another

What is bullying?

Bullying is a form of harassment that includes hostile or vindictive behavior, which can cause the recipient to feel threatened or intimidated. It results in a work environment in which a group of people or an individual may become threatened or intimidated because of the negative or hostile behavior of another group of people or individual.

Bullying may involve a misuse of power or position and is often persistent and unpredictable. It may be vindictive, cruel, or malicious. However, it can also arise when a person is unaware of the effect that their behavior is having on other persons, or does not have any intention to bully.

The following may be found to be examples of bullying:

- Verbal or physical threats or abuse, such as shouting or swearing at colleagues, either in public or in private, including derogatory or stereotyped statements or remarks;
- Personal insults;
- Belittling or ridiculing a person, or his/her abilities, either in private or in front of others;
- Sudden rages or displays of temper against an individual or group, often for trivial reasons;
- Subjecting someone to unnecessary excessive or oppressive supervision, monitoring everything they do, or being excessively critical of minor things;
- Persistent or unjustified criticism;
- Making unreasonable demands of staff or colleagues;
- Setting menial or demeaning tasks that are inappropriate to the job or taking away areas of responsibility from an individual for no justifiable reason;
- Ignoring or excluding an individual from social events, team meetings, discussions, and collective decisions or planning;

- Making threats or inappropriate comments about career prospects, job security, or performance appraisal reports; and
- Spreading malicious rumors, or insulting someone (particularly regarding age, race, marriage, civil partnership, pregnancy and maternity, sex, disability, sexual orientation, religion or belief, and gender reassignment).

Campbell Shipping has issued a clearly written policy statement on the elimination of harassment and bullying in OMA Manual Section 1.11 and Advisory posters onboard. The company is committed to ensuring harassment and bullying complaints are dealt with promptly via the Complaints procedure in the OMA or Lighthouse Reporting. All complaints of bullying and/or harassment will be investigated promptly and objectively. Be aware that seafarers do not normally make an accusation unless they feel seriously distressed about the situation.

How do we eliminate harassment and bullying?

Our company codes of Ethics and Business Conduct identifies certain acts that could constitute harassment and/or bullying for which disciplinary action may be taken. Examples include:

- Physical assault including sexual assault;
- Intimidation;
- Coercion;
- Interference with the work of other seafarers; and
- Conduct based on gender affecting the dignity of women and men at work, which is unwanted, unreasonable, and/or offensive to the recipient.

Raise the awareness on vessels by encouraging the utilization of forums such as the Safety Meetings for crew members to participate in informative programs explaining the undesirable effects of harassment and bullying and setting out the company's policy. HSEQ has issued to vessels Guidance on eliminating Shipboard Harassment and Bullying guidance produced by ICCS/ITF. Please ensure copies are printed and placed in the various messes.

Write a SysAid Ticket or We Won't Fix It!

As you may be aware SysAid, is Campbell Shipping's core service desk platform used to track user requests for service on a daily basis. In addition to tracking user requests, SysAid also offers the following tools to help IT managers with the important task of running an IT department:

- IT Asset Management
- Network Discovery
- Hardware Network Monitoring
- Mobile Device Management
- Patch Management
- Reports
- Analytics
- Tasks & Projects

Recently, the IT department has embarked on a SysAid campaign to keep users engaged with the important use of SysAid within the organization. The ultimate goal is to maximize SysAid usage in reporting incidents, asset management, and analytics to follow trends. This campaign will take place at both the Nassau and Mumbai offices, with both shore and vessel staff.

The campaign is intended to address a variety of issues that users may have some concerns with.

Transparency: SysAid keeps end-users more informed than ever on the status of their service requests.

Productivity: SysAid raises IT productivity and overall system availability by reducing downtime spent on administration maintenance.

Improved Service Quality: SysAid reinforces a professional methodology.

Efficient Communication: Time-consuming phone calls are replaced with modern and efficient communication. All information is available automatically for the IT team.

SysAid includes screenshots of error messages.

Peace of Mind: Rest assured that your service requests are being handled, managed, and prioritized until they are fully resolved.

The Fun Theme slogan for the campaign is **Write a SysAid Ticket or We Won't Fix It!** This has truly put a smile on most users' faces and they are embracing the path the IT Department is taking with SysAid. An awareness presentation has been carried out for both locations, Michael Dean presenting for the Nassau office and Yogesh Kumar for the Mumbai office.

Key Functions

Email to Ticket

SysAid's ticketing system works with our company email exchange system. Incidents can be submitted via email to one or the platform. Inbound email accounts are monitored by SysAid, and the new messages are automatically converted into tickets (including the attachments).

Reports

We can generate reports on your helpdesk activity and performance, service quality, hardware/software inventory, tasks, and projects. You can also configure the reports within SysAid to focus on the data you are most interested in.

Escalation Rules

SysAid has built-in automation capabilities that allow you to set up and operate ticket-related rules based on a variety of criteria and with a wide range of notifications options. For example, you may wish (or need) to escalate a new ticket, if it hasn't been assigned and classified within one hour of receipt, by changing its priority and notifying a manager in Nassau or Mumbai.

SysAid is a user-friendly software that is easy to use. We've found it simple to configure for the most part to meet our needs, and in particular, it has given us the ability to manage our assets. We've been using SysAid for several years, and we feel it will continue to move in the right direction.

The process flow of SysAid is quite user friendly. Users can access from the installed application or URL link. Users login with their credentials and the SysAid default portal allows the user to create a service request. Once all necessary category tabs are completed, you can submit the ticket and a reference ticket number will be received through your email.

Users will receive an email update as progress is made in resolving the incident or if the incident is closed.

This tab includes the category of the request, the title, description, status, and more. The fields that appear on this tab also appear on the General Details tab of the service request form, and you can read about them here. Use this tab to keep track of the general details of the request.

Response time based on Priority

- Highest/Very High: Within an hour (After incident analysis/with notification to the user on status)
- High: Within 4 hours
- Normal: Within 8 hours
- Low: Within 24-48 hours



The kickoff of the SYSAID campaign at the head office in Nassau coordinated by Mr. Michael Dean, the I.T manager

ISO 14001

CERTIFIED ENVIRONMENTAL MANAGEMENT SYSTEM

Environmental awareness has become a global concern and is being broadly incorporated across the spectrum of all industries, the shipping industry not being an exception. We as human beings have realized that we need to take care of the environment if we intend to sustain life in order to sustain our business. There have been increasing concerns about the adverse impacts on the environment caused by cargo movement in international trade. Different stakeholders ranging from shippers and carriers to government bodies and international communities have expressed worries about the environmental impacts brought by these shipping-related activities. To help protect the environment, many companies have taken measures to find more innovative ways to reduce the damage on our environment, which also serves as a tool to enhance their performance.

IMO has introduced MARPOL regulations to mandatorily reduce the adverse impact of ship operations on the environment. Stakeholders have also joined hands in support of this initiative. Although the ISM code (International Safety Management code) encompasses most of the environmental preservation requirement, many stakeholders value voluntary certification to ISO standards.

Taking cues from this development in the industry and to stay abreast of it, Campbell Shipping is proud to have been certified for the **E** notation (Environment notation) issued by Class ABS. This notation is equivalent to

the International Standard ISO 14001:2015.

What is ISO 14001?

ISO 14001 defines criteria for an Environmental Management System (EMS), which if implemented and maintained effectively, can provide an organization

with reassurance that environmental risk is being managed and improved.

This Standard is applicable to any organization regardless of size, sector, or geographical location. While the Standard sets out a framework for environmental management, it has been designed so that it gives the required flexibility to be applicable to all companies and organizations that fall in the broad spectrum of the shipping industry.

ISO 14001 requires effective demonstration that a systematic approach has been taken to prevent pollution and to have processes in order to manage environmental risk. Once a policy framework has been put into place along with processes to facilitate the organization's commitment, the Standard then asks an organization to audit, review, and improve the system to affirm that a commitment to continuous improvement is being achieved. Implementation of the Environmental management system can



provide assurance to company management and employees, as well as external stakeholders, that environmental impact is being measured and improved.

- Can increase employee engagement in the knowledge that they are working in an environmentally friendly organization.

Advantages of being certified for Environmental management system:

- Cost savings in waste, recycling, and consumption
- Advantage over competitors when tendering for business
- Management of environmental risks
- Compliance with individual countries' environmental regulations
- Demonstrates your commitment to improving the environment
- Shows you are a responsible future-focused organization
- Can reduce insurance cover costs

With this new accreditation, we can proudly say that we are now a part of the group of companies certified for Environmental management system. This certification is indeed an affirmation that we are actively moving forward in achieving our environmental objectives.

The Campbell family across its verticals is working towards becoming more environmentally aware as well as environmentally friendly ashore, on land, and across all the lives it touches. This is Campbell's mark on reducing its carbon footprint and a step towards being a responsible member of the environment that we live in while promoting and enforcing a strong sense of environmental awareness.

What is your contribution to the environment?



*"We are the world, We are the children
we are the ones who make a brighter day, So let's start giving"*

- Michael Jackson.



Act today so we can change tomorrow !!!

Have you ever walked along a beautiful beach and been surprised to find a piece of plastic at your feet? Scientists estimate that more than 8 million metric tons of plastic is entering our ocean every year. If we don't act now, there could be a pound of plastic for every 3 pounds of fish in the ocean within the next decade. Ocean conservancy has been at the forefront of the trash-free seas challenge for more than 30 years. Trash in the ocean has serious consequences for all of us, but there is hope. By changing the way we think one person at a time, we can solve the ocean plastic crisis together.

Ocean trash affects the health of wildlife, people, and local economies. Trash in the water and on the shore can be mistaken as food by wildlife, or entangle animals with lethal consequences. Plastic also attracts and concentrates other pollutants from surrounding seawater, posing a contamination risk to those species that then eat it. Scientists are studying the impacts of that contamination on fish and shellfish as well as the possible impact it may have on human health.

From plankton to whales, animals across ocean ecosystems have been contaminated by plastic. Plastic has been found in 59% of sea birds like albatross and pelicans, in 100% of sea turtle species, and more than 25% of fish sampled from seafood markets around the world.

Marine debris isn't an ocean problem—it's a people problem. That means people are the

solution. Every day, all over the world, concerned people take the problem into their own hands by cleaning up their local waterways. Tackling the problem of plastic in the ocean begins on land. Reduction in plastics use, especially of single-use disposable products, and the collection and recycling of plastics in developing countries can help to reduce the amount of plastic waste that enters the ocean.

Campbell took on the initiative to introduce a beach clean-up drive on June 1, which is one of their many initiatives to conserve Mother Nature and the earth. We all have a social responsibility to look after the environment. If we choose to ignore it, then there will be no environment left for the generations to come. Campbell is currently working on obtaining a certification for ISO 14001- Environment management systems. This not only extends to its employee base on land in becoming more aware and environmentally friendly by the reduction in use of plastic, styrofoam, and other synthetic goods that we can do away with, but also its representatives at sea to reduce their use of waste that may affect the environment and complying with their ESM.

So the next time while walking along, not necessarily the beach but where ever you are and you decide to just throw away that wrapper, plastic cup, or plate, think about how many lives not only on land or at sea but most importantly, the future generations, you may be affecting so ...

THINK AGAIN!!!

Good practices for a successful dry-docking

"Expect the best, plan for the worst, and prepare to be surprised."

~ Denis Waitley

It is a mandatory requirement that all merchant navy ships have to go for a dry-docking once every 5 years. This is a period when the vessel is taken out of trading to a shipyard for a period of intensive maintenance, which normally cannot be done during the period while she is trading. This includes detailed inspections and surveys, re-painting of the ship's hull after bringing her out of the water and major machinery maintenance items.

To manage the project well and ensure that the docking of the vessel is done well and at a competitive cost, a lot of planning is involved. It is essential that companies adopt good practices to ensure that every dry-docking is not only cost effective but at the same time successful.

Planning:

As rightfully put by Benjamin Franklin "By failing to prepare, you are preparing to fail." Planning for a docking is by far the most important (and yet often neglected) part that many good companies miss out. The important pointers that we have learned over the years of docking are;

1. Onboard the Vessel:

- I. The ship staff must identify all defects and collate them. This must include past history of the vessel and review of all vessel inspection reports, PSC defects, running defect list, and external inspection reports must be done. The SMT, in discussion with the superintendents, would then decide which of the defects are to be attended to during the upcoming docking. A comprehensive dry-docking job specification is then drawn up and reviewed by the superintendent.

- II. Prior to docking of the vessel, a superintendent attends the vessel to discuss the job specs and ensure that it is accurate and covers all the issues.
- III. Staff rotation must be planned such that key members are not changed immediately prior to or during a docking. The ship staff, manning, and technical teams must prepare a plan to arrange for crew rotation before the docking.
- IV. Service technicians are sent onboard to assess the condition of cargo cranes and other hydraulic equipment to check and determine the scope of overhauls required. Spares are ordered accordingly.

2. Ashore:

- I. The technical team in liaison with the commercial team and charterers to take into account the most viable place and time for dry-docking, this includes where the vessel is trading, i.e., the location and region, the date the vessel will be out of class to plan the time and accordingly select a competent yard to carry out a successful dry-docking. Apart from the trading area of the vessel, various other factors including suitability of the dry-docks, availability of technicians and technical support, duration of the ballast voyage and ease of getting cargo after the docking play a role in the decision making. This is a critical decision, as a vessel docked in a well-placed yard has considerable advantages with respect to the time and cost.

- II. Once the docking is scheduled and the location has been decided, the technical team begins their ground work by reaching out to suitable yards in the area for quotes. These quotes are then bench marked and a budget for the dry-docking is drawn up. Based on the assessment, the final choice of the yard is made and the project is awarded to them.

Preparing.

1. In discussion with the superintendent, the vessel starts ordering the spares required as per the job specifications. The purchase team is kept closely updated and arranges for consolidation of all the spares at major warehouses. These are then connected onboard at the most convenient location prior docking.
2. The vessel is prepared for docking after discharge of last cargo as per the company procedures, which are sent in advance by the technical team.
3. The SMT onboard engages closely with the purchase team and technical team via conference calls to follow up on the preparations and status of spares supply.
4. The vessel contacts the owner's appointed agents at the yard to ascertain and make sure arrival conditions are met with and if there are any special restrictions that the vessel may need to be aware off.
5. In consultation with the commercial team/charterers, bunkers onboard are ideally kept to minimum, allowing the hot work on any fuel tanks if necessary. The vessel also tries to land maximum garbage and sludge prior to arrival at the yard.

Execution

1. The superintendent arrives at the yard a couple of days prior to the vessel's arrival to discuss the scope of the job with yard/class representatives and clarify any doubts. This allows the work to commence immediately upon arrival of the vessel.
2. In discussion with the yard, the dry-docking slot is booked towards the beginning of the repair period – this allows the vessel some margin to avoid weather-related delays, which ideally affects the painting of the ship's hull.
3. Charterers are kept updated on the progress of work and ETD of the vessel on a regular basis.

The final touches

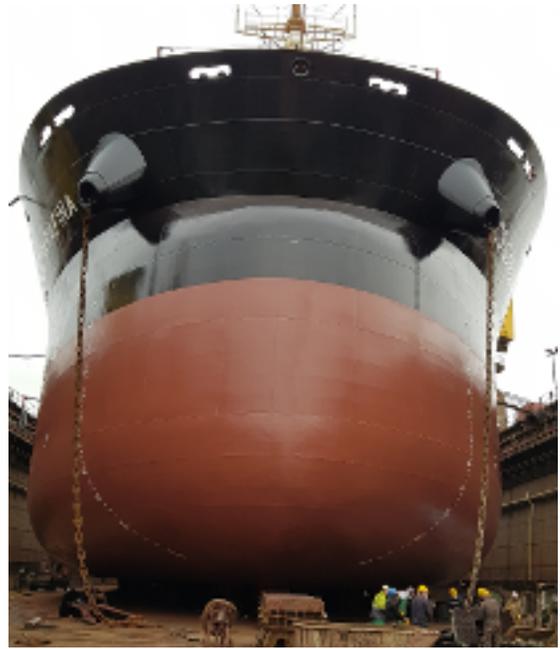
1. A sea trial is carried out with the engine maker's representative onboard to confirm that all the repairs are satisfactory.
2. All waste generated during the repairs including garbage and sludge are off-landed prior to departure from the yard.
3. Magnetic compass calibration is carried out (especially important if there has been steel renewals)

Once the vessels are put back into service, they are more eco-friendly and fuel-efficient. At its core, the process of dry-docking is about our commitment to operational leadership and our pledge to operate our ships to the highest standard in the industry. If the world of dry-docking had one motto, it would be "plan, plan, plan, and plan some more."

From Mid-2018 to Mid-2019, the Campbell team completed successfully processing four vessels over the course of 85 days of service time. The process itself requires careful planning and preparation.

Every minute detail needs to be taken into consideration when undertaking a major project such as the dry-docking of a vessel – and even more so when trying to coordinate four of them in roughly a year.

FRONT PROFILE BEFORE & AFTER DRY-DOCKING



SIDE PROFILE BEFORE & AFTER DRY-DOCKING





This project was undertaken by Campbell Shipping Limited to identify, assess, and prioritize enterprise-wide risks. This enterprise risk assessment (ERA) represents executive management's collective understanding of key business risks, which may impact the achievement of Campbell's strategic and business objectives. The risks identified were derived from interviews with Campbell's directors, executive management, select middle management, and select ship officers. The risks identified were then categorized into risk groups, which included strategic, compliance, operational, information technology, and financial risks.

Each risk was then assessed in relation to its impact and likelihood, and rated in terms of inherent risk (i.e., with no consideration of Campbell's internal controls) and residual risk (i.e., with consideration of Campbell's internal controls). It should be noted that the internal control considerations were based on the management's feedback and assertions about the internal control environment. At no point during this engagement was testing of the internal control environment performed.

As a result of the risk assessment process, a total of 79 risks were identified. Of these identified risks, we narrowed down to the Top 10 risks with highest residual risk level and an "Improve" risk response. Residual risk ratings were strictly based on management's assessment of mitigating factors and control activities. Operations (human resources), financial risk, and information technology (33% each), followed by technical (10%), present the greatest level of exposure.

Based on management's assertion of the mitigating factors and control activities in place, many of the high inherent risk exposures were within compliance and operational risk groups, which is typical for the industry in which we operate. These were assessed as moderate residual risk, resulting in a "Monitor Controls" risk response. This process will again be taken up each year in line with the process chart appended below.

Defining a risk response strategy

The focus of the ERA was to capture not only the overall levels of risk exposure for the specific issues, but also the perceived level of

management and control activity. This allows recognition of both inherent and residual risk levels. These parameters, when combined, allow management to determine an appropriate response for the significant risks to the business. Risk responses are explained as follows:

Improve

High inherent exposures with low levels of control form the priorities for improvement activities.

Monitor controls

Areas of high inherent risk where controls are asserted by management to be adequate. The focus is on continued monitoring of management and control activity so that controls continue to operate as designed and that risk is properly managed.

Monitor risks

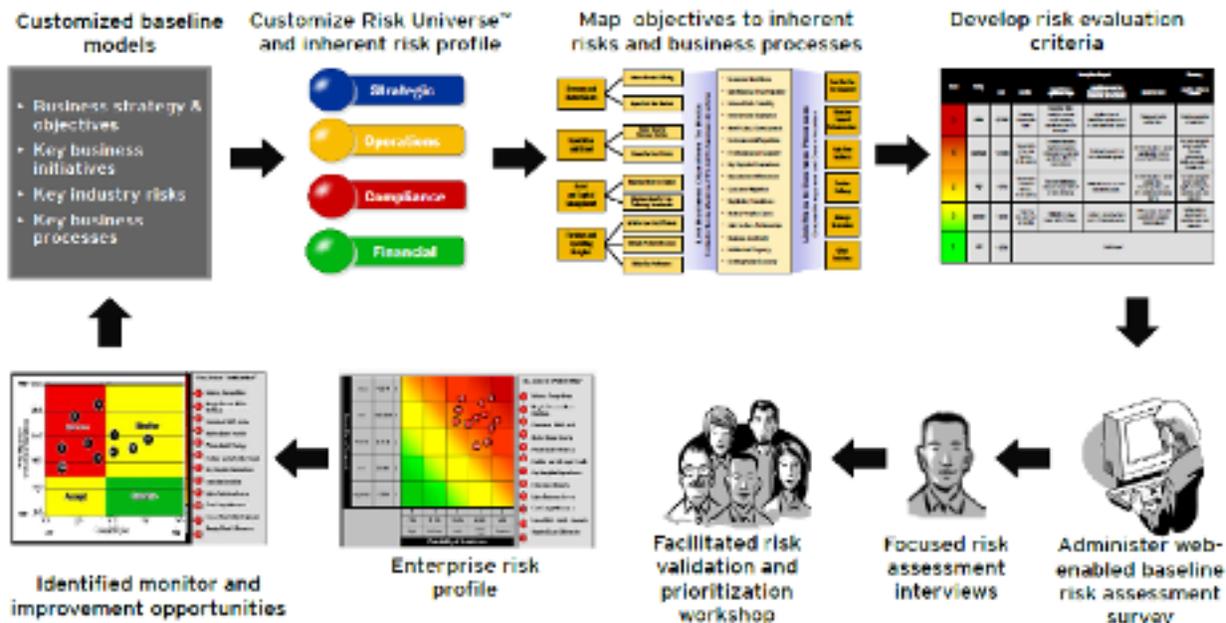
Risks with low inherent exposure that also have a low level of control may be consciously accepted by management but the risk level must remain a focus of ongoing monitoring efforts to identify increasing risk exposures.

Accept

Areas of low inherent exposure with a high level of control are consciously accepted by the organization and in some instances may generate opportunities to optimize processes and controls.

Finally, all the identified Top 10 risks within the organization were taken up with the responsible risk owners and additional controls measures were implemented as required to address these suitably. This exercise will be taken up each year to identify the inherent risks keeping in mind the dynamic nature of the business and industry in general.

The Process So Far





"Risk Comes from not knowing what you're doing"

- Warren Buffet

Move to Myanmar

In keeping in line with our objective of building the Campbell brand – Campbell Shipping has started looking at new markets and opportunities. In order to support this strategic move towards expansion, Campbell Shipping had carried out its research on several markets. Myanmar, was found to be the most suitable market to enter and it outweighed many countries in several parameters. Our move to Myanmar had basis from our past experience with Myanmar officers onboard Campbell ships. Their performance alone was a big factor in tilting the scales in favor of our move to Myanmar.

Myanmar is a nascent market and Campbell Shipping is keen to explore maritime opportunities in the country. Moving to Myanmar also increases the range of services that can be offered to various clients/owners in the future.

Once Myanmar was shortlisted as our country of choice, a selection of partner was undertaken and Azimuth was shortlisted to be our partner in the journey. Currently, all our staff onboard Campbell vessels are provided by Azimuth and the same standards of selection and retention are being followed.

Any change comes with its own set of challenges. As a company, Campbell Shipping has conducted STOPP Take 5, by “thinking through” the entire move and by planning and proceeding to meet the challenges that this new move may throw up.

Going forward, Campbell Shipping would like to consolidate its position in Myanmar as a quality company to sail with and replicate its success in the Indian market.

So far, Campbell Shipping has successfully completed the change over to Myanmar crew for three of its vessels in the fleet, the CS CALLA, CS CAPRICE, and the CS CAROLINE.



Intern Experience

"Every accomplishment starts with a decision to try"

Campbell extends the opportunity to many budding professionals who are looking to broaden their horizons by providing an internship under the verticals that are operated out of their Nassau office. These include the technical and accounts departments. The interns are chosen via an interview process so that everyone gets an equal opportunity and the playing field is leveled for all who want to join. Two of the interns who were among those chosen for this program to work with the accounts team wanted to share their experience and this is what they had to say:

After spending a seemingly short two years at The University of The Bahamas, I acquired a vast amount of knowledge in the field of Accounting. With all this knowledge I had, the only thing that was needed was practical experience in the field. This is when I acquired the opportunity to work at Campbell Shipping. After having a successful interview with my soon-to-be mentors and fellow coworkers, Ms. Davina McKenzie and Ms. Rhonette Lloyd, I received an email informing me that I was offered the internship and would be able to start work the next day. After accepting the offer, I became both ecstatic at the fact that I would finally be given an opportunity to work in the field and anxious at the fact that I would not know what the future at Campbell entailed.

Going into this, I had no idea what to expect, but I knew that it would be a great experience and one that I would always remember. Having high expectations, I came to work on my first day and was greeted by an office and coworkers that can only be described as warm and welcoming. After being given a tour of the office and being introduced to my fellow coworkers, I was then given a brief speech about the history of

Campbell and was introduced to Kendrick, Mebra, Rhonette, and Davina, who I would be working with directly for the duration of my internship. My fellow coworkers took the precious time that they had and helped me understand the work that I would be required to do and answered all questions that I had in the accounting department, and this is something I will always be grateful for. Throughout the internship, I was able to obtain the well-needed experience and insight that came with doing real-world accounting work, but the real shocker was the life lessons that I learned from my fellow coworkers in the accounting department and from Leroy Major (who seemed to love our department but didn't work in it). The knowledge that was imparted by them was what one would say, "couldn't be bought," and I couldn't agree more. This was an experience that I will remember for the rest of my life and that will have a major impact on my future. I think anyone that gets the opportunity would love the environment and experience.

**- Christian Mazuir
Intern with accounts at C.S.C.L**

There is a famous quote that says, "Love what you do and you will never work a day in your life." To me, it means if you find something that you love to do, it will never be a job or something that you force yourself to do each day. Working at Campbell Shipping would never be just a job. The reason for that is because everyone in the office becomes like family and not just coworkers. The individuals that you come in contact with make sure that whatever amount of time that is spent in the company would be one that will last a lifetime.

The time that I spent at the company was one that has filled me with knowledge and gave me a sample of the work that would be required of me going into the financial field. The instructions and lessons that I was given were always clear and precise. If I didn't get it the first time or was unsure, there was always an open-door policy, so that I could reach out and ask for help or assistance.

Everyone in the office worked as a team and set excellent examples of how professionals should carry themselves. In the years to come, I would hope to utilize and build on the knowledge that was given to me by the many team members that I came into contact with. I hope to be able to come back and show them how their words of advice and encouragement will greatly influence the professional that I plan to be.

I would wish to express my gratitude for the experience and memories that I have gained at Campbell Shipping Company. May this be the first step for a great future in the Financial Industry. I will never be able to put into words the impact the short time of my internship at the company has had on me. But to each and every team member, I am forever grateful and I hope that you continue to be the positive influences that you have been to me.

- Jade Johnson
Intern with accounts at C.S.C.L



On the extreme left Mr. Marcu Hanna who joined as an intern with our technical dept. along with Ms. Rhonette Lloyd from our accounts team and on the extreme right Mr. Christian Mazuir along with Ms. Jade Johnson who both joined the accounts dept. as summer interns.

9 Surprising Facts About the Worldwide Shipping Industry

1. **Shipping is Profitable.** The shipping industry is simply massive. Though reporting standards and fluctuating currency values make it impossible to hone in on exact numbers, the International Chamber of Shipping estimates that marine shippers transported over 7.7 billion tons of cargo in 2008, generating roughly \$380 billion in freight charges alone.

2. **Ship Crews have Communication Challenges.** Roughly two-thirds of ship crews around the world do not have any means of communication while on the open sea. Moreover, only 10% have any kind of internet access.

3. **Shipping is Affordable.** In fact, it's still one of the most affordable ways to transport cargo. For example, it's cheaper for Scottish cod to be shipped to China (10,000 miles away) and filleted and returned to Scotland than it is to pay Scottish workers to do the same job. In another example, it's cheaper to ship New Zealand tuna in Thailand and ship it back to New Zealand than it is to have the processing completed in New Zealand.

4. **A Container Ship Travels Long Distances.** The average container ship travels the equivalent of 75% of the way to the moon and back in a single year, during its regular travel across the oceans. In its lifetime, a large container ship travels the distance of the moon and back about ten times.

5. **Shipping is Safe.** Shipping is still the safest form of commercial transport. As a matter of fact, it was one of the first industries to adopt widely implemented international safety standards (in the 19th century). Shipping safety is regulated by the International Maritime Organization (IMO) and the International Labour Organization (ILO).

6. **There are Six Types of World Merchant Fleet Ships.** Most countries across the world possess and operate merchant ships. At present, the Greek merchant fleet is the largest in the world, and accounts for over 16% of the world's total tonnage. The six types of merchant fleet ships include:

- General cargo ships
- Bulk carriers
- Fishing vessels
- Container ships
- Passenger ships
- Tankers

7. **Large Container Ships have a Lot of Power.** Large container ship engine has roughly 1,000 times more power than the average family car. However, big container ships only travel at 23 knots (or 26.5 miles per hour) at peak, and just 17 knots in heavy weather conditions.

8. **The 3 Biggest Fleets in the World are Owned by Greece, Japan and Germany.** To put this into perspective, Japan has 3,962 ships in their fleet, while Greece has 3,032, and Germany has 2,321. China is in fourth place, and USA in fifth. The largest shipping company in the world is Denmark's A.P. Moller-Maersk, which reported a \$936 million profit just in the fourth quarter of 2013.

9. **World Fleets Are Manned by Over 1.5 Million Seafarers.** Crews are made up of virtually every nationality. The typical ship-worker, however, is a male Filipino. In fact, Filipinos make up one-third of all crews (nearly a quarter of a million at sea), with men making up for 98% of the total workforce.

Promotions

Name of the Seafarer	Earlier Position	New Position	On Board Ships	Month of Promotion
MANTHIRAMOORTHY SENTHIVEL	3RD ENGINEER	2ND ENGINEER	CS JENNA	Jul - 2019
NIJIL KIZHAKKAYIL VAYANAN	WIPER	OILER	CS JENNA	Jul - 2019
SUDHANSHU SINGH	2ND OFFICE	CHIEF OFFICER	CS CANDY	Jun - 2019
BALAJI BOOPALAN	3RD ENGINEER	2ND ENGINEER	CS SONOMA	Jun - 2019
KALPESHKUMAR SOMCHAND KAPADIA	WIPER	OILER	CS CRYSTAL	May - 2019
RAMSON KINGSLY RAYMOND	2ND OFFICER	CHIEF OFFICER	CS SONOMA	May - 2019
LEON BERNARD FONSECA	2ND OFFICER	CHIEF OFFICER	CS SARAFINA	May - 2019
BOOPESH SOMASEKARAN	CHIEF OFFICER	MASTER	CS CRYSTAL	May - 2019
ROHIT RAJESH KADAM	TRAINEE SEAMAN	ORDINARY SEAMAN	CS SATIRA	Apr - 2019
DIPAKKUMAR PREMJBHAI TANDEL	WIPER	OILER	CS SATIRA	Apr - 2019
VIJAY SHARMA	WIPER	OILER	CS CANDY	Apr - 2019
SWERAN RODRIGUES	TRAINEE WIPER	WIPER	CS JADEN	Apr - 2019
ANANTHAKRISHNAN DILEEPAN	TRAINEE SEAMAN	ORDINARY SEAMAN	CS CRYSTAL	Mar - 2019
RAHUL SINGH	TRAINEE SEAMAN	ORDINARY SEAMAN	CS SONOMA	Mar - 2019
MELVINKUMAR BHAGWANBHAI TANDEL	WIPER	OILER	CS CRYSTAL	Feb - 2019
SHOGUN RITCHE PEREIRA	2ND OFFICER	CHIEF OFFICER	CS CALVINA	Feb - 2019
ADARSH KALLARAKKAL JOSE	3RD OFFICER	2ND OFFICER	CS CANDY	Feb - 2019
ELIAS YILMA MESFIN	2ND ENGINEER	CHEIF ENGINEER	CS SATIRA	Jan - 2019
ASHOK KUMAR YADAV	3RD OFFICER	2ND OFFICER	CS JENNA	Jan - 2019

We hereby take this opportunity to wish the crew who have been promoted a hearty congratulations, all the best in your new role. To all those who wish to look for the same outcome, keep working hard and strive to reach your goal. Hard work never goes unnoticed.

Congratulations



On the lookout



Development and retention of talent is part of our core strategy. In anticipation of growth, we are always looking for talented and experienced individuals to join our team, both at sea and ashore and invite you to apply. We have the following current openings:

Bulk Carrier Ships:

On the bulk carrier side, we are actively looking for Chief Engineers with ME Engine Experience

Cruise/Passenger Ships:

We are looking for the following below positions for the cruise liners and passenger vessel

- Officers and Engineers of all ranks with Cruise/Passenger Ship experience.
- Cooks and Stewards with Cruise/Passenger Ship experience.

Interested applicant may apply to manning@campbellshipping.com

Disclaimer: It has come to our notice that some unscrupulous agencies / persons are fraudulently offering false employment opportunities in Shipping Companies. Campbell Shipping does not charge any money for placement onboard its vessels or in the office.

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