



SUCCESS THROUGH TEAMWORK

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UNITEAM MARINE NEWS

is designed to be of interest to our crew and to keep all Uniteam Marine employees informed of developments in our company.

We appreciate your feedback and welcome any articles of interest or humour that you would like us to include in our publication.

Email us at marketing@uniteamservices.com

MESSAGE FROM THE CEO

As the end of the year 2018 approaches we begin to take stock and consider the positives as well as the negatives.

Growing seaborne trade and an improved balance between supply and demand has led many to be more optimistic about our shipping industry. However, increasing protectionist policies and the growing threat of a global trade war are great cause for concern. New regulations such as ballast water management and the upcoming sulphur cap indicate substantial risk and investment requirements as well as many other challenges that need to be overcome.

We always focus on the long term and this means continuously investing in our business – in good times as in challenging times. To name just a few examples, this year we have begun the deployment of a new software solution to further improve our technical management services for the benefit of our clients by improving our level of efficiency and decision making. We are in the final stages of building a new performance review and development system for all seafarers and will begin pilot testing towards the end of this year with full roll-out taking place in the first half of 2019. We expect this new appraisal system to have a profoundly positive impact on the level of engagement of the teams on board.

We actively promote and facilitate regular officer workshops which create better understanding for the teams on board and ashore and ultimately result in lower levels of accidents and greater commitment. On the whole, our safety culture grows stronger every year and this is a direct result of our safety strategy “THINK LSR – Life Saving Rules” which we initiated a few years ago. We need to be aware of and comply with standards, procedures and most importantly, we need to intervene when something is not done the right way.

We conducted a seafarer survey for all ranks which provided valuable data and insights. The survey revealed many positive aspects and some areas that require improve-



ments. Going forward we will simplify the feedback process so that it is a hassle-free, quick and easy experience and initiate it automatically on a regular basis.

We invest heavily because we want to work in a safe workplace and as much as possible, to have fun doing our job; we will continue to cultivate a strong, harmonious and successful culture on board and in our offices and we will remain at the forefront when it comes to implementing new technologies.

At the end of the day it still all comes down to people. Therefore, I would like to sincerely thank all of our seafarers and their supportive families for their hard work on board. I would like to thank all of our business partners for their trust and I would like to thank all our people at Uniteam Marine for their dedication and commitment. To all of you reading this newsletter, I wish you all the best, Season's Greetings and may the New Year bring you Happiness, Good Health and Success.

Holger Ruether, CEO

HEALTHY LIFESTYLE: INVEST JUST 20 MINUTES A DAY IN YOURSELF

The list of excuses is endless: not enough time, too tired, no opportunity, do not know which type of exercise works best for me, my back hurts, my knees are aching, too old to start. . .

After a long working day, the motivation to put your jogging shoes on, to go for a swim, to visit the gym or just to go for a long walk is usually low.

So how do we overcome the inner resistance, (“den inneren Schweinehund besiegen”, as we say in German)?

The answer is simple: **JUST DO IT!**

I recall a busy period in the office when for nearly two years I did not visit the gym or do any regular exercise. I quickly added 10 kilos to my body weight, my blood pressure developed unfavourably, my trousers did not fit as well as they used to, my back started hurting, my shoulders were stiff from 9-10 hours in front of the computer screen, and I simply felt unhappy.

The regular chocolate bar during lunch break, the extra spoon of sugar in my tea, crispy potato chips with a glass of beer or wine in the evening whilst watching a movie did not help to reverse this trend, so I decided to take action and to change something.

I signed up for membership in a new gym that had opened close to the office and set my alarm clock for a 45 minutes earlier wake-up call.

30 minutes of simple exercises before going to the office did the trick: within 12 months I came back to my old weight, my trousers fitted better (or even had to be replaced with ones a size smaller), my blood pressure returned within the normal range without medication, my backpain disappeared, and I felt so much better and energized.

You don't need a fully-equipped gym, or a private fitness trainer to make it happen – will-power, 20-30 minutes of your time each day invested into your own wellbeing, and you will be surprised with the result.

... article continued on next page



HEALTHY LIFESTYLE *continued...*

Start with 5 push-ups and you will see that relatively quickly you will be able to increase to 10, 20, or even 50. A few minutes of stretching after getting up in the morning, or simple exercises to strengthen your abdominals will help you to improve your posture and prevent backpain and stiffness.

There are many effective exercises that can be done without extra weights or equipment, they can be done anywhere, at any time, just by using your body weight.

You might have seen a small booklet that we have printed and distributed to our managed ships, showing some exercises that can be done on board. We will show these exercises in our Uniteam Marine News, and I encourage you to try them out.

How about setting your own personal targets: e.g. three kilos weight loss by the end of the contract, 20 push-ups without interruption by the end of the month. Or why not challenge your colleagues and have a small competition on board?

In combination with some changes in your nutrition (less or no added sugar, more fruit, more salads, reducing the consumption of alcohol) you can do something good for your health, and you will see that reaching your personal goal in small steps will motivate you to set a new, higher, goal for the next month or contract.

Please share your success stories with us and we can publish them in future editions of Uniteam Marine News. Stay fit and healthy, and I am ready to be challenged to a push-up, plank- or sit-up competition whenever I visit a vessel or attend a workshop / seminar in one of our offices or manning agencies worldwide – but be aware, I continue with my daily sports programme and will not be an easy-to-beat competitor, so you shall better do your homework...

Thomas Reppenhausen, Fleet Personnel Director

DONATIONS

Your donation matters!

From January to the end of September 2018, we received donations from our seafarers and vessels: USD 5.684,- was contributed. We would sincerely like to thank all our donors who help to run the orphanages and support the children.

Please support us with your donation – you can change a child's life!

Every purchase of the MDA Calendar 2019 raises more funds for the children. If you would like a calendar, please send a message with your name and address to info@mda-myanmar.com. Seafarers and colleagues from Myanmar can purchase the calendar from our office in Yangon. The calendar is also available in our offices in Cyprus, Germany and Singapore.

Anja Frauboese, Uniteam Global Business Services, Head of Corporate Communications & Marketing / Leading Global operations and advisory services



THINK LSR PROGRESS AND THE NEXT STEPS



Work with a valid Work Permit when required



Always wear the correct PPE



Obtain permission before entering an enclosed space



Obtain authorisation before disabling or overriding any alarms/critical safety systems



Verify isolations before work begins



Do not walk under suspended loads



No alcohol or drugs while working or driving



No smoking outside designated smoking areas



Protect yourself against a fall when working at height



Protect your back, always lift correctly



Drive safely, do not use your phone and keep to speed limits



Always wear your seatbelt when in a vehicle

Everyone who works for Uniteam Marine will (I hope) be familiar with our THINK Life Saving Rules safety strategy – THINK LSR for short.

The strategy began nearly two years ago in November 2016 and was introduced across our full managed fleet and our worldwide offices. The system is based on 12 simple "Life Saving Rules" which are:

1. Always wear the correct PPE
2. Work with a valid Work Permit when required
3. Obtain authorisation before entering a confined space
4. Obtain authorisation before overriding or disabling safety critical equipment
5. Verify isolation before work begins and use the specified life protecting equipment
6. Protect yourself against a fall when working at height
7. Protect your back, always lift correctly
8. Do not walk under a suspended load
9. No alcohol or drugs while working or driving
10. While driving, do not use your phone and do not exceed speed limits
11. Do not smoke outside designated smoking areas
12. Wear your seatbelt

The aim was, and is, to develop a basic safety culture that is adopted by all who work for or with Uniteam Marine, ashore or at sea, at work or at leisure, employee, contractor or visitor.

THINK LSR was launched with a series of posters, newsletters and circulars, all backed up with group and individual briefings. Every employee was given a lanyard, lanyard card and pocket guide to remind them of the rules.

So how was this received?

As always, some people were quicker to get on board than others, but the general reaction from our people was overwhelmingly positive. What has been most encouraging was how quickly everyone understood the rules and started to talk about them, and to suggest new rules and other ways of presenting them.

Some of the most important early feedback concerned the use of cell phones and other mobile devices. Many of our Captains considered that this was becoming a

problem, so we started a "Don't Get Distracted" campaign to alert people to the dangers, and altered our Company policies to give clear guidance when mobile devices may and may not be used.

Has THINK LSR had any effect?

The short answer, and it's good news, is yes!

In 2017 we experienced a 27% reduction in overall crew injuries on our fully managed vessels compared to the previous year.

Whilst some of the detail is a little more complicated, and the reduction in 2018 has been rather smaller, this overall trend is very encouraging. This is a great endorsement to a well-considered, well delivered campaign, backed up by strong leadership. But most of all, and most significantly, it reflects the positive engagement shown by our people. This reduction in accidents means less time spent investigating the causes; it means fewer problems with regulatory authorities.

This reduction means less working time lost and it means smaller medical bills which, in time can turn into smaller insurance costs.

It means less pain, suffering and uncertainty for our seafarers and their families.

It means a better, more commercially attractive safety culture and a better profile with Flag State and other third parties.

It means more efficient operations.

Most importantly, it helps to build trust with our people, improve morale and develop a more committed and effective workforce.

So far, so good

This is a very positive start to an improved safety culture, but it is the start, not the end of a process. Results suggest we have had some success in changing attitudes and challenging existing patterns of behaviour.

This is good - we have raised awareness and started a conversation - we now need to build on this foundation by understanding and addressing the root causes which undermine our individual and collective wellbeing.

Peter Chilman, QSE Manager

EVENTS!

DARE TO BE AWARE

On 11th of October we gathered at the Hotel II Decameron Clubhouse in downtown Odessa for our 'Safety and Health' themed Officer Workshop. We were joined by over 50 officers of all ranks for what was to be a day of learning, engagement and sharing of ideas. We covered topics such as Complacency, Intelligent Wariness, Mental Health and the importance of good, balanced nutrition.

As some of you know by now, a topic that I find particularly interesting is complacency. Complacency occurs when you've been doing something one way for so long without incident, that you assume there can never be an incident. It is a mindset that considers whatever it is that we're doing must be effective because until now there have been no issues. It's the classic "I've been doing it this way for over 15 years, and nothing has ever happened to me" syndrome. Let me reassure you that nothing ever happens to anybody – until it does. It is truly that simple. Time after time we learn from incidents and I just wonder had we been more aware, more awake, more tuned in to the risks, would the incident have occurred? If we are honest, the answer is probably not.

Case in point: how many of you will admit whilst reading this article that during a familiar journey, you zone out and can't remember it because you were on autopilot? This is where the ever lurking 'complacency' catches up with you. We continue.

Also included in the workshop, which I must mention, was our ever gaining in popularity "Captain Reppenhagen



Fitness Challenge". The competition was healthy, and the local delegates proved more than a match for our own Captain Reppenhagen. Back to the gym.

In all seriousness these events are so important for us, to enable us to have open, honest discussions on current and relevant topics. Bridging that physical gap between the office and sea going team is so important in our business and we will continue to host such events.

I take this opportunity to thank our guests, delegates, presenters and organizers for a fantastic event that we will repeat in 2019. Let us keep all the topics of discussion close and continue to talk about them with each other. Until our next issue please be safe, dare to be aware and watch out for hidden sugar!

Richard Knighton, Fleet Personnel Deputy Director

THE CHINA NAVIGATION COMPANY'S ANNUAL SAFETY SEMINAR 2018



The China Navigation Company's Annual Safety Seminar took place in Odessa on the 25th and 26th of September. The event was held in the conference hall of the Hotel Gagarinn, overlooking Odessa's picturesque seafront and was attended by fifty-six of our seafarers, together with managers from the Uniteam Group of Companies.

The event was led by top-level management from China Navigation who updated participants on the latest news from the company. This included detail of a major fleet development which currently includes 18 new ship buildings on order. As usual, the main focus of the seminar was safety. China Navigation continues its strive to raise their already high safety standards throughout their extensive fleet and in their shore offices. The company's Fleet Quality Assurance Manager, Captain Debashis Sen, shared the company's vessel audit results, highlighting common mistakes and encouraging discussion and feedback from the seafarers.

On the second day of the seminar, the owners presented their new "5 I's" initiative which is an essential part of the Zero Harm policy on board. Our seafarers participated enthusiastically in the workshops and group exercises which followed the presentations and made full use of the opportunity to interact directly with the owners. The two days passed very quickly, but all attendees agreed that the seminar had attained its target. These two days can only be described as quality time; these events provide a unique chance for open and frank communication and are highly valued by both owners and seafarers.

Vladyslav Ivashchenko, Crewing Manager

UNITEAM ALL STARS – BEACH VOLLEY TOURNAMENT

Once again, on Limassol's beautiful sands, the Cyprus Shipping Chamber (CSC) welcomed its member companies from all over Cyprus for the annual Charity Beach-Volley Tournament.

This year's tournament took place between 9th-23rd of September and hosted a total of 200 players from 27 member companies, who competed in over 140 games! The net proceeds from the event are donated to the "One Dream One Wish" Children's Charity, which fulfils the wishes of children suffering from cancer and related diseases.

Uniteam Marine, a loyal participant since the beginning of this Tournament in 1996, with a team named "Uniteam All Stars", could not miss the opportunity to contribute to such a worthwhile cause.

In this year's Tournament, our team ranked in 3rd position in group C, which consisted of seven teams. Our colleagues were, as always, proud to represent our team with their excellent sportsmanship and earned the satisfaction of helping a great charity.

Erodotos Charalambous, Team Captain



THE UNITEAM ALL STARS
From top left: Mazen Barhoun, Romanos Yiangoudakis, Tim Charalambous.
From bottom left: Erodotos Charalambous, George Constantinou.

THE LOMAR SEMI-ANNUAL OFFICERS SEMINAR

Lomar held their semi-annual Officers' Seminar in the conference hall of the Hotel Mozart in Odessa on 24th of September.

Thirty-Five Uniteam seafarers serving in Lomar vessels attended the seminar. The owners were represented by Mr. Ian Barker (Fleet Personnel Manager) and Mr. Petros Simantonis (Marine Manager), and Mr. Maksym Kostin (Office Director Uniteam Ukraine) and Mr. Vladyslav Ivashchenko (Crewing Manager) represented Uniteam. Mr. Barker presented the latest updates on the company structure and provided news about the fleet. Mr. Simantonis provided the findings of his audits and visits to the vessels. Common mistakes, deficiencies and non-conformities were shared with the officers.

This was followed by a discussion period which allowed the owners to gain valuable feedback from the seafarers. This personal interaction between owners and officers is the best way to "bridge the gap" between the office and the seafarer, and we are all looking forward to the next event.

Vladyslav Ivashchenko, Crewing Manager



IOSH CERTIFICATION FOR UNITEAM TRAINING

IOSH UK (www.iosh.co.uk) is a global Chartered body for health and safety professionals. As the world's biggest professional health and safety membership organisation, they are the voice of the profession, campaigning on issues that affect millions of working people. Uniteam Training is proud to have been certified by IOSH to deliver a range of high quality Occupational Health & Safety courses for the Myanmar market, including "Working Safely" (1 day) and "Managing Safety" (3 days). Both courses can be delivered in English and/or Myanmar language, and successful students will be issued with an international certificate.



COMPLACENCY AND CHRONIC UNEASE

“SUCCESS BREEDS COMPLACENCY. COMPLACENCY BREEDS FAILURE. ONLY THE PARANOID SURVIVE.”

This rather alarming statement was made by Andrew Grove, the Hungarian – born engineer and businessman who was a pioneer of the Silicone Valley computer industry. But is he right, and what do we mean by complacency?

The Merriam-Webster dictionary defines the word as follows:

1. Self-satisfaction especially when accompanied by unawareness of actual dangers or deficiencies
2. An instance of usually unaware or uninformed self-satisfaction

Complacency is dangerous to our health and well-being because it encourages us to think that because something has not happened before, then it cannot happen in the future. This really can be fatal.

So how do we avoid complacency? It is natural to be proud of a good safety record, and there is a certain logic in thinking that because we have always done something in a particular way without a problem, this must be the right way. But is it really the safest way, or have we just been lucky?

One approach which is proving successful in the Oil & Gas industry is known as “Chronic Unease”. The idea is

that chronic unease is the opposite of complacency - it is about questioning assumptions and having a healthy scepticism about how safe you really are. It is about constantly asking “what could go wrong” and being ready to deal with changing threats and hazards.

Some have described chronic unease as “remembering to be afraid”, and this certainly is part of the process. But a more accurate, and more positive description may be “remembering to be aware”.

Chronic unease depends to a large degree on the individual’s perception and tolerance of risk, and five “mental attributes” have been identified:

- Vigilance – Being alert to small signs and changes, and fully analysing near misses
- A propensity to worry – An emotional tendency to worry about risk and safety
- Pessimism – A personal tendency to resist complacency and anticipate failure

- Imagination – The ability to visualise possible worst-case scenarios
- Flexible thinking – An ability to question assumptions, consider different aspects of a problem and not jump to conclusions

These attributes allow us to spend time assessing risks and our responses to them before they happen. This has been called “Slow Thinking” because it gives more time for considering all the possible outcomes and how they may be managed compared to the “Quick Thinking” that must take place when an accident happens.

The aim is not to paralyse our people with fear, but rather to encourage an awareness that we might not always be as safe as we think we are. So next time you feel uneasy about a situation, don’t reassure yourself that everything will be alright – spend some time considering what could go wrong and take steps to ensure it doesn’t.

Peter Chilman, QSE Manager

PORTRAIT OF CHIEF COOK AUNG LWIN OO



How did you join Uniteam Marine?

I joined Uniteam Marine in 1995 as a Steward. Then my brother Aung Myo Oo, a Chief Cook guided me to become a Chief Cook too. I learned a lot of things from my brother and my Chief Cook co-worker.

What do you like most in your job?

I love being a Chief Cook especially on board. To be a seaman is hard as you leave your family and friends behind, and sometimes seafarers feel home sick. But I enjoy preparing food and treats for my shipmates and I like it when I can make people happy with my cooking. I am proud of being a member of our team.

Do you have a favourite port?

Singapore is one of my favourite ports. Some of my friends and relatives are working there and when we visit the port I have the chance to meet up with them.

Could you share a Christmas / Seasonal recipe with us?

Yes of course, I am happy to share a Christmas recipe as it is probably the most important time of the year.

Rich Fruit Cake

- 250g (8 oz) sultanas
- 500g (1 lb) currants
- 250g (8 oz) raisins
- 125g (4 oz) glace cherries
- 60g (2 oz) mixed peel
- 1 tablespoon grated orange rind
- 1 tablespoon grated lemon rind
- 2 tablespoon lemon juice
- 1/2 cup brandy
- 500g (1 lb) butter
- 1 1/2 cups sugar
- 4 cups plain flour
- 1 cup self – raising flour
- pinch of salt
- 8 eggs

Place the sultanas, currants, roughly chopped raisins, halved cherries, chopped mixed peel, orange rind, lemon rind, lemon juice and brandy in a large bowl and mix them well. Cover and leave overnight.

Cream the butter and sugar until light and fluffy, add the eggs one at a time, beating well after each addition. Stir in the fruit mixture and mix well. Add the sifted flours and salt. Mix until well combined.

Place the mixture in a deep 25cm (10 inch) cake tin which has been lined with two thickness of brown paper and one thickness of greaseproof paper. Bake in slow oven for approximately 3¼ hours or until the cake is cooked when tested with a skewer. Happy Christmas!



ONGOING COMPETITIONS

“Sport On Board”

Please send your pictures and a short description of your sport activities until 1st of February 2019. Amongst all responses we will raffle USD 200,- for the entertainment fund.

“Best Photograph & Video” 2019!

We are looking for interesting photographs and videos from all our ships during the course of the year. If you have any extraordinary, bizarre, funny or beautiful shots and movies, please send them to us.

Prize: USD 300,- for the selected best picture or video of the year.



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UNITEAM MARINE NEWS is designed to be of interest to our crew and to keep all Uniteam Marine employees informed of developments at our company. We appreciate your feedback and welcome any articles of interest or humour that you would like us to include in our publication.

Please send your feedback, articles, pictures & videos for the photo & video competition to Corporate Communications & Marketing at Uniteam Marine, Anja Frauboese, marketing@uniteamservices.com



CHRISTMAS & NEW YEAR – QUIZ

1. Where would you hear the words "Mele Kaikmaka" at Christmas?
2. What is kuitia or Sviata vecheria?
3. Which country gives a gift of a Christmas tree to be placed in Trafalgar Square, London?
4. Stollen is a traditional festive fruit cake from which country?
5. As the clock chimes midnight to ring in the New Year, a Spanish and Portuguese tradition involves eating twelve of what – one for each chime?
6. Which was the first country to issue a Christmas postage stamp?
7. Which drinks company is credited with making the concept of Santa Claus popular worldwide?
8. Which two oceans have a place called Christmas Island?
9. At the winter Solstice in the Northern Hemisphere over which line of latitude is the sun directly over?
10. On which Caribbean island was Columbus' ship "Santa Maria" run aground on Christmas Day 1492?

1. In Hawaii
2. A cereal dish often eaten at Christmas in Ukraine, Russia & Belarus
3. Norway
4. Germany
5. Grapes
6. Canada
7. Coca Cola
8. The Indian & Pacific Ocean
9. The Tropic of Capricorn
10. Hispaniola