Anglo-Eastern marks place in the sun with brand refresh
Dear Readers,

Welcome to our newly revamped LeaderShip magazine!

While this may be the last issue of 2017, it is a first issue in many respects. For starters, this is the first issue to feature our updated brand and a more reader-friendly format, with clearly labelled and colour-defined sections dedicated to Group (navy), People (gold) and Technical (teal) content.

It is also the first issue to showcase winning in-house photography simultaneously on both the front and back covers. The stunningly gorgeous front cover photo was taken during a recent sea trial, while the impressive back cover photo was snapped at a dry dock earlier this year. Great photos, great representation – and more on that separately!

Besides the above, the Nov 2017 issue is the first to feature not just one, but two female crew member profiles in our tribute to women at sea. We also have the largest-ever fleet additions section, with 30 new vessels to report since the last issue. Furthermore, 30 is the number of pages in this issue (depending on which pages you count/exclude!), making this the largest issue to date – another first.

Firsts aside, ultimately we hope you find the new design and format appealing and the content interesting. We have a lot of great messages and articles in this issue on safety, our values and our recent brand refresh, as well as Mumbai AEMTC’s exciting new MAN PrimeServ training facility, key seminars of note and a host of prestigious award wins, plus much more.

On that note, happy reading, season’s greetings and best wishes for the new year!

Melissa Otto
Editor, LeaderShip
Group Communications Manager

Cover Photography

As part of our brand refresh roll-out, we invited staff and crew to send us their best photos, and we weren’t disappointed. We received many great entries, which will soon be published on social media and potentially used elsewhere (fully credited, of course!). In the meantime, we are proud to feature our top winners for Q4 2017 on the front, back and inside front cover of this issue. Details as follows.

GOLD | FRONT COVER
Photographer: Anshul Gupta
Senior Superintendent, Technical, Hong Kong

The Golden Age: Golden skies and blue waters - just like our refreshed brand colours! - from the bridge of the MV FMG Matilda during her September 2017 sea trial in the South China Sea. This is the first vessel of the FMG Series, which was recently delivered and taken over from the GSI Shipyard in Guangzhou. The ship is a 261k DWT VLOC, making it one of the larger vessels to join our fleet. Anshul has overseen the shipbuilding and takeover of several sizable vessels at Anglo-Eastern, including a 400k DWT Valemax, all of which he says has been a proud and great learning experience for him.

SILVER | BACK COVER
Photographer: Niall MacLennan
Junior Naval Architect, Technical Services, Glasgow

In the Shadow of Giants: Three engineers dwarfed by the enormous rudder and propeller of the newly painted MV RTM Cartier, a 206k DWT bulk carrier, during dry docking at China’s Qingdao Beihai Shipyard earlier this year. Very imposing!

BRONZE | INSIDE FRONT COVER
Photographer: Capt. Sabinesh S. Vayath
Master, MV NYK Fushimi, presently at sea

We Are Not Amused: This small scowling owl was photographed by Capt. Sabinesh S. Vayath on board the MV NYK Fushimi while approaching Singapore. We love nature at Anglo-Eastern and this is a great close-up, even if the owl seems less than impressed!

FEEDBACK & SUBSCRIPTIONS

We welcome all feedback, suggestions and article proposals, and invite you to subscribe to our publication. E-mail your feedback, subscription request and/or enquiries to us at leadership@angloeastern.com

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Safety first, last and always

Changing mindsets to achieve the next level of safety awareness

“I know what you have been taught, but in real life this is how it works” is a phrase no longer acceptable on board any of our ships.

Cutting corners should not be acceptable, not even once.

With a large number of in-house educated youngsters joining our fleet and coming on board with a safety mindset, we need to ensure the system enforces this mindset on the job, rather than diminishing it. “I know what you have been taught, but in real life this is how it works” is a phrase no longer acceptable on board any of our ships.

In line with our continuing drive to be the best in class, we are determined to raise our standards even higher, so that all our staff reach that next level. It may require us to look outside the shipping box or develop additional skills.

Ultimately, it will eventually lead to a dedicated campaign next year to put people and safety as our number one priority throughout the Anglo-Eastern Univan Group. This means the whole organisation, from top-tier management to our office staff, to every one of our seafarers.

And, yes, this may read a little serious for a Leadership message from the Chairman, but hey, it’s almost 2018 and this makes for an excellent New Year’s resolution!

Peter Cremers
Executive Chairman

Taking the group perspective, our key performance indicators suggest we operate to a standard well in line with our peers, and in some cases outperforming our peers.

However, this does not warrant complacency. Indeed, for certain specific events, much progress is needed to achieve our goals of eliminating serious injuries, and more importantly, zero fatalities in our fleet. It is disheartening to see accidents still happening, especially under long-term serving officers, who simply disregard otherwise well-established, documented and trained procedures.

We are not where we need to be, nor where our clients rightfully expect us to be. The number of checklists, audits and training is not the issue – a change of mentality is needed to achieve the next level of safety awareness. For instance,
Our down-to-earth and straightforward approach wins over all those who deal with us. What you see is what you get.

We are also resourceful, hands-on people. We keep our cool and common sense in difficult situations time after time, yet we are open, personable and warm, which is why we understand and relate to people from all backgrounds.

Making that promise, holding these values dear and exhibiting these personalities, we are here to build trust, drive performance and shape a better maritime future.

The company has been defined by a first-class team around Peter Cremers and Marcel Liedts for the past 30 years. It was time to crystalise what this team is all about, because it makes what the company stands for come alive in words.

With close to 27,000 seafarers and 1,800 shore-based associates today in 25 worldwide locations, not everyone gets to spend time with senior management and appreciate the way we work, what we believe in and how we conduct ourselves.

Through the updated logo, we have got a place on which to anchor our purpose and values, and to ensure they are understood by both young and seasoned staff alike across the world, wherever we engage in business. By refreshing the ‘look and feel’ of the brand, we have a chance to engage with clients and staff about what it means to be a part of the Anglo-Eastern family, clarifying what can be expected by our partners when they do business with us.

It is my hope that as members of the Anglo-Eastern family you will help live the right things the right way. We will enable everyone to perform at their best, while challenging ourselves to responsibly shape the industry and make a positive impact in our communities.

Our values are threefold:

• Nurturing our people and our communities. We have an unwavering commitment to the ongoing growth and success of our people, and the communities that depend on us.
• Showing courage to do what is right. We take ownership for all outcomes and stand firmly for what we believe in, even when we are required to make tough decisions. We engage in honest and frank dialogue to meet our stakeholders’ needs.
• Progressively setting the standard. We look beyond the status quo, and always strive to achieve the best outcome. We seek the latest knowledge and skills to set standards and deliver results.

When working alongside Anglo-Eastern, people can expect us to be natural leaders - inspiring others with our passion and conviction. Our energy is infectious.

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It is my hope that as members of the Anglo-Eastern family you will help live the values and exhibit the character and traits that define us. It is my hope that what we do and why we do it will resonate with you as it does with us. A joint purpose and shared values will help guide us and make us stronger. It will help set us apart in a world where there is too little real passion to make a difference. We are not like that. We go the extra mile. We try harder. We build trust, drive performance and shape a better maritime future.

With that, I take this opportunity to wish everybody at sea and ashore season’s greetings and a happy, prosperous and safe 2018!
“Still the same, only better”, Anglo-Eastern unveils refreshed visual identity

This October, Anglo-Eastern soft launched a fresh ‘look and feel’ for the group, updating its business cards, stationery, signage, website and more (including the design of this publication), whilst simultaneously going live on social media with the renewed brand.

A key milestone for the group, the brand refresh unveiled a rejuvenated visual identity for Anglo-Eastern in the form of a simpler, more modern take on its former logo, supported by a bolder colour palette and cleaner designs.

The logomark that features prominently in our refreshed brand is a gold seal of approval, if you will, representing our commitment to setting and raising the bar in terms of safety, quality and service. At the same time, it pays homage to our former logo by preserving and enhancing the central “AE” in a more harmoniously balanced, upwards moving, continuous lowercase form. Very Zen and quite the ingenious transformation!

But the brand refresh exercise goes much deeper than our logo and updated collateral. Underpinning our visual identity - for the first time - are clearly articulated descriptors of what it means to ‘be’ Anglo-Eastern. Our purpose, our promise, our values and our personality have all been carefully defined following months of in-depth talks with senior management, employees and clients.

The result is a clear definition of who we are and who we aspire to be. Having a common understanding of this will help bring us together, ensure that we and all future employees are on the same page, and serve as a sounding board to guide us in our decisions and actions. It is a way to step things up and take us to the next level, which is necessary, as it is not possible to move forwards if you continue to stand still.
Our updated brand is simply the visual expression of all these discussions and outcomes, and the corporate design guidelines that we now have in place are there to ensure that we apply the same detailed mindset and level of care to our visual identity as we do to everything else that we do both on shore and at sea. Consistency inside and out is important to present a clear, single message and a brand we can all be proud to represent and fly from our ships.

OUR PURPOSE, OUR PROMISE

Build trust, drive performance and shape a better maritime future.

LEADING WITH INTEGRITY

Anglo-Eastern leads by doing the right things the right way. We enable everyone to perform at their best, while challenging ourselves to responsibly shape the industry and make a positive impact in our communities.

WHAT WE VALUE

NURTURING OUR PEOPLE AND COMMUNITIES

We have an unwavering commitment to the ongoing growth and success of our people, and the communities that depend on us.

COURAGE TO DO WHAT’S RIGHT

We take ownership for all outcomes and stand firmly for what we believe in, even when we have to make tough calls. We engage in open, honest dialogue to meet our stakeholders’ needs.

PROGRESSIVELY SETTING THE STANDARD

We look beyond the status quo, and always strive to be the best we can be. We seek the latest knowledge and skills to set standards and deliver results.

OUR PERSONALITY

SPIRITED

We’re natural leaders – inspiring others with our passion and conviction. You can feel our energy.

GENUINE

We’re down-to-earth and straightforward. What you see is what you get.

PRACTICAL

We’re resourceful, hands-on people. We keep our cool and use common sense in difficult situations.

EMPATHETIC

We’re open, personable and warm. We’re always understanding and easy to relate to.
A full technical management office opened in September 2004, and shortly afterwards, the first bulk carrier was taken into management. Since then the Antwerp office has witnessed steady growth, and as of today, the office manages 32 bulk carriers, four roll-on/roll-off vessels and a small passenger boat, bringing the total tally to 37 ships under full technical management.

Clients include quality shipowners like CMB Group, CLdN, EBE NV, Triton Navigations and Conti-Lines, supported by a strong interconnected team of over 40 employees from more than 12 different countries. Without excellent teamwork, we could not be where we are today.

IN PROFILE

Anglo-Eastern Antwerp

A support office has existed in Antwerp since 2000, whereby a couple of colleagues worked as freelancers to support Anglo-Eastern managed ships coming to the Amsterdam-Rotterdam-Antwerp (ARA) area.
Rio Tinto Marine (RTM) held its second seminar of 2017 for its fleet’s Filipino ratings at Anglo-Eastern Manila Training Centre on September 28.

Around 40 RTM fleet ratings attended the event, which was joined by RTM’s Capt. Sanjeev Mathur, Kevin Cockrell, and Capt. Vishal Krishnatry. Attending on behalf of Anglo-Eastern were Declan Brookes and Capt. Anuj Bhargava, both from the Glasgow office.

After the welcome address by Capt. G.B. Sialsa, President of Anglo-Eastern Crew Management Philippines (AECMP), Capt. Ravi Anand, MD of the same, gave a presentation on manning issues, statistics and training opportunities offered by Anglo-Eastern and the company’s expectations.

This was followed by the owner’s address, delivered by RTM’s Capt. Mathur, Fleet Commercial Manager – Marine, which included a commendation for zero injuries in the previous year. Capt. Krishnatry, Operations Manager, then gave a brief talk on operational issues, emphasising the commitment and expectations of RTM - in particular, safety always overrides operational exigencies.

From Anglo-Eastern’s side, Mr Brookes, Fleet Director, and Capt. Bhargava, QHSE Manager, conducted an interactive incident review with the attendees, discussing the causes and what measures need to be taken in order to prevent recurrence.

After the break, Mr Cockrell, Manager – Safety Diagnostic Implementation at RTM, presented the CRM statistics for the year, plus the performance of the fleet. He showed the audience the CRM inventory from ships and demonstrated the use of an iPad in conducting CRM procedures on board.

A lavish buffet was then held at a nearby restaurant, where the owners and managers had the opportunity to mingle with the ratings in an informal environment and exchange thoughts and ideas.

Following lunch, Mr Cockrell gave a presentation on a near-miss, incident reporting and various statistics from the RTM fleet, plus a case study exercise conducted in conjunction with Capt. Krishnatry, which saw the various teams undertake a root cause analysis of a recent shipboard accident.

Last but not least was an open forum, which allowed the ratings the opportunity to interact with the owners and voice their concerns, thus capping off another productive RTM Ratings Seminar. The RTM representatives were very satisfied with the outcome of the event and confident that these regular interactions would help foster a robust safety culture on board their ships.
The theme of this year’s Officers’ Seminar was “Focus on Critical Tasks”, with the Manila event organised by Anglo-Eastern Crew Management Philippines (AECMP) on October 25, having already been successfully hosted by our offices in Mumbai and Odessa earlier this year.

Held in the ballroom of the New World Hotel in Makati City, the occasion commenced with an opening address by CEO, Capt. Bjorn Hojgaard, who warmly greeted the more than 160 attending officers, as well as Dr Marcial Q.C. Amaro III, the guest of honour; the impressive line-up of in-house and external guest speakers; and shipowner representatives from Bocimar, Petredec, Saga and UASC.

Following an overall perspective of the group, including the recent brand refresh and future expansion plans, Capt. Hojgaard talked about Anglo-Eastern’s principles of doing a proper job, technical excellence, and lifelong learning at sea and ashore. In particular, he emphasised our promise to lead with integrity by “doing the right things the right way”.

He reiterated that safety and crew welfare remain top priorities of the company, and that while shore management provides support, it is the officers who are at the sharp end, with the necessary authority and decision-making capacity for the safe and efficient operation of the ships in their care. He ended by reminding the officers that at the end of the day, customer satisfaction is the only true measure of our success.

Guest of honour, Dr Amaro, Administrator of the Philippine’s Maritime Industry Authority (MARINA), next took to the podium, providing useful insights into the agency’s vision and its plans to address the maritime manpower situation in the Philippines, including the development of human resources and infrastructure in other maritime sectors like cruise lines, domestic shipping, shipyards and ports. Before ending, he appealed to the seafarers to take greater individual responsibility for their career growth and professional development.

Dr Amaro was followed by two shipowner representatives: Eivind Holte, Senior Technical Manager at Saga Shipholding, and Capt. D. Venkatraman, Marine Operations Manager of Petredec. Mr Holte gave a brief presentation on the current Saga fleet, the important milestone of fitting an approved ballast water treatment system on all ships, and future expansion plans. Capt. Venkatraman, on the other hand, spoke on a very different but critical topic from
a seafarer’s perspective – how to identify and tackle loneliness at sea.

After the morning coffee break, Capt. Pradeep Chawla, MD of QHSE and Training at Anglo-Eastern, gave an informative overview of fleet safety and port state control performance. This was followed by a very interesting session delivered by Dr Glennda Canlas of Halcyon Marine Healthcare System on “Health in Your Hands” in which she explored various practical dos and don’ts of healthy eating and healthy living.

A sumptuous lunch was then held for the attendees, after which a workshop was conducted by Ruel A. Montenegro of Corporate and Career Consultants on the topic of “Critical Task Management”. This was an interactive session about how to make internal attitude changes at the personal level. Anglo-Eastern’s K.N. Menon, MD of Human Resources (Sea), then gave a review of the manning situation, the challenges involved, and the way forward for continued expansion in the Philippines.

Following the afternoon coffee break, it was time for the officers to get technical. Attendees were asked to divide into two groups, with QHSE representatives addressing the latest incident reports, port state control deficiencies and other navigational issues with deck officers, and Technical representatives covering engine room issues, machinery damage events and other technical topics with engineering officers.
The proceedings culminated with an open forum for all officers, which gave them the opportunity to interact with the Anglo-Eastern senior management team. Everyone, including the officers’ wives (who were attending their own concurrent seminar next door; see inset), was then invited to an enjoyable gala dinner, comprising cocktails, dinner, live music and entertainment, thus concluding a very successful and eventful day.

Anglo-Eastern respects and values the importance of family, so no Officers’ Seminar would be complete without a corresponding Officers’ Wives’ Seminar. As such, a concurrent seminar just for spouses was organised next door, as per company custom. Entitled “Building Emotional Resilience”, the event was attended by officers’ wives from various provinces across the Philippines, after which they were invited to join the gala dinner with their husbands.

The seminar kicked off with a welcome address by Capt. Ravi Anand, MD of AECMP, who introduced the event, the company’s updated logo, and the promise, values and personality underpinning our refreshed visual identity. Capt. Bjorn Hojgaard, CEO of Anglo-Eastern, then spoke about the group’s priorities, these being crew safety, vessel safety and environmental stewardship.

“All these goals that we have cannot be executed by your husbands if they are not focused on their jobs on board. He needs your support to ensure that the family he left at home is orderly and safe. The wives always are very important partners to us and so we thank you for your support to your husbands,” he emphasised.

Officer’s Wives’ Seminar

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The seminar is one of the Manila offices’ programmes to continuously strengthen the company’s bond with the families of our seafarers. Aside from educating spouses on various aspects like well-being, psychology, company policies, finance and even culinary skills, it aims to encourage constant and open communications between the company and the seafarers’ kin.

One of the highlights of the one-day programme was a two-hour session by Naira Orbeta, a renowned psychologist, entitled “Developing and Nurturing Inner Strength”. It is a very relevant topic for seafarers’ wives who are not only challenged by absentee husbands, but by the daily responsibility for household and family. During the course, the wives were taught how to develop self-awareness, mindfulness and relationship-building.

A presentation entitled “Healthy and Resilient Seafarers” was facilitated by Dr Glennda Canlas, while “Food Safety and Sanitation” was delivered by Geraldine Cabello, RND. The seminar concluded with a group photo of the wives in their new Anglo-Eastern jackets, followed by the combined gala dinner with their husbands and other seminar attendees.
Across the world, an Adam Smith Award is recognised as the ultimate industry benchmark for corporate best practice. It was thus an honour to learn that Anglo-Eastern had been singled out as a ‘Highly Commended Winner’ of the Best Cash Management Solution Award at the recent Adam Smith Awards Asia 2017.

Held in Singapore on November 13, the esteemed corporate treasury award was presented to Anglo-Eastern Group Treasurer Aiden Fung and Singapore Finance Director Chye Seng Goh, who were in attendance at the gala presentation lunch to represent the group and winning project from Q4 2016. The project was ambitious – to restructure Anglo-Eastern’s strategic banking partners and improve the company’s cash management infrastructure on a global scale. This required Mr Fung and the group’s Finance leaders to first conduct a comprehensive review of the cash management capabilities offered by multiple banks, which in turn led to the selection and appointment of J.P. Morgan as the Anglo-Eastern’s main strategic banking partner.

A special working group spearheaded by the central Treasury team with support from Treasury members from each location was then established to drive the global cash management project and its implementation in collaboration with J.P. Morgan, resulting in the following major benefits to the business:

- Streamlined bank requirements and fewer accounts, whilst continuing to maintain a clear segregation of funds between client-related and in-house accounts
- More favourable banking fees
- Improved global payment efficiency via a host-to-host model, whereby payment instructions can be directly exported to J.P. Morgan from our accounting system
- Straight-through processing procedures for high volume, low value FX transactions on behalf of clients, with a standardised methodology applied to global subsidiaries
- Real-time visibility of group and local cash balances via a single e-banking platform
- Concentration of AEUG corporate surplus cash through in-house cash pooling

Thanks and congratulations to Aiden Fung and the Treasury team for their invaluable contribution to the business! What happens behind the scenes is not always readily apparent or well recognised, so it is great to win an award that both acknowledges and promotes this kind of success story. Well done!
Peter Cremers
honoured with Lifetime Achievement Award

Our winner tonight is a Belgian, although in the decades I have known him, he has always been Hong Kong-based.

He graduated from the University of Ghent in 1973 with a degree in Naval Architecture and Marine Engineering, and obtained a post-graduate degree in Business Administration. He spent five years with a Belgian shipyard and then five years as technical manager of a Belgian ship management company before joining Anglo-Eastern Group in 1985.

From then on, there was no looking back, and with [a management buyout] in 1998, mergers and acquisitions – including that of Denholm Ship Management in 2001 and Univan three years ago – he has built one of the world’s leading ship management companies, Anglo-Eastern Univan Group, where he is Executive Chairman.

The group now manages over 750 ships - over 300 of them bulk carriers - and in terms of technical ship management, they are world leaders with around 630 ships.

Importantly, with his down-to-earth attitude, he and his loyal workforce have steered the company through good times and bad, and established an operation that is world-renowned for its service standards, emphasis on safety and long-standing employee records.

In his spare time he loves nothing more than to be on his yacht, often with his loving wife and young son whom he has literally shown the ropes. I hear that he is a good swimmer, too, and when on dry land enjoys hiking.

At this point it is worthwhile remembering that the purpose of this award is to recognise an individual whose life’s work has resulted in the positive development of the maritime bulk industry.
Presenting the award to Peter was Abdulkareem Al Masabi, Executive VP - Ports Unit of Abu Dhabi Ports, the award sponsor.

Congratulations to Peter Cremers on an award well deserved, and a big thank you to IBJ for yet another memorable awards night!

With his down-to-earth attitude, he and his loyal workforce have steered the company through good times and bad, and established an operation that is world-renowned for its service standards, emphasis on safety and long-standing employee records.

APPOINTMENT

Bjorn Hojgaard appointed Deputy Chairman of Hong Kong Shipowners Association

We are pleased to announce CEO Bjorn Hojgaard’s recent appointment as Deputy Chairman of the Hong Kong Shipowners Association (HKSOA).

Serving as Chairman is former association Deputy Chairman Jack Hsu of Oak Maritime, who takes over from Wah Kwong’s Sabrina Chao.

The transition in leadership was formally announced at the HKSOA’s 60th Anniversary Cocktail Reception on November 23, during Hong Kong Maritime Week, and was attended by HKSAR Chief Executive Carrie Lam, former Chief Executive Tung Chee Hwa, other notable government officials, HKSOA committee members, shipowners and industry peers.

All appointments are for a two-year tenure, with the incumbent Deputy Chairman typically the next in line for the role of Chairman. This would make Capt. Hojgaard the second-ever non-shipowner to chair the association, with Anglo-Eastern Executive Chairman Peter Cremers being the first in 2007.

For more on Hong Kong Maritime Week and Anglo-Eastern’s participation, look out for coverage in the next issue.
Anglo-Eastern wins big at inaugural awards night

Anglo-Eastern participated in the inaugural Pride of Seas event in Chennai on October 13, a special occasion organised by Licorne Group to honour the unsung heroes of international world trade – the seafarers.

A first-of-its-kind event in India, Pride of Seas found resonance amongst the best in the industry, with many dignitaries from shipping, logistics, manning, and training in attendance, including representatives from Anglo-Eastern, V Group, MSC and SCI.

The glittering ceremony, held at the ITC Grand Chola, honoured the finest amongst India’s seafaring community in four categories: Masters, Chief Engineers, Chief Officers, and Second Engineers. Winners at the event were presented with trophies for their valued contributions and excellence at work. Those engaged at sea could not collect their awards in person, so Anglo-Eastern arranged for their wives to act on their behalf where possible.

In fact, Anglo-Eastern was the only company to offer this simple but very special gesture, which generated immense feelings of pride. All agreed that behind every successful seafarer is a family’s unwavering support, so it was only fitting that their wives be able to proudly represent their husbands in their absence.

Anglo-Eastern was by far the biggest winner of the evening, amassing an impressive 11 out of 25 seafarer awards as follows:

**MASTERS**
- Sikander Mushtaqali Kazi
- Thanigaivel Perumal
- Sameer Prakash

**CHIEF ENGINEERS**
- Vishnuprasad Kodetturagut Hegde
- Satender Kumar

**CHIEF OFFICERS**
- Aston Savio Almeida
- Navin Peter
- Martin Vaz Antony Vaz

**SECOND ENGINEERS**
- Srinivas Korayya
- Deepankar Tanwar
- Imran Vora

Anglo-Eastern award winners, spouses and senior management

Anavi founder Maneesh Pradhan (right)
A special category for significant contributors from the marine trade saw an award deservingly presented to Maneesh Pradhan, the founder of Anavi, a charity group operated by Anglo-Eastern seafarers’ wives. Anavi conducts social work all over India, with strong support from Anglo-Eastern and its clients. Mr Pradhan thanked Mr and Mrs Peter Cremers for their wholehearted support and dedicated the award to the Anavi team.

Besides the awards, there was a lavish dinner as well as a discussion on shipping-led growth in India. Capt. Vinay Singh spoke about how Indian seafarers compete against the best in the world, serving to raise the profile of India in international markets, whilst helping to propel the national economy in the future. He explained the importance of motivation and setting goals, illustrating his message with real-life examples, and emphasising these attributes as ones that all young seafarers must possess.

The evening was a big success, and as an industry leader known for setting the standard, Anglo-Eastern was honoured to be a part of this historic occasion, which will no doubt go on to become an important fixture on the maritime events circuit. We look forward to participating next year, but until then, congratulations to all of this year’s inaugural award winners – our Pride of Seas, indeed!
AEMA

GME-21 and ETO-6
Passing-out Parade

Anglo-Eastern Maritime Academy (AEMA) celebrated the graduation of its GME-21 and ETO-6 cadets with a passing-out parade on October 28.

The formal event kicked-off with a welcome address by Capt. Jairaj Nakhwa, HoD Nautical. AEMA Principal, Capt. Sureen Narang, then presented bouquets to visiting COO Marcel Liedts and Deputy COO Harald Klein, who flew in for the occasion from Hong Kong. The function was compèred by GME-21 cadet Tejas Mahajan.

CE Mahesh Subramanian received a standing ovation from the passing-out cadets as he went on to read the course report for ETO-6 and wish the cadets good luck in their sea careers. CE Tejinder P. Bhamra presented the course report for GME-21, making note of how many cadets and third/fourth engineers are serving on Anglo-Eastern ships.

Following a short video clip about the AEMA-organised Salutem Mari fest, Capt. Nakhwa warmly welcomed Mr Liedts, fondly recalling their long association in his introduction, before inviting him to the stage to address the cadets. Capt. Pradeep Chawla, MD of QHSE and Training, also visiting from Hong Kong, then gave a humorous presentation, with a mix of dialogues and song clippings from Hollywood and Bollywood, and offered advice to the cadets on how to become better seafarers.

After announcing the release of the latest issue of Seaward Bound, AEMA’s quarterly publication, the event hosts and chief guests were called onto the stage to present awards to the two top performers of the graduating batches: GME-21’s Krishnadeep Ramachandran and ETO-6’s Omkar Bhate. This marked the end of the official ceremonies and what was no doubt a very proud and memorable morning for the well deserving cadets.

From all of us to all of the passing-out cadets that day, well done, congratulations and keep up the excellent work!
SAFETY

Creating a safety culture through ‘out of the box’ HSE training

As part of HSE training, real-life case studies are investigated by means of projects and models aimed at providing cadets with a visual interpretation of onboard accidents.

This is a well-proven method of learning, spreading safety awareness and alerting cadets to the potential hazards and dangers involved in various operations whilst serving on board ships.

A recent example included a replicated model on a mooring station, which was used to demonstrate - in a very real and practical way - the various risks involved, as summarised from case studies and fatality reports. "Bad Practices and Good Practices" and "Occupational Safety" were also covered by the training.

This method of learning is somewhat ‘out of the box’, and for that very reason, it served to make a big impression on cadets, their views on safety and the importance of having a robust safety culture within an organisation. High-ranking individuals appreciated the initiative, such as Dr Malini Shankar, Director General of Shipping at India’s Ministry of Shipping.

PERSONAL CHALLENGE

Not your regular cross-harbour commute!

On October 29, Hong Kong-based Fleet Manager Manish Saxena completed the city’s first annual cross-harbour swim race to be held in four decades.

Close to 3,000 local and international swimmers took part in the physically challenging competition, which was only reinstated this year following a long overdue improvement in water quality.

This year’s New World Harbour Race followed a 1.2km route from the public pier in Tsim Sha Tsui to Golden Bauhinia Square in Wan Chai, which is no easy feat. Swimming in the open sea always presents extra challenges, from choppy waters and currents to difficulties in judging distances, and Victoria Harbour is no exception.

Not wishing to take anything for granted, Manish trained meticulously for the special event, practising long-distance swimming in pools over the weekends for more than a year, plus regular ocean swims and visits to the gym. In the end, all of that hard work and dedication paid off, with Manish successfully finishing the race in just over 20 minutes and fulfilling a personal challenge in the process.

That is a very impressive effort indeed, so congratulations to Manish on an excellent swim and may he enjoy as much success next year should he enter again, which he says is most likely, given how much he relished the clean waters, well-organised event and fantastic turnout. Well done!
GlobalMET members pay site visit to academy

A team of GlobalMET members toured the Anglo-Eastern Maritime Academy (AEMA) on November 2 to learn more about the institution, the education on offer and to speak with cadets.

Welcomed by a guard of honour, band and some light refreshments, the members were then shown to the academic block for an overview of AEMA and the opportunity to interact with cadets over a display of their projects.

Capt. Jairaj Nakhwa welcomed the guests and invited Kimberly Kirchoff, Head of the Seafarers Trust, ITF, to address the assembly. She mentioned how excited and thrilled she was to be standing amongst everyone, and gave a brief insight into her past and how she came to join the field. She also said the cadets had made a great choice in choosing a maritime career.

Capt. Nakhwa then called upon Mathim Madir, an officer with the US Coast Guard. She said she was impressed with the cadets and emphasised the importance of giving back. The greatest gift one can ever give to another person is education, she said, and when the time comes, recipients should give back to the schools and colleges that gave them their education.

Next, Capt. Pradeep Chawla, MD of QHSE and Training, came to the stage to give a briefing and introduce the guests, followed by Capt. Peter Rasmussen of BIMCO, who offered an overview of BIMCO and what it does. Prof. Liu Zhengjiang of Dalian Maritime University was the next speaker. He mentioned how this was his first visit to AEMA and indeed India, and invited the cadets to visit the university in return, which has some 25,000 cadets.

Rounding off the talk was CE Mahesh Subramanian, who stated how impressed he was with the facility and the equipment used for instructing the cadets. He closed by inviting the GlobalMET members to return after a couple of years to see how AEMA further develops.
Capt. Khushroo Mistree was bestowed the Lifetime Dedication Award for Outstanding Contribution to Maritime Education & Training by the Global Maritime Education & Training Association (GlobalMET) on November 3.

"The recognition is especially rewarding, because it recognises the dedication and efforts of training seafarers to achieve a standard of safety when operating different types of tankers professionally around the world," said Capt. Mistree, who felt especially honoured and humbled to receive the award.

Capt. Mistree is the author of three books that have been included in the bibliography of IMO Model Courses, and has been instrumental in writing all basic and advanced oil, chemical, LPG and LNG courses, including the Liquid Cargo Handling Simulator IMO Model Course.

These courses are used by every institute throughout the world.

A tanker trainer at LBS Nautical College for 12 years, Capt. Mistree joined Anglo-Eastern Maritime Training Centre in May 2005, where he has continued his passionate commitment to training. He was the Founder Principal of Anglo-Eastern Maritime Academy from 2009 to 2012 and continues to train our tanker personnel to this day.

In rounding off his acceptance speech, Capt. Mistree declared, “To be the best, you have to be with the best. Thank you Anglo-Eastern for being the best.” And thank you, Capt. Mistree - we are proud to have you on the team! Congratulations on your well-deserved honour.

The recognition is especially rewarding, because it recognises the dedication and efforts of training seafarers to achieve a standard of safety when operating different types of tankers professionally around the world.
CREW FOCUS

Women at Sea:
Joanna Kwok
Second Engineer

Where are you from?
Hong Kong

How long have you been sailing?
I first joined as an engine cadet in 2008 and have around four years of sea time.

Why did this line of work interest you, and how did you get started?
Sailing on board as an engineer offers a good mixture of hands-on work and paper work, and provides the opportunity to travel around the world at the same time. A career talk at my college introduced me to the field. After graduation, out of coincidence, I decided to go for a job interview and was selected.

What part of the job do you personally find the most rewarding?
The most rewarding part is being able to fix malfunctioning machinery and make it work again.

What is your favourite type of vessel to sail?
Bulk carriers.

Tell us about your most adventurous day on board.
Not the most adventurous, but my most memorable day was my first birthday on board a ship away from family and friends. On that day, I was tasked with cleaning the sewage treatment plant and grease trap. For those who have never worked on board a ship, both are dirty, stinky jobs that I don’t think anybody would voluntarily choose to do on their birthday! Luckily, at the end of the day, a cabin party was held with all the engine staff.

Which is your favourite port and why?
Glomfjord, Norway. The winter snow scenery [pictured above] was really amazing and memorable.

What do you do in your spare time?
Exercise, read, watch movies and TV shows.
fast operations in port, which makes for very short port stays. I am used to this busy lifestyle by now, but still manage to go ashore whenever I get the chance.

Tell us about your most adventurous day on board.
I think every day is adventurous out at sea! We have to keep our eyes and ears open always, keeping a lot of things in mind. But as a woman, I would say the biggest challenge is surviving in the male-dominated environment of shipping. I am okay with that now. When I am out at sea away from my mother, there are two mothers to take care of me - the ship and mother sea - so I feel comfortable.

Which is your favourite port and why?
Hamburg, Germany. It is a scenic city, with a very good seaman’s club, and there are many beautiful places to roam around.

What do you do in your spare time?
Read books and watch movies.

CREW FOCUS

Women at Sea: Santhikrishna Radhakrishnan
Second Officer

Where are you from?
Vaikom in Kerala, India.

How long have you been sailing?
I have been sailing for the last ten years.

Why did this line of work interest you, and how did you get started?
I wanted to do something different from the usual career in medicine, engineering and IT. I wanted to make my own identity and be independent. Today, I know that I am in the right place.

Professionally, I was born and raised in the Anglo-Eastern family. I started my sea career with the company in 2007 as a deck cadet. I thoroughly enjoy my job and look forward to achieving my goal of becoming Master.

One day, with god’s grace, I will achieve four stripes on my shoulder and that will be the most valuable gift I can give to my parents and husband.

What part of the job do you personally find the most rewarding?
Navigation is the most interesting aspect of the job. I really enjoy my bridge watches. I feel proud to be responsible for the safety of my onboard colleagues, the ship, and the environment.

What is your favorite type of vessel to sail?
I sail on container ships. We mostly get short voyages and they normally have
AESM-managed MV Federal Spruce engaged in challenging North Sea ballasting operation

Earlier this year, Anglo-Eastern helped Fednav meet the challenges of a technically demanding offshore transfer of ballast material for one of its clients to the world’s largest deep-water gas spar.

The spar, in turn, is for Statoil’s Aasta Hansteen project in the North Sea, boasting a single-cylinder base measuring 50 metres across and 198 metres in vertical length. Permanent ballast was introduced for additional stability.

The ballasting operation began in Belgium with the loading of 29,000 MT of magnetite at the port of Ghent on board the MV Federal Spruce, which is under Anglo-Eastern management. The vessel was later commissioned with pumping and mixing equipment at the Norwegian port of Gismarvik. Once equipped, the crew moored the ship between the spar’s anchor chains and commenced pumping of the magnetite slurry through a floating hose.

A challenging operation, but a successful one!
The MV Federal Spruce being guided to the gas spar

AETS

Tommy Norton – a product of teamwork and collaboration

The Tommy Norton, a 60-metre trailing suction hopper dredger constructed by Damen Shipyards in collaboration with Anglo-Eastern Technical Services (AETS), commenced its inaugural operations for Gipplands Ports (GP) on October 5.

The dredger will help provide safe and reliable ocean access for vessels crossing the entrance bar to the Gippsland Lakes area to the east of Melbourne, Victoria, whilst maintenance dredging will serve to reduce the risk of flooding to local communities.

AETS played a critical role during the plan approval, construction and commissioning phases of the Tommy Norton, as was graciously acknowledged by GP-appointed project manager Ambrose Rajadurai during the commissioning celebrations:

“I say without reservation that the Tommy Norton would be a very different vessel had it not been for [AETS’] input. They were like terriers on behalf of GP, and to the credit of Damen – again reflecting the professional nature of its personnel – initial strong objection to AETS involvement evolved into one of mutual respect and appreciation. Before the vessel left Shanghai, the DST Manager, Rene van der Geissen, thanked GP for having involved AETS and stated that a better outcome had been achieved because of GP’s proactive involvement.”

According to the official release, the Tommy Norton is capable of dredging to depths of 15 metres, with bottom doors to facilitate self-emptying and an alternating bow connection and rainbow expulsion for beach reclamation work. In order to increase the vessel’s payload capacity when dredging sand with a high specific density, the freeboard of the vessel was reduced and a dredge mark applied.
Mumbai AEMTC brings MAN PrimeServ training to India with new academy

The Mumbai Anglo-Eastern Maritime Training Centre (AEMTC) proudly celebrated the grand opening of its brand new premises dedicated to MAN PrimeServ training on October 30.

Equipped with Southeast Asia’s first MAN ME two-stroke twin simulators and the latest in teaching technologies, the opening of the MAN PrimeServ Academy represents a milestone for both Anglo-Eastern and MAN PrimeServ, and indeed the Indian seafaring community at large, since the facility will be open to all shipping/management companies across the subcontinent.

Chief guest of honour at the hallmark event was Amitabh Kumar, Additional Director General at India’s Ministry of Shipping. Other special guests included representatives from MAN PrimeServ, notably Tommy Rand Molau, Head of PrimeServ Academies, Denmark; Anglo-Eastern’s COO Marcel Liedts, Deputy COO Harald Klein, MD of QHSE and Training Capt. Pradeep Chawla, and Mumbai FPD MD Capt. Vinay Singh; plus other distinguished guests from the shipping industry.

The event kicked off with an introductory note by Francis Akkara, Assistant Director of AEMTC Mumbai. This was followed by a welcome note by Capt. K.N. Deboo, Principal of AEMTC Mumbai. Capt. Deboo spoke about the background of AEMTC, its long association with MAN B&W, and the various courses that AEMTC conducts for MAN. Next, Mr Liedts addressed the elite gathering, emphasising the importance of continuous learning, after which additional remarks were given by Mr Klein and Capt. Chawla.

This was followed by a presentation on the various training offerings provided by AEMTC in collaboration with MAN Diesel, in particular the two-stroke, four-stroke and engine performance optimisation courses. MAN PrimeServ’s Mr Molau then gave his own presentation on the various types of training conducted by MAN and their product academy groups, including some impressive statistics regarding their Mumbai-based training and their planned activities for 2018.
Mr Kumar, the chief guest of honour, proceeded to give a motivational speech. He had high words of appreciation for AEMTC and its high standard of training, and expressed hope that other training institutes would one day attain the same level of quality. He acknowledged Anglo-Eastern’s collaboration with the Directorate General of Shipping in trying to implement ways and means to grow the number and development of Indian seafarers, and how the agency is encouraging the growth of quality training institutes in the private sector.

After a few other formalities, the guests were led to the new facility, where the MAN PrimeServ Academy was officially inaugurated by the dignitaries with a customary ribbon-cutting and lamp-lighting ceremony. The guests were then taken on a guided tour of the premises, which left them suitably impressed, from the smart decor and comprehensive facilities to the sophisticated equipment – in particular the twin simulators, which can handle two groups of trainees up to a combined maximum of 24.

The new MAN PrimeServ Academy was designed to the same stringent criteria as the Copenhagen facility and offers the most experienced trainers from India and Denmark. Training is intensive, comprising five days of practical coursework and hands-on activities, including simulator-based troubleshooting exercises. A most impressive setup and one we are excited to bring to India in close partnership with MAN PrimeServ. Proud to be a mariner. Proud to invest in our mariners!

The opening of the MAN PrimeServ Academy represents a milestone for both Anglo-Eastern and MAN PrimeServ, and indeed the Indian seafaring community at large.
Welcome to the Anglo-Eastern family

We take great pride in our growing family and warmly welcome each and every new member that joins us. Below are our most recent new joiners since the last issue until the end of October 2017. Fair winds and following seas!

<table>
<thead>
<tr>
<th>JOINING DATE</th>
<th>VESSEL NAME</th>
<th>VESSEL TYPE</th>
<th>CAPACITY</th>
<th>MANAGEMENT OFFICE</th>
<th>MASTER</th>
<th>CHIEF ENGINEER</th>
<th>OWNER</th>
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