



UNITEAM MARINE NEWS

ISSUE: December 2022

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

When we take stock of our company's achievements over the past months, we see noteworthy developments.

Since September 2021, Uniteam Marine experienced a growth of 14% by seafarers onboard, and we are proud of this positive trend. It proves that even in difficult times we were able to expand the pool of seafarers serving onboard our clients' vessels.

Fortunately, and much to the relief of our clients, the shipping market - after a long period of low charter rates - has seen an upswing for bulk carriers and container ships - our predominantly managed tonnage.

Another success story is Uniteam Cruise Services (UCS). With great enthusiasm we support our ocean and river cruise industry clients, who have reactivated their fleets. The year 2022 was the best year so far for UCS and we would like to thank the UCS team as well as our seafarers onboard for their tireless efforts in assisting our clients to bring this market segment back to business after a long idle period.

With the new brand Uniteam Healthcare Services, we entered another business sector with great expansion potential: we have started providing staff from Asia to the healthcare sector in Germany. The first 23 candidates from Myanmar have meanwhile started their apprenticeship training to become qualified healthcare professionals in Germany and pre-selections for the next group to follow are in progress.

Mental health and wellbeing are and remain important to us and for our seafarers. Next to making people aware of these relevant topics in our Uniteam Marine News, we have set up several programmes to support both, our seafarers onboard as well as our colleagues ashore with our initiative "We care". As a result, thanks to the resilience and collective effort of all our people, Uniteam has successfully dealt with the challenges encountered, grown its existing businesses, and entered new areas.



Another milestone is the opening of Uniteam Marine Manila in the Philippines, which gives us the additional strength to rise our recruitment and manning capabilities and to diversify.

Furthermore, our affiliated company, Azimuth Radio Technologies, has grown its client base and established itself as a competent partner

for the installation, servicing, and repair of marine electronic equipment.

Looking forward, we will intensify our efforts to be close to the needs of our crews onboard and our colleagues ashore. We strongly believe that investing in our people, pays back for our clients. As a company, we strive to take good care of the people who safeguard the assets of our clients, and we therefore support the professional and academic development of our personnel.

We will also remain focused on environmental impacts, with the needs of our clients and stakeholders at the heart of all that we will do and aim to achieve. A commitment to quality services provided to our customers and caring for the environment will motivate and drive us.

We are incredibly proud of our international heritage and remain focused on providing a working environment that encourages achievement to honour, accept and appreciate the uniqueness of our colleagues. We want to ensure we act with integrity and remain dedicated to providing a service with honesty and passion. There will be new challenges waiting for us, but the group is ready to face them and determined to find solutions.

I wish you and your families a peaceful, healthy, and happy 2023.

Holger Ruether, CEO

DAY AWAY!

Cyprus

On 5 July Uniteam Marine went on a full-day cruise.

We boarded the catamaran at the old port in Limassol early in the morning, where we were offered coffee, frappés and warm, tasty savouries.

The boat also had an upper deck with several sunbeds, and after setting sail it was exciting to see the shoreline of Limassol and the newly built skyscrapers from afar with a refreshing drink in hand.

I am usually one of those people who get nauseous at sea, but luckily the weather that day was agreeable and the sea surprisingly calm.



There were two stops for swimming in the Akrotiri region located southwest of Limassol. The first was at Cape Gata, which is only accessible by sea and where the scenery is remarkable. The second was at Ladies Mile Beach, a beautiful, unspoiled coastline.

Some brave colleagues dived from the upper deck into the crystal-clear blue sea, whilst the rest of us stepped into the water holding firmly onto the special swimming ladder.

Lunch was then served and there was a large variety of delicious canapés to choose from.

It was an exciting experience and a pleasure to spend the day with our colleagues away from the office.

Thank you to the company and our co-workers in Human Resources for arranging a relaxing and unforgettable day out.

Lucy Nicolaou, Assistant to the Managing Director

Germany

On 6 July, the team of Uniteam Marine left its Hamburg office early in the morning. Our destination was Scharbeutz. Scharbeutz is a municipality in the district of Ostholstein and situated in the Bay of Lübeck.



After arrival, we first had a light breakfast at the beach promenade and then went off for our fitness activity, minigolf! The team was divided into two groups and our goal was to complete the exercise course with the fewest possible shots. The laughter was great as our bookkeepers did the final calculation to figure out the winning team, which in the end won by a single shot.

Article continued...

... DAY AWAY! continued

We then headed over from the spa gardens to the beach lounge, where we enjoyed a delicious lunch followed by cake and coffee. Needless to say, we all enjoyed the day off with the team.

Anja Frauboese, Head of Corporate Communications & Marketing, Uniteam Global Business Services

Myanmar

On 1 July, we left Yangon early in the morning before sunrise. Our destination was Ngwe Saung beach, located west of Patheingyi, Ayeyarwady Region. The beach is about a 6 hour drive from Yangon.



Although it had been raining heavily since setting off, we were all looking forward to the trip. Our group consisted of about 30 people, including family members. We had breakfast at a small restaurant on the way to the beach. We got to the beach around 11.30 a.m. and checked in to the hotel. After check-in, we gathered for a walk and to run and play, and arranged a photo shoot on the beach – it was like seeing old friends who you have not seen for a long time.

On the second day, as we were forbidden to go into the sea in the rainy season, we played pool ball (a swimming pool game) all day long and had a seafood BBQ. The funniest thing was playing pool ball: during the game, regardless of whether we held a senior or junior position in the office, we all argued for the number of goals like children.

On the last night, we had a buffet dinner at the hotel. We played guitar, sang songs, and danced on the beach. The evening was mesmerising and unforgettable for everyone.

We left for Yangon on 3 July and arrived home in the evening.

Needless to say, not only did we enjoy the trip but also our stress was significantly reduced. We are still sharing our memories from the adventures and funny things we experienced. I would like to say thank you on behalf of the UMYL staff in the management team who arranged the “Away Day” programme.

Hnin Ei Wai, QSE Operator

OFFICERS EVENT IN YANGON

On 3 August, we gathered at our “Uniteam Ballroom” in the Yangon office building for our Senior Officers’ get-together.

We had previously always enjoyed hosting a Senior Officer seminar every year, but for the last two years this was not possible due to the COVID-19 pandemic. This year’s event was very special, being the first meeting after the COVID-19 restrictions were lifted. All our senior officers were very happy to finally join us again in this event.



The main purpose of the event was to promote good relationships with each other, enhance the sense of belonging within the Uniteam Marine community, promote engagement and share updates about Uniteam Marine’s new strategy and business initiatives.

Continuous feedback is very important to us so all of those present were also requested to participate in the Seafarer Crew Management Performance Survey. QR codes were used to link to the anonymous online survey. The survey results enable us to develop and improve our service to seafarers and clients.

Captain Than Oo, opened the event with a warm welcoming speech. Captain The Naing then delivered an insightful presentation in respect to the latest salary levels, home allotments and new certification regulations. Mr Ko Ko Lwin concluded the session with a presentation and workshop on new business projects and tonnage. The first session concluded with an opportunity for all participants to socialise and enjoy some light refreshments.

I was pleased to start the second session on the opportunities for development in Uniteam Marine and have an open, constructive discussion with our Senior Officers on the challenges and successes of modern-day shipping.

All participants agreed that this was a successful event, giving everyone the chance to meet again to discuss topical issues and interests. We will continue to host such events bringing seagoing and shore staff together to build stronger working relationships.

I would like to take this opportunity to thank all our participants – Uniteam Senior Officers, guests, office personnel and organisers – for making this long-awaited event successful. Please keep the discussions going until the next occasion. We look forward to the next event.

Phyo Win Nyunt, Senior Fleet Personnel Manager

EXPANSION OF UNITEAM CRUISE SERVICES

Despite the fact that Uniteam Cruise Services (UCS) began as a sketch, we are rapidly expanding.



We are delighted to have employed more than 500 staff onboard various types of cruise ships.

We congratulate everyone onboard and on shore for their hard work and efforts, which has resulted in a high level of satisfaction and trust from our clients. Some of our crew members have already served on cruise ships for many contracts and have progressed to a higher level. Among those crew members are Mr Kyaw Moe Naing (Bar Manager) and Mr Min Hein Khine (Commis de Cuisine).

Mr Kyaw Moe Naing joined our onboard team because he enjoyed travelling while working and learning about the diverse cultures of the hospitality business from East and West. He started with and learnt from the ship’s most basic level and was given the opportunity to learn and develop to a managerial role. He was employed as the Bar Manager of the river cruise ship Nickovision when it was sailing through the rivers of Western Europe. He is presently on leave.



Mr Min Hein Khine joined our onboard team in 2018 and first performed the role of Galley Utility. In 2019, he was given the “Smiling Star Award” and was promoted in 2022. He is currently on leave but was working as the Commis de Cuisine aboard the AIDAnova, which was sailing across Northern Europe.



We have signed agreements with several cruise lines, providing us with even more opportunity to employ Myanmar workers in the cruise industry.

Since the 2022 season is coming to an end, we are starting to plan for the recruitment of qualified people in the Housekeeping, Food and Beverage and Galley departments for the 2023 season to work onboard both river and ocean cruises. Those who are interested in working with us can reach out to our UCS team via email or Facebook Messenger.

We will continue to do everything possible to maintain our position as the local “Cruise Ship Career Partner of Choice”!

Check out our most recent news and offers at:
<https://www.facebook.com/uniteamcruise>
<https://www.uniteamcruise.com>

Naing Win Tin, Operations Manager

UNITEAM HEALTHCARE SERVICES: WELCOME TO GERMANY!

FIRST 23 MYANMAR HEALTHCARE PROFESSIONAL APPRENTICES HAVE SAFELY ARRIVED IN MARBURG

We are proud to announce that the first batch of 23 healthcare professional apprentices from Myanmar have safely arrived in Germany.

After many months of waiting for the recognition of their national qualifications by the German authorities, the first group of apprentices recruited via our new brand Uniteam Healthcare Services safely arrived at Frankfurt Airport in August.

Representatives of their future employer, the University Hospital of Giessen and Marburg (UKGM), were awaiting them upon their arrival and accompanied the group to their new home in Marburg, where the group will stay in shared apartments for the duration of their three-year apprenticeship programme.

In cooperation with our partner Amesol, the recognition process as well as all travel preparations were smoothly arranged. Thanks to the excellent organisation by the UKGM, the registration with the immigration office in Germany,



enrolment with the German social insurance scheme as well as the opening of bank accounts could be completed in just a few days.

On 1 September a new professional future began for these motivated applicants and after passing their final examination as healthcare professionals they will have many opportunities to work in the healthcare sector in Germany, including hospitals, elderly care homes, ambulant care services and many more. With an acute shortage of qualified healthcare professionals in Germany these trainees

will all have secure jobs in the German healthcare sector and after some years of practice there are possibilities for a specialisation or even further studies.

We wish the first group a lot of success and have already now started to screen potential candidates for the second batch, whom we are planning to introduce to their employer for selection interviews still in October.

All going well, we shall have another group of 20–25 apprentices travel-ready by January/February next year so that they can take part in a cultural awareness pre-familiarisation training and an intensive German language training programme before starting their professional apprenticeship in April 2023.

We will encourage the first group to regularly report on their experiences in Germany and will keep our readers posted on the developments of this pilot project.

Capt. Thomas Reppenhagen, Sales and Client Relations Director

JUST TALKING ABOUT MENTAL HEALTH

Mental health is an important part of our well-being. It is a crucial part that must be addressed in order to avoid the negative effects of stress, anxiety and depression. Physical health is tightly connected to our mental state as it may affect chronic conditions and increase the risk of chronic illness.

Taking care of personal mental health is a challenge as it is driven by many factors that may surround a person's life. It is important to understand that mental health is not just the absence of psychological conditions, but in a simple definition it is the goodness of our emotions, feelings and behaviour.

Every living person experiences and deals differently with their own mentality.

It is OK to not be OK

It is important to remember that just because you may not be feeling positive emotions at any given time, that does not mean you are broken or weak. It means you are human. Humans are allowed to feel the full spectrum of emotions. We all have days where we do not feel so great about ourselves or our lives, and that is perfectly OK! In fact, it can even be beneficial in helping us understand ourselves better by experiencing different emotional states and how they affect us both physically and mentally.

It is also totally OK to let somebody know that you are feeling this since when the mind achieves clarity there is always a more rational approach to stress situations.

An open conversation about mental health

Talking about mental health is important, and not just for seafarers. Seafarers are not the only ones who suffer from mental health issues. It is an issue that affects all of us, whether we realise it or not – and if you think someone is struggling with their mood and well-being, it is important

to let them know that you are there for them and will listen if they want to talk about what is going on in their life.

However, it is widely recognised that being a seafarer is a profession that differs from others since it implies losing touch with the world ashore. Therefore, it is twice as important to pursue positive onboard interrelations, creating a family-feeling environment that seizes trust and friendship and welcomes openness.

Trying to get to know the people who surround you every day makes it easier to have regular catch-ups, listen to different opinions, and exchange information. This leads to the mind being positively stimulated and realising that you are in the same situation.

Mental health encompasses many conditions such as depression, anxiety and stress – but it also includes loneliness and other things like alcohol dependency or addiction problems (which can often result from trying to self-medicate).

Starting the conversation

Here are some ways to start a conversation:

- If you do not know how someone is feeling, ask them! This can be as simple as “How are you?” or “Is everything OK?”
- Give people space and time when they need it. They may not want to talk right away, so let them take their time and wait until they are ready before asking again. It is important not to push someone into talking if they do not feel like it because this can make them feel uncomfortable or anxious about opening up next time.



- Be open and honest with your own emotions; let your friend know that it is OK for them not to share details about their problems just yet – you are there for them even if they do not feel ready yet! This will help build trust between both parties, which makes talking easier in the future!

Talking about how we are feeling can help to improve our mental health and well-being. If you are struggling with your mental health, it is important to start a conversation about it, as it will help to keep you safe, healthy and well. You are not alone – there is support available for seafarers who need some extra help. By talking about how we are feeling, we may all see improvements in our overall health and well-being.

We hope that this article has encouraged you to start the conversation on mental health. You are not alone, and we want to help you. Please reach out to us if you need advice or support in your quest for better mental well-being. Be sure to check out our guidance on Mental Health and Well-being Talent Cards application.

It is good to talk!

Marina Charalambous, Crewing Operator – Group 3

THINK LSR

WELL-BEING AND MAINTAINING A HEALTHY WEIGHT

What is the body mass index and how do we define obesity?

The body mass index (BMI) is the most commonly accepted measure of general obesity, and is one of the tests included in seafarer medical examinations. It is defined as a person's weight in kilograms divided by the square of their height in metres (kg/m²).

Adults are classed as overweight if their BMI is between 25 and 30, obese if their BMI is 30 to 40 and morbidly obese if their BMI is 40 or more.

Why is this important?

Being overweight, and in particular being obese, markedly increases an individual's chances of suffering from a wide range of physical and mental health problems. Notably:

- Obesity increases the risk of cardiovascular diseases and stroke
- Obesity increases the risk of type 2 diabetes
- Musculoskeletal disorders, especially osteoarthritis – a highly disabling degenerative disease of the joints – are more common among overweight people
- Many of the cancers including endometrial, breast, ovarian, prostate, liver, gallbladder, kidney and colon are linked to obesity
- Obesity can lead to gastroesophageal reflux, urinary stress incontinence and infertility
- Sleep disturbances like apnoea and associated breathing problems are commonly linked to obesity
- Obesity can affect quality of life and lead to psychological problems, such as depression, anxiety and low self-esteem.

These underlying conditions will almost certainly impact on a seafarer's fitness for service and can endanger not only the health of the individual seafarer but also the onboard safety of other crew.



How significant is the problem?

Excess weight and obesity are problems that are getting worse and the World Health Organization (WHO) has reported that worldwide obesity has almost tripled since 1975. Obesity is also a problem that is becoming more widespread: whilst it still tends to be more pronounced in high-income countries, this can no longer be considered a “Western” or European problem. The WHO found that, in 2016, 39% of adults worldwide were overweight, and 13% were obese. Perhaps most surprisingly, it was found that most of the world's population live in countries where being overweight or obese kills more people than being underweight.

There is growing evidence to suggest that unhealthy weight gains are becoming a particular problem within the maritime sector. A study of offshore personnel in the North Sea oil industry found that the body weight of the average worker had risen by almost 20% in the last 30 years. Another study, involving over 1,000 seafarers of all nationalities serving onboard Italian-flagged vessels, found that 40% were overweight and over 10% were obese. The study also found that seafarers, regardless

of their nationality and rank, showed a greater tendency to be overweight and obese compared with the general population of the same ethnicity.

How does obesity happen?

Obesity is a condition that develops gradually over time. Whilst every individual's story is different, the underlying cause of obesity is the same: an energy imbalance between calories consumed and calories expended. The average physically active man needs around 2,500 calories a day, and the average woman 2,000 calories a day, to maintain a healthy weight. Overconsumption of energy-dense foods, together with a lack of physical exercise, can soon lead to weight gain and, if not controlled, to obesity and negative effects on physical and mental health.

What does this mean for the seafarer?

Obvious medical problems should be detected during regular seafarer medical examinations, but obesity, whilst recorded, is seldom considered a reason for not declaring an individual fit for sea service.

Life at sea can be physically, and mentally, demanding, and seafarers do not have regular access to medical professionals or a wider support network of family and friends. It is therefore very important that seafarers do everything they can to optimise their physical and mental well-being. Every seafarer should ask themselves the question “Am I really fit for life at sea?” Things to consider might include: can I climb a vertical ladder? Will I fit through manhole openings? Does the Personal Protective Equipment fit me correctly? Do I fit into a lifeboat seat? Can I work for long periods in extremes of temperature, such as an engine room or a galley? Do I sleep well? If any of these things are affected by your body weight, it is time to do something about it!

Article continued...



... *THINK LSR continued*

Practical ways to manage your weight

- Reduce your intake of high-energy, highly processed food such as fast food, sugary drinks, sweets and alcohol
- Pay attention to your portion size – do you really need to eat such a large portion?
- Drink plenty of water, and try to drink a large glass before every meal
- Try to eat more slowly – put your cutlery down between mouthfuls
- Try to eat at least five portions of fruit or vegetables every day – all kinds of fruit and vegetables count, and it does not matter if they are fresh, frozen, tinned or dried
- Cut down on saturated fats, found in foods such as fatty meat, processed meat products, cheese and butter. Try to eat more foods containing unsaturated fats, such as vegetables, legumes, nuts and oily fish
- Aim to increase your fibre intake by eating more unrefined grains such as oatmeal or bran, choosing brown rice or wholemeal bread or pasta when available, and eating potatoes with their skins on
- Keep a food diary and write down everything you eat
- Get into the habit of regular physical activity – it does not have to be intense: “a little and often” is the best way

• It is recognised that shipboard life may not always allow the seafarer to make their own choices – for instance, the daily menu is decided by the cook, and opportunities for structured physical exercise may be limited. However, it is possible to make some small choices and changes which can become “good habits” that will help you to control your weight. It is also true that seafarers tend to have fairly long vacation periods, time when good habits can be established before going back to sea.

Not every strategy works for every person but small steps, such as the above, help seafarers to achieve and preserve good health, and employers to maintain a fit, healthy and happy crew. This helps to reduce the likelihood of poor health, leading to a shortened seagoing career or a medical emergency at sea.

If you are concerned about gaining weight, do something about it – take the first small steps!

THINK LSR – Think about your personal well-being

Peter Chilman, QSE Manager

CSC CHARITY BEACH VOLLEY TOURNAMENT 2022

Every year the Cyprus Shipping Chamber organises a charity beach volleyball tournament for the shipping companies in Cyprus. This event started in 1996 and since then Uniteam Marine has been participating with a team named “Uniteam All Stars”. This year the event took place in September.

The aim is to raise money for charity and, at the same time, to organise a social event for all shipping companies in Cyprus. The net profits from the event are donated to the “One Dream One Wish” children’s charity association, which fulfils the wishes of children suffering from cancer and related diseases.

Our team showed professional skills and we had an overall high performance in the tournament. But winning is not the most important thing. We had a great time, we had fun, bonded with our colleagues, trained and most importantly we did it for a good cause.



Back left to right: Sotiris Petrakkidis, Andreas Costi, Romanos Yiangoudakis, Tim Charalambous, George Sofocleous.
Bottom left to right: Erodotos Charalambous (Team Captain), Kostas Papathomas, Spyros Ioannou.

Spyros Ioannou, General Accounting & Reporting | Accountant, Uniteam Global Business Service

PORTRAIT OF CAPTAIN MYO MIN AUNG



When did you first discover your desire to work onboard a vessel?

The idea first appeared after the political crackdown in the country in 1988. A lot of teenage boys decided to become seafarers, and I was one of them. Of course I made a choice to challenge myself to become a master and chase my dream

of following a career at sea. I have been employed by Uniteam Marine Yangon since 2005 as a selected chief officer, persuaded by Capt. Win Zaw, who was a former training director of Uniteam Marine Training Centre. I successfully reached the rank of master in 2007, which I have held to the present day, serving under KG Reederei Roth fleet bulk carrier vessels.

What do you enjoy most at work?

I greatly enjoy my present title of master, and particularly of taking care of all my crew. These people are the key for successful voyages at sea. Despite all the stressful moments, I do enjoy working onboard, and successfully sorting things out brings me the greatest satisfaction.

What has been your most exciting experience while working onboard?

On Saturday 6 August 2011 at 18:05 hours, under my command, a fully loaded Capesize bulk carrier drawing 17.60 m draft, free board of 6.35 m with 166,164 MT of iron ore cargo, was under attack by a group of pirate skiffs in the Red Sea, Bab El Mandeb TSS Southbound. After 45 minutes of circling the vessel and making numerous

aggressive approaches from all angles to the vessel, the pirates gave up attempting to board due to several warning shots fired by the vessel. Fortunately, all 24 crew including myself were safe. Nevertheless on the same date, we heard the very sad news on the VHF radio channel that another vessel’s officer was announcing with his voice trembling that pirates were successfully boarding and hijacking their vessel. Our relief was tempered by the knowledge that other seafarers were under pirate control.

Do you have a favourite port/destination?

Yes indeed, my favourite port of call is Khlong Toei in the city of Bangkok. This is our neighbouring country and full of culture, including the famous Thai street foods with spicy ingredients. It feels like my home town, as most Thai people are very polite and religious and have a peaceful manner. Not only myself but also most of the Myanmar seafarers are keen to call at this destination, no doubt about that.

Do you have any recommendations for newcomers/cadets joining a vessel?

It is better to think twice and to start a seafarers’ career when older. The reason is that once one becomes a seafarer it is much more difficult to establish relations with the family ashore. That is also why it is important to maintain a healthy atmosphere and teamwork onboard, to improve the feeling of empathy for the seafarers who work with you. Last but not least, I recommend newcomers or cadets joining the vessel to choose a seafarers’ career with great care.

Do you have a credo/motto in life?

Yes, I wish that all sailors reading “6 inches under the keel” smile, since she is technically still afloat.



HUMOUR

A doctor, a dentist and a lawyer were in a boat together when a wave came along and washed them all overboard.

Unable to get back into the boat, they decided two would hold on to the boat and the third would swim to shore for help.

They noticed that there were hundreds of sharks between them and land.

Without a word the lawyer took off! As he swam the sharks move aside.

The dentist yelled: “It is a miracle!”

“No”, said the doctor, “That is professional courtesy!”



ONGOING COMPETITIONS

“Success through Teamwork – Experience onboard”

Please send us your experiences on board 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 2023!

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.



IMPRINT

Editor:

UNITEAM MARINE
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Frequency of publication:

Quarterly

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Uniteam Marine, crew of Uniteam Marine

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

