



SUCCESS THROUGH TEAMWORK

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APPRECIATION

Dear Seagoing Colleagues & Families,

I would like to express my personal appreciation for the patience and the professionalism all of you have shown during the COVID19 pandemic.

This virus changed our routines overnight, its impact was unprecedented and due to the truly global nature of shipping business, the results are felt worldwide.

Despite our best efforts to conduct crew changes, with airports being closed, airlines having stopped their regular services, borders closing, and quarantines being imposed, it was literally impossible to exchange crew on a large scale for several months.

We regret the inconvenience this hardship causes you and your families. Our thoughts are with all who are serving onboard our managed vessels, as well as with our colleagues awaiting employment ashore and your loved ones and dependents to whom we also owe our sincerest appreciation.

What was a routine task for our Crewing team, their daily "bread and butter" so to say, suddenly turned into a highly sophisticated operation with many variables and question marks. With regulations changing constantly, airlines cancelling previously confirmed flights due to only limited seats sold, port states tightening their protocols, your repatriation appears to be an impossible task.

Many international bodies including the IMO, ITF, ICS, IMEC and even the Pope pleaded to governments to treat seafarers as "key workers" and to grant them "free pratique", visa-free travel and exemption from quarantine. Due to the complexity of the problem and the involvement of many parties, this turned out to be more complicated



than initially anticipated. Unfortunately, we have not seen a coordinated effort which will bring the desired results.

We share your frustration of maddening hypocrisies which we encounter every day in trying to arrange crew changes, but remain with genuine hope that things will start to normalise sooner rather than later and restrictions will be lifted, but it will take a while until all the backlog is dealt with.

On behalf of the entire Uniteam Marine team, I wish to reassure you of our continued efforts to get you back to your families whenever this is possible. At the same time I would like to thank you and your families for your patience and understanding during these difficult and unprecedented times. My thanks also go to all colleagues in the office who are trying relentlessly to make the impossible happen whilst supporting you and your families in any possible way.

The coronavirus and the consequences of lockdowns is testing us all in its own way, but most importantly let us all stay safe and work together to weather the storm!

John Hadjiparaskevas, Managing Director

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

GOOD FEEDBACK IS THE KEY TO IMPROVEMENT

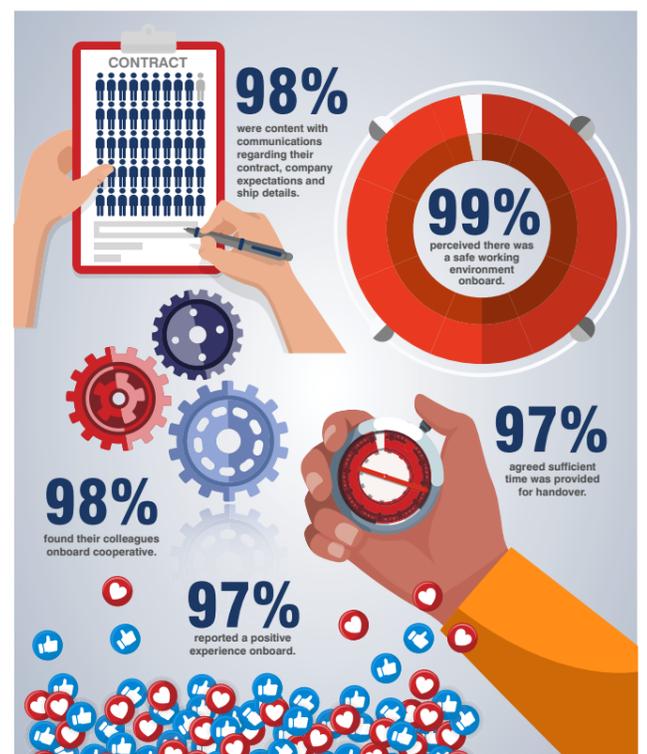
There are things we know, there are things we know we do not know and there are things we do not know that we do not know. What is the best way to find out? To ask!

Evolution itself is fundamentally based on the process of feedback; the survival of the fittest or those who adapt to feedback from the environment. To be able to successfully evolve or improve in business, it is important to get some perspective of what is going well and what can be improved.

Today, technology is providing us with even more opportunities for feedback and so we have continued to harness on online platform, to manage the invitations and results compilations of the Seafarer Crew Management Survey. After each tour of duty an automatic weblink is forwarded to your account which launches the anonymous survey.

This short article is about how we are currently performing as Crew Managers from the perspective of you, the seafarer!

Since introducing this system, we have had over 1000 responses to this short survey about our performance. 98% of those respondents were happy with the communications regarding their contract and the Company expectations. 98% found their colleagues onboard cooperative in line with our Company philosophy of Success through Teamwork and over 90% were content with the support received from the Company whilst onboard.



Article continued page 2...

DAY OF THE SEAFARER

Thank you to all our seafarers at home or at sea for your dedication, professionalism and courage.

The 25th of June is the International Day of the Seafarer, and Uniteam Marine in Yangon marked the occasion this year by presenting the gift of a branded face mask and a bag made from recycled material to every visitor.



Office Director Captain Than Oo with Mr. U Kyi, a retired Uniteam Marine Administration Officer

...Good Feedback is the Key to Improvement continued

Overall 97% responded that they had a positive experience onboard and 97% were satisfied with the accommodation provided during embarkation and disembarkation.

Feedback loops are simple to understand: we produce something, in this case our Crew Management service, we measure information on the production with such tools as a survey and then use that information to improve production. A constant cycle of monitoring and improvement.

Following feedback received in 2018, we moved to our digital claims procedure whereby a claim can be made at time of purchase and provided in the next payroll run. Currently 98% of respondents are satisfied that expense claims are now paid correctly and timely.

You have provided us with fundamental information which impacts not only you but also your family members at home; a small percentage informed us that they did not receive contact numbers to pass onto their family in case of an emergency. We know that family is an important support network to all our seafarers and we want to therefore ensure they are provided with the relevant information. To rectify this problem, if your family is not aware please contact your crew manager for this information to pass on.

In addition we are arranging a solution by providing such information again within a digital format.

We received some constructive feedback on handover periods and recreational facilities onboard which hope to bring you positive news about in the future. We also had individual comments about how we might benefit from reviewing VISA preparation time, when the situation allows. We intend to ensure the feedback received is put to good use, helping Uniteam Marine deliver better employment experiences to you.

We totally appreciate that your leave is exactly that; yours! However, we hope that by using the right technology and making it a simple process that you will help us to improve our service to you in the future, by completing the short questionnaire at a convenient time when you arrive home.

This survey has already generated a deluge of fantastic data and potential insights that with increasingly more effective questioning and subsequent careful analysis we are now leveraging to adapt, correct, and improve ourselves as Crew Managers. Feedback is an essential component of effective change for Uniteam Marine. Let us make feedback normal.

Richard Knighton, Fleet Personnel Director

DONATIONS FOR MYITTAR YAUNG CHI ORPHANAGES

On 26th of June 2020, METRO Wholesale Myanmar and GMBC (German Myanmar Business Chamber) donated funds of 2,338,000 Mio Kyats (1,700 USD) to the Myittar Yang Chi orphanages at the METRO Showroom.

In collaboration with Myanmar Chefs Association, as part of a continuous effort to support the local communities, chefs used METRO products to prepare meals for the day for all students and teachers.



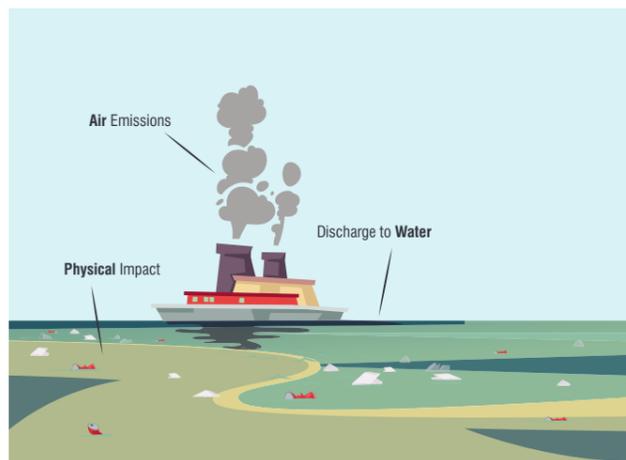
Andreas Schantz, Office Director

MARINE TRANSPORTATION AND THE ENVIRONMENT

The Environmental Compliance Function (ECF) at Uniteam Marine is dedicated to ensuring that all our personnel both, ashore and afloat, comply with environmental legislation and standards, and contribute to the efficiency and sustainability of our business.

ARE YOU AWARE THAT?

Shipping is by far the world's most efficient form of transport but, because more than 90% of the world's traded goods travel by sea, it still has a major environmental impact. There are several environmental and ecological effects of shipping. The main impact categories are water discharges, physical impacts and air emissions.



The environmental impact of shipping includes air pollution, water pollution, acoustic - so - called "noise pollution", and oil pollution.

This article focuses on Air pollution from ships.

WHAT DO YOU KNOW ABOUT AIR EMISSIONS / POLLUTION?

The two main pollutants from a ship's emissions are Nitrogen oxides (NOx) and Sulphur oxides (SOx). Both NOx and SOx are combustion products that are emitted into the environment in the form of smoke.

Marine transport produces 3.3% of global anthropogenic (originating from human activity) atmospheric CO2 from various sources.

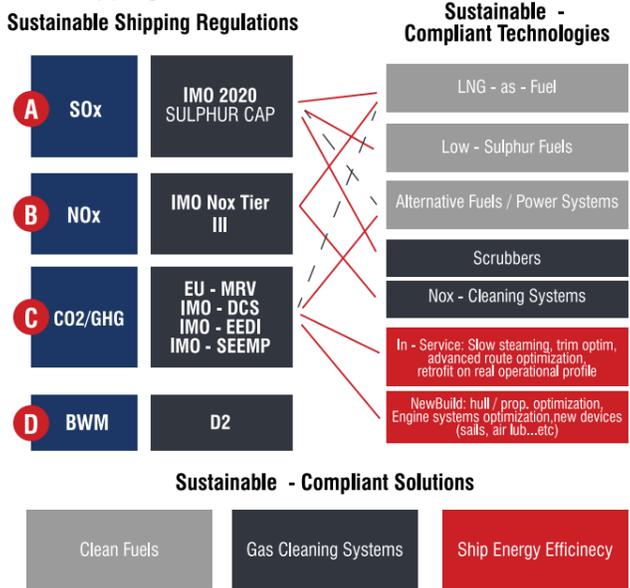
WHAT ARE THE SOURCES OF AIR POLLUTION FROM SHIPS?

Consequences	Pollutants		
	SO _x	NO _x	CO ₂
Greenhouse Effect			
Ozone-stratospheric			X
Ozone-ground level		X	
Acid Rain	X	X	
Linked with			
Fuel Combustion	X	X	X
Cargo Handling			
Ships Equipment			
Incinerators	X	X	X

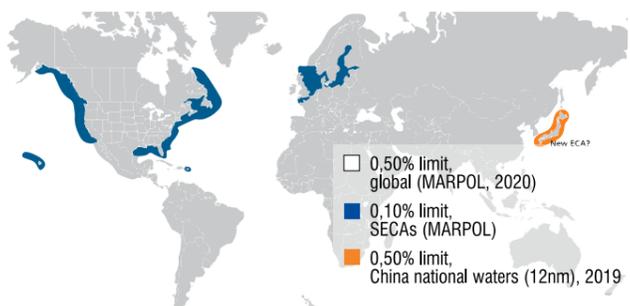
WHAT ARE THE BEST MITIGATION MEASURES?

- Life Cycle Assessment to quantify emissions
- New technology to replace old engine systems, switching to low sulphur fuels, and selective catalytic reduction (an exhaust cleaning method)
- High quality fuels, such as Liquefied Natural Gas (LNG)

The International Maritime Organization (IMO) uses various instruments to protect the marine environment from shipping activities.



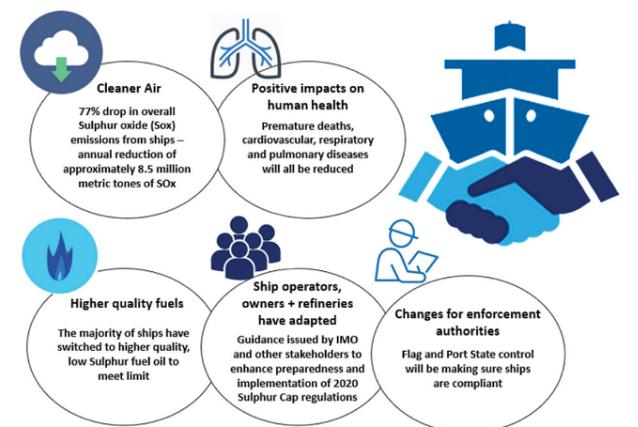
WHAT IS IMO REGULATION 2020?



Area	Sulphur Limit	Scrubbers
Global	0.50% (2020)	Local restrictions may apply for open loop scrubbers
SECA	0.10%	Yes
EU	0.10% in all parts	Open - loop scrubbers restricted in some countries
CHINA	0.50% in national water	Certain restrictions apply for open - loop scrubbers
CALIF.	0.10% within 24nm	No, only with research exemption

The IMO ruled that from 1st of January 2020, marine sector emissions in international waters must be slashed. Since 1st of January 2020 the marine sector had already reduced sulphur emissions by over 80% by switching to lower sulphur fuels.

IMO SULPHUR CAP 2020 - Do you know beneficial changes from IMO'S sulphur limit for ship's fuel oil?



DO REGIONAL SULPHUR LIMITS VARY FROM IMO REQUIREMENTS?

- The European Union Sulphur Directive stipulates a maximum of 0.10% Sulphur content for ships in EU ports.
- China has announced that as of 1st of January 2020 the country has established a coastal emission control area (ECA) and inland emission control areas.



Effective Date	Inland waterway ECA	Hainan waters within ECA
1st January 2020	0.10%	0.50%
1st January 2022	-	0.10%

Effective Date	Requirement
1st January 2020	ships are prohibited to discharge wash water from open - loop scrubbers in China emission control areas.
1st March 2020	international ships entering waters under the jurisdiction of China are prohibited to carry non - compliant fuel oil onboard.

California's Air Resources Board (ARB) enforces a 0.10% Sulphur limit within 24 nautical miles of the California coast. The regulation does not allow any other compliance options other than low-Sulphur marine gas or diesel oil (DMA or DMB).

In the next Uniteam Marine News, we will talk about spills from ships.

Dimitar Abadjiev, Environmental Compliance Manager

THINK LSR

Safety Thoughts - Suspended Loads & Dropped Objects



“Do not walk under a suspended load” is one of our twelve Life Saving Rules and it is easy to understand that being hit by a falling container will probably kill you. It is also clear that wearing a safety helmet will be of little use in this case. So why do we wear safety helmets, and what other dangers so we face?

A ship has many different decks, and equipment and materials are fixed or stored at various heights on each deck. This means that the crew will often be working at many different levels and may be working above other crew members. Therefore, if we drop a tool or piece of equipment, or if we fall, we risk hitting someone else and causing an injury. We may think that a small item will not cause any damage but even small, lightweight items may cause serious injury if dropped from sufficient height.

Research shows that an object weighing only 200 grams is likely to cause injury if dropped from a height of 20 metres and is potentially lethal if dropped from 50 meters; an object weighing one kilogram is likely to cause a fatal injury if dropped from ten metres.

Below are some examples of the typical weights of everyday objects found onboard ship:

WRISTWATCH	10 - 20 GRAMS
SMART PHONE	100 - 200 GRAMS
40MM PADLOCK	140 - 150 GRAMS
CHIPPING HAMMER	150 - 250 GRAMS
60 MM PADLOCK	230 GRAMS
PAINT ROLLER	500 GRAMS
SAFETY SHOE	750 GRAMS - 1 KG
POWER TOOL (DRILL)	1 - 3 KG
CO2 FIRE EXTINGUISHER	2 KG
TWIST LOCK	5 - 7 KG
5 LITRE TIN OF PAINT	7 KG

We can see that an electric drill dropped from two metres will almost certainly cause an injury, and a twist lock dropped from the same height may prove fatal.

The message is clear - protect yourself by wearing appropriate PPE and staying clear of suspended loads and people working above you; protect your ship mates by ensuring all tools and equipment are always prevented from falling.

DROPPED OBJECT INJURIES ARE PREVENTABLE!

1. Do not stand under suspended loads
2. Do not stand underneath people carrying out work at height
3. If you must move under a suspended load, obtain the permission of the person in charge and spend the minimum time in the danger zone.
4. Always secure tools and equipment by a lanyard when working at height
5. Never leave unsecured items on top of containers or other cargo
6. Observe good housekeeping - always stow equipment correctly when not in use
7. Observe good housekeeping - keep your working area and personal space clean and free from loose objects.
8. Always be aware of what is above you - TH!NK LSR.

Peter Chilman, QSE Manager

ONTHEGO LEARNING “ANYTIME, ANYWHERE, ON ANY DEVICE”

At Uniteam Training, we constantly try to make learning more accessible and easier for our seafarers. This is not an easy job, as we know that the attention span of today’s learners is shorter. People simply do not have the appetite anymore for long courses.

Microlearning is the answer: Digital content that is short, relevant, single topic, fun, and attractive in format (preferably video or graphics). In addition, it can be learned and relearned over and over again, even minutes before the actual job is done onboard a ship: “just in time” when you are at your peak with retention. This approach yields better results than conventional training in a classroom.

We introduced Done in Sixty Seconds (DISS) micro learning in 2019 and now we are going one step further with our recently launched “ONTHEGO” project.

“ONTHEGO” modules are prepared for mobile learning using the Talent Cards Application (Most of you already have it installed on your phone).

It is short and sweet, easy to remember, fun to learn at any convenient time and place, by using your mobile device.

The difference is that “DISS” is intended as one short topic, a reminder just before doing the job, while “ONTHEGO” is a series of modules to cover an entire subject in more detail. “ONTHEGO” will eventually replace classroom-based learning for our seafarers. The modules are grouped together in a folder. The candidates are assigned to the folder when they are booked to attend the particular course.

After studying the content through their mobile phones, the learning will be supplemented by case studies, class discussion online, practical exercise with the real equipment, or simulator exercises.

It does not matter where you are anymore: As long as you have internet connection, we are able to reach you with “ONTHEGO”.

Microlearning is the future of organisational learning and development and allows learners to take control of their own journey.



ARE YOU READY?

Let me end this article with a quote from Professor Seymour Papert, world renowned learning theorist and educational technology visionary:

“The goal is to teach in such a way as to produce the most learning from the least teaching”.

We hope you like our “DISS/ONTHEGO” initiatives; please let us know what topics you want us to cover, or how we can improve!

Tin Maung Tun, Training Director, Uniteam Training

SCRUBBERS AND THE GLOBAL SULPHUR CAP

Exhaust gas cleaning systems, better known as “scrubbers”, have been under the spotlight in the shipping industry for a few years now. One of the most compelling drivers behind the installation of the technology as a means of cutting sulphur emissions was a quick return on investment, which can maximise earnings when compared to ships running on much more expensive compliant fuels.

Most of the installations use sea water as the process fluid and discharge the treated and monitored water overboard, the so-called “open-loop” scrubbers. Hybrid systems and closed-loop scrubbers have been less popular among owners as they are more expensive and more complex to maintain.

Following the latest scrubber ordering boom last year as owners prepared for the IMO Sulphur Cap 2020, the situation on the market has changed considerably.

Where are we now?

As of May 2020, the world – wide scrubber-fitted fleet stands at 2,893 ships, or 2.9% of the combined fleet in terms of ships, but equal to 15.6% of total fleet when looking at deadweight tonnage, data compiled by Clarksons shows. The IMO Global Integrated Shipping Information System (GISIS) data shows that up to now a total of 2,045 scrubbers have already been installed and fully approved.

Malfunctions and reliability

Based on a recent survey conducted by DNV GL, which included around 60 owners with 800 years of combined experience with scrubbers, it was found that the most common problems associated with the equipment were failure of the sensors used to report the correct functioning of the scrubbers to port state control, failure of control and monitoring systems, or corrosion of pipework and discharge outlets.

DNV GL has not seen any serious incidents involving scrubbers. As long as operators follow the makers’ instructions and recommended maintenance intervals, mandatory checks, and class rules, which are as important as manufacturers’ recommendations, operation should be problem-free. In 2018, DNV GL introduced a thickness requirement for scrubber discharge pipes, which seemed more stringent than other class societies’ rules. Shortly after that, other class societies followed suit with similar rules to ensure the quality of operation, reaffirming that DNV GL’s position on the thickness requirement is a major prerequisite for the proper functioning of scrubbers.

Project delays

On the supply side, the lockdowns in China, where the majority of scrubber retrofits have been carried out, have delayed numerous projected installations.



Article continued page 4...

...Scrubbers and the Global Sulphur Cap continued

The country has now been ramping up production over the past month as lockdown measures start to be eased at its industrial sites. However, numerous challenges persist when it comes to installing, surveying, and commissioning equipment into service.

From the suppliers' side in Europe, it is still a challenge for commissioning engineers to travel to China as they must undergo a 14-day quarantine period before being allowed to enter a shipyard. Because of this, many suppliers are unable, or unwilling, to send their engineers to China. As a

result, the process is being overseen and commissioned by local Chinese staff.

When it comes to scrubber installations, surveyors are always present during the installation in the shipyards, and it is predominantly local staff who are actively involved in the process.

Before the scrubbers are formally approved and published on the IMO GISIS web page the correct functioning of the system needs to be checked, and this can only be done during a sea trial.

DNV GL introduced an innovative scheme last year aimed at overcoming challenges like those that have been presented by the COVID-19 pandemic. Scrubber installation may now be verified by employing advanced technologies, allowing remote surveys.

DNV GL can survey report sheets from sea trials in their offices in Hamburg and Oslo. Remote surveys have also enabled DNV GL to continue working during the pandemic relatively uninterrupted.

Guest writer: **Dr. Fabian Kock, Head of Environmental Certification, DNV GL - Maritime**

STAYING FIT ONBOARD - PART II

In our June edition, we showed you four exercises which could easily be done onboard.

Here are some more exercises to help you stay fit!

EXERCISE 5

- Seated Row
- Sit on the floor with your legs straight in front of you - maintain good posture
- Grip each end of the exerciser
- Loop the exerciser under the balls of both feet
- Pull both ends of the exerciser towards your torso
- Lead with the elbows - keep your elbows close to your torso
- Hold
- Slowly return

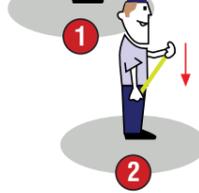


- Take up the slack with your arm extended
- Place your elbow on your hip or close to your body
- Turn your palm upwards or facing mid - line of the body (thumb on top)
- Keep your wrist straight
- Curl your arm up
- Slowly return to starting position



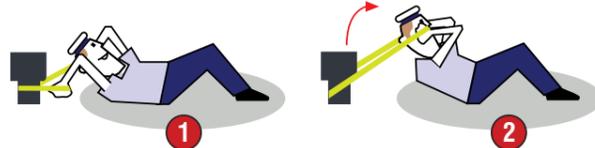
EXERCISE 6

- Vertical Triceps Press
- This exercise uses only half of the exerciser
- Grip the exerciser in the middle and at one end
- Place one hand in front of the opposite shoulder joint
- Place your other hand directly below
- Extend the bottom arm down - keeping the top arm still
- Hold
- Slowly return



EXERCISE 8

- Abdominal Curl
- Loop the exerciser around the leg of a stationary object (sofa, heavy table, etc.) or use a partner
- Grab both ends of the exerciser behind or on top of your head (keep contact with your head)
- First tilt your pelvis
- With elbows apart, slowly raise your shoulders off the floor
- Hold for five seconds
- Maintain your pelvic tilt
- Slowly return to the starting position
- Perform curls to the right, left and centre
- **Remember to lift your shoulders and head together as one single unit. Do not just lift your head!**



EXERCISE 7

- Bicep Curl - standing
- Place one end of the exerciser on the floor, with your foot on top of it
- Grip the other end of the exerciser with your hand on the same side



From the booklet: *Uniteam Marine - Staying Fit Onboard!*

ONGOING COMPETITIONS

“Success through Teamwork - Experience onboard”

Please send us your experiences onboard reflecting our mission statement. We will publish one experience quarterly.

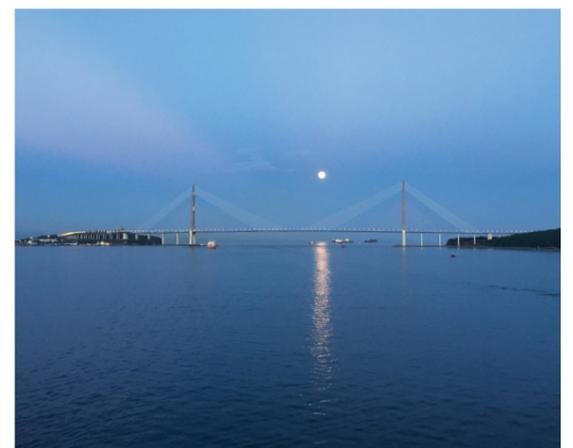
Prize: USD 200,- for every published article for the crew's entertainment fund.

“Best Photograph & Video” for 2020!

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 photo or video of the year.

PHOTO & VIDEO COMPETITION 2020



The moonlight shows the safe passage - by C/O Kyaw Thu Shwe, MV Kimolos Trader

PORTRAIT OF CHIEF COOK THAN OO



How did you join Uniteam Marine?

I always enjoyed cooking for friends and family since I was young, and they seemed to enjoy my cooking! I dreamed of turning my hobby into my professional career. Therefore, I learned Myanmar, European, Chinese and Indian cuisine at the Kandawgyi Hotel in my hometown and earned my certificate. Then I joined Uniteam Marine.

What do you like most in your job?

That the crew enjoy the food which I have prepared with the best of my experience and knowledge.

Do you have a favorite port?

My favorite port is Singapore because it is very convenient for provisions, and Myanmar food is readily available. It is also a great place for shopping!

Do you have any credo/motto in life?

I believe in the Buddha's teaching: If you have a pure mind, good fortune will come in your future.

Could you share a healthy recipe with us?

I recommend Chicken Curry with bottle gourd, country style.

RECIPE FOR 10 PEOPLE

Prep. time: 30 minutes / Cooking time: 1 - 1.5 hours

INGREDIENTS

- Whole Chicken**, 1.2kg, 2pcs (Cut into 32 pieces)
- Bottle Gourd**, 2kg (Cut into 30 pieces)
- Grounded Dry Onions**, 200g
- Ground Ginger and Garlic**, 50g
- Dry Chili Powder**, 10g
- Cooking Salt**, 5g
- Fish Sauce**, 10g
- Sunflower Oil**, 15g
- Turmeric Powder**, 4g
- Pounded Lemon Grass**, 100g

METHOD

1. Thoroughly mix the chicken pieces with the fish sauce, turmeric powder (2g) and salt and leave for about 15 minutes.
2. Preheat a cooking pot until the oil is almost smoking, then add turmeric powder (2g), grounded onions, ginger, garlic, pounded lemon grass and dry chili powder.
3. After 5 minutes, the mixture will gradually become a light red colour. At this point, add the chicken.
4. Lower the heat and cover the cooking pot; keep stirring every 10 minutes.
5. After 30 minutes, add the bottle gourd and water as required.
6. Reduce temperature to a low heat and cook for a further 30 minutes.
7. When it smells good, switch off the hot plate and allow to rest for 20 minutes.
8. Now, the chicken curry with bottle gourd country style is ready to serve with rice.

IMPRINT

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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, Anja Frauboese, marketing@uniteamservices.com

