



CSL Bids Farewell to MV *Iron Chieftain*

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Meet the Eureka Team

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CSL Welland Crew Saves Life in Rescue Operation

On August 25, 2018, the crew of *CSL Welland* was involved in a rescue operation that saved a man's life.

"We commend Captain Wilson Walters and his crew for this act of heroism that is a true testament to the professionalism, teamwork and courage of the crew," said Louis Martel, CSL President and CEO. "Thanks to regular training and drills, *CSL Welland*

seafarers instinctively performed their Man Overboard duties and did exactly what they were trained to do. The emergency operation explicitly demonstrated that training and drills do save lives."

While transiting through Lake Ontario off the coast of Olcott, New York, crew members on watch in the *CSL Welland* wheelhouse noticed objects floating in the water. Captain Walters was immediately notified and communicated the information to the Coast Guard.

As the crew members kept watch, it became apparent that the objects were in fact two people. The captain immediately activated the general alarm,



alerted the Coast Guard and proceeded with an emergency manoeuvre of the ship to seek and rescue the people. The entire crew immediately deployed Man Overboard protocols and procedures and took on the roles and responsibilities for which they were trained.

Meanwhile, a small fishing boat was sighted in the area and was summoned by the captain to assist with the rescue of one of the individuals. The fishing boat was able to rescue a conscious man, who was transferred onto *CSL Welland*. The crew provided the necessary first aid to prevent shock and keep the survivor warm, dry and hydrated.

The *CSL Welland* crew located the second person in the water and the ship's rescue boat was launched. The crew recovered the visibly unconscious man into the rescue boat and commenced administering CPR to revive him. Because of the restricted space in the rescue boat, the man was transferred

into the assisting fishing vessel and CPR was continuously performed until the arrival of the US and Canadian Coast Guards. Once on the scene, Coast Guard officials boarded the fishing vessel and attended to the unconscious man who was pronounced dead shortly after.

The deceased man was transferred to the U.S. Coast Guard Cutter and taken ashore. The survivor was transferred from *CSL Welland* to the fishing vessel and proceeded ashore along with the U.S. Coast Guard.

Following the departure of the Coast Guard, the Captain held a meeting with his crew and commended them on their heroic efforts. He also reminded them that their active participation in regular drills was the reason they were able to respond with such speed and precision that helped save a life.

MV *Goliath* Obtains Class Approval for Ballast Water Treatment System

During a docking in July 2018, CSL Australia's MV *Goliath*, a 15,600 DWT pneumatic self-unloader, was equipped with the ERMA FIRST FIT ballast water treatment system, ahead of the required IMO compliance date. With the coming into force of the International Ballast Water Management Convention in September 2017, CSL took advantage of the planned drydock to install the system and gain valuable experience using the technology.

The ERMA FIRST FIT is an electro-chlorination system, that uses filtration and an electrolytic cell, which produces free chlorine to treat ballast water and eliminate any remaining organisms. During ballasting, the water goes through the filter, where

organisms and sediment are separated and discharged back overboard. The filtered water then enters the electrolytic cell, which uses the salt in the water to produce chlorine through the process of electrolysis. This treated water then enters the vessel's ballast tanks. During de-ballasting, the system monitors the residual chlorine in the water and further neutralizes it when necessary. The system holds both IMO and USCG type approval certificates.

The benefits of the system include:

- Capable of handling low salinity water down to 0.9 PSU, which is necessary for ports in CSL's trades with freshwater run-off or river outlets;
- Can operate in low water temperatures down to 3 degrees Celsius.



MV *Goliath* completed system commissioning and testing in Melbourne with Lloyds classification society. The design, installation and operational experience gained through these trials is invaluable in ensuring CSL conti-

nues to find the right technical and commercial solutions to help prevent the spread of harmful aquatic invasive species.

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Message from the President and CEO



Louis Martel,
President and CEO

On any given day at sea, CSL seafarers are known for their professionalism and integrity, but when the extraordinary happens, their strength of character really stands out. We recently witnessed such courage and valour on board *CSL Welland*, when Captain Wilson Walters and his crew acted quickly and decisively to rescue two people found floating in Lake Ontario, and then tirelessly conduct first aid until the Coast Guard arrived.

While this heroic act speaks volumes about the competence, collaboration and decency of the *CSL Welland* crew, I am reminded that acts of courage and kindness occur every day on our ships throughout the world. We saw another

outstanding example during the *Iron Chieftain* fire when the crew and on-site teams handled a complex situation with calm and composure in extremely difficult circumstances.

Life at sea comes with its fair share of challenges – and CSL crew members learn early on in their careers that caring about our customers, our communities, the environment and most of all, each other, is not only the right thing to do, it makes living and working on board a whole lot safer and more enjoyable.

This is a lesson that is rooted in CSL's SafePartners program, which has recently been expanded to aim for Zero Harm to people, to the planet and to property.

As we continue to build and modernize our business, bringing in new ships and technologies, and creating new partnerships, SafePartners is a beacon of our duty as a good corporate citizen, in good times and in bad.

Generally, our business overall has improved compared to the past few years, but there are still a lot of uncertainties facing shipping markets, particularly as we may start feeling the impact of a changing global political landscape and resulting trade wars. We have made a lot of progress in the past year to build the agility needed to react and succeed in any business environment, and this will serve us well.

As we move forward with a focus on delivering the perfect shipping day in a manner that is true to our values, I am confident that we will succeed, and we will always do it with integrity.



Louis Martel with the *CSL Niagara* crew who achieved a gold SafePartners pennant.

CSL World is a CSL Group newsletter. Please direct all enquiries, suggestions or requests to the editor at head office in Montreal.

OFFICE CONTACT INFO

CANADA STEAMSHIP LINES
Info-Canada@cslships.com

CSL AMERICAS
Info-Americas@cslships.com

CSL AUSTRALIA PTY LTD.
Info-Australia@cslships.com

CSL ASIA
Info-Asia@cslships.com

CSL EUROPE
Info-Europe@cslships.com

CSL GROUP HEAD OFFICE

759 Square Victoria, 6th floor
Montreal Quebec
Canada H2Y 2K3
T. 1 514-982-3800
F. 1 514-982-3901

Послание от Президента и Главного Исполнительного Директора компании

Ежедневно во время плавания моряки CSL работают профессионально и добросовестно, но именно в моменты чрезвычайных ситуаций по-настоящему проявляется их сила духа. Недавно мы стали свидетелями такого мужества и отваги на борту *CSL Welland*, когда капитан Wilson Walters и его команда действовали быстро и решительно для спасения двух человек, обнаруженных дрейфующими на озере Онтарио, и затем непрерывно оказывали первую помощь до тех пор пока не появились представители береговой охраны.

В то время как этот героический акт убедительно демонстрирует компетентность, слаженную работу и общечеловеческие качества экипажа *CSL Welland*, мне вспоминаются примеры мужества и доброжелательности, случающиеся ежедневно на наших кораблях по всему миру. Мы были свидетелями другого выдающегося примера во время пожара на *Iron Chieftain*, когда экипаж судна и местные команды справились со сложной ситуацией, проявив самообладание и спокойствие в чрезвычайно трудных обстоятельствах.

Жизнь в море характеризуется изрядным количеством вызовов – и члены экипажей CSL с самого начала своей карьеры понимают, что забота о клиентах, о наших партнерах, об окружающей среде и, прежде всего, о своих товарищах является не только правильным, но и делает жизнь и работу

на борту значительно безопаснее и более приятными.

Это урок, уходящий корнями в программу CSL SafePartners, которая недавно была расширена до концепции Нулевого Вреда людям, планете и имуществу. По мере того как мы продолжаем строить и модернизировать наш бизнес, добавляя новые суда и привлекая новые технологии, а также создавая новые партнерства, SafePartners служит маяком нашим обязанностям как хороших объединенных граждан, и в хорошие и в плохие времена.

В целом, весь наш бизнес улучшился по сравнению с прошедшими годами, однако еще имеется множество неопределенностей на рынке грузоперевозок, особенно по мере того, как мы начинаем ощущать влияние изменяющегося глобального политического ландшафта и обусловленных этим торговых войн. За прошлые годы мы достигли значительного прогресса в способности быстро адаптироваться, что необходимо для реагирования и достижения успеха в любой бизнес-среде, и это также пойдет нам на пользу.

В процессе нашего продвижения вперед к достижению наилучших сроков грузоперевозок в полном соответствии с нашими принципами, я нахожусь в уверенности, что мы добьемся успеха и будем всегда делать это добросовестно.



Mensahe mula sa Presidente at CEO

Sa anumang panahon ng paglalayag, ang mga marino ng CSL ay kilala sa kanilang propesyonalismo at integridad, at kapag nangyari ang di inaasahan, mananaig ang kanilang tatag ng kalooban. Kamakailan lamang ay nasaksihan namin ang tapang at kabayanihan ng mga marinong sakay ng CSL Welland nang si Capt Wilson Walters at sampu ng kanyang mga crew ay agad rumesponde at sinagip and 2 taong palutang lutang sa dagat dagatan ng Ontario at nagbigay ng paunang lunas habang inaantay ang pagdating ng Coast Guard.

Habang ang kabayanihang ito ay nagpapatunay lamang ng kakayahan, pagkakaisa at kagan-dahang asal ng mga marino ng CSL Welland, ito ay nagpapaalala sa aking ng tapang at kabutihang loob na nangyayari araw araw sa ating mga barko saan mang sulok ng mundo. Nasaksihan natin ang isang nakakamanghang pagtugon ng mga marino at iba pang grupo sa isang napakakumplikadong sitwasyon. sa isang napakahirap na sitwasyon, kalmado at maayos nilang hinarap ang napakahirap na sitwasyon.

Ang buhay sa dagat ay may kaakibat na mga pag-subok – at ang mga marino ng CSL ay natutunan nila na pangalagaan ang ating mga customer, mga komunidad, ang kalikasan at higit sa lahat, ang bawat isa. Gawing maayos, mas ligtas at mas masaya ang pamumuhay habang naglayayag.

Ito ang aral na dala ng SafePartners program ng CSL na kamakailan lamang ay pinalawak upang

maging Zero harm sa tao, sa mundo at sa mga ari-arian. Habang ang ating kumpanya ay patuloy na nagtatayo at ginagawang moderno, pag-aangkat ng mga bagong barko at teknolohiya at pagbubuo ng mga bagong partnership, ang SafePartners ay parola ng ating responsibilidad bilang isang mabuting empleyado, mabuti man o hindi ang pagkakataon.

Ang ating kumpanya ay lumago at bumuti kumpara sa mga nakaraang taon pero marami pang mga pagsubok na haharapin ang shipping markets, lalo na maaari nating maramdaman ang epekto ng pagbago bagong takbo ng lagay ng pulitika at resulta ng trade wars. Marami na rin ang ating naging progreso sa nakaraang taon para maitayo ang katatagan na kailangan upang makatugon at mapagtumpayan ang kahit anong negosyong kinabibilangan at ito malaking bagay sa atin.

Sa ating pagpapatuloy habang tayo ay nakapokus sa pagpapatupad ng “perfect shipping day” sa paraang ankop sa ating values, ako ay nananalig na ito ay mapapagtagumpayan natin at palaging gagampanan na kaakibat ang integridad.

Pesan dari Presiden dan CEO

Pada setiap hari di laut, pelaut CSL dikenal karena profesionalisme dan integritas mereka, tetapi ketika terdapat kejadian luar biasa, kekuatan atas karakter mereka benar-benar menonjol. Kami baru-baru ini menyaksikan keberanian dan kegagahan di atas kapal CSL Welland, ketika Kapten Wilson Walters beserta awak kapalnya bertindak cepat dan meyakinkan untuk menyelamatkan dua orang yang ditemukan mengambang di Danau Ontario, dan tanpa lelah melakukan pertolongan pertama sampai Penjaga Pantai tiba.

Sementara tindakan heroik ini berbicara banyak tentang kompetensi, kolaborasi dan kesopanan awak CSL Welland, saya diingatkan bahwa tindakan keberanian dan kebaikan terjadi setiap hari di kapal kami di seluruh dunia. Kami melihat contoh luar biasa lainnya selama kebakaran Iron Chieftain ketika awak kapal dan tim menangani situasi yang rumit dengan ketenangan dan kesabaran dalam keadaan yang sangat sulit.

Kehidupan di laut memiliki tantangan tersendiri - dan anggota awak kapal CSL belajar sejak dini dalam karir mereka untuk peduli terhadap pelanggan kami, komunitas kami, lingkungan dan yang paling penting, satu sama lain, tidak hanya melakukan hal yang benar untuk dilakukan, juga untuk membuat hidup dan bekerja di atas kapal sehingga jauh lebih aman dan lebih menyenangkan.

Ini adalah pembelajaran yang mengakar dalam program SafePartners CSL, yang baru-baru ini diperluas untuk mencapai target untuk tidak membahayakan masyarakat, planet dan

properti. Ketika kami terus membangun dan memodernisasi bisnis kami, membawa kapal dan teknologi baru, dan menciptakan kemitraan baru, SafePartners adalah suara dari tugas kami sebagai warga korporat yang baik, dalam masa-masa baik dan juga buruk.

Secara umum, bisnis kami secara keseluruhan telah meningkat dibandingkan dengan beberapa tahun terakhir, tetapi masih ada banyak ketidakpastian dalam menghadapi pasar pelayaran, terutama karena kami mulai merasakan dampak dari perubahan pandangan politik global yang mengakibatkan perang dagang. Kami telah membuat banyak kemajuan dalam setahun terakhir untuk membangun kelincuhan yang diperlukan untuk bereaksi dan berhasil dalam lingkungan bisnis apa pun, dan ini akan membantu kami dengan baik.

Ketika kami bergerak maju dengan fokus pada pengiriman yang sempurna dengan cara yang sesuai dengan nilai-nilai kami, saya yakin bahwa kami akan berhasil, dan kami akan selalu melakukannya dengan integritas.

Sa ating pagpapatuloy habang tayo ay nakapokus sa pagpapatupad ng “perfect shipping day” sa paraang ankop sa ating values, ako ay nananalig na ito ay mapapagtagumpayan natin at palaging gagampanan na kaakibat ang integridad.



SafePartners Expands Scope

It's the way we do things at CSL

Since it was launched in 2012, CSL's homegrown SafePartners Program has helped to dramatically improve our safety results and create a safety culture built on prevention, training, mutual trust and committed leadership.

Building on this success, CSL has broadened the scope of SafePartners and placed it at the core of how we operate and measure our performance.

The new SafePartners program aims to achieve Zero Harm by continuously improving and promoting a healthy and safe working environment for all, protecting the environment in which we operate, and ensuring the safety of our ships, the ports we visit and the communities we interact with.

All CSL employees, both ship- and shore-side, are now guided by the SafePartners priorities and rules under three pillars: Safety of people, Safety of planet and Safety of property.

SAFE • PEOPLE

ZERO HARM TO PEOPLE

- CSL employees and customers
- Contractors and suppliers
- Community

SAFE • PLANET

ZERO HARM TO THE ENVIRONMENT

- Air
- Water
- Resource use

SAFE • PROPERTY

ZERO HARM TO PROPERTY

- Vessels
- Infrastructure

CSL Joins Forces with Hartmann on Newbuild Project

In May this year, CSL and Hartmann formed a 50/50 joint venture to build and operate a 40,000 DWT gravity self-unloading vessel to trade in Europe.

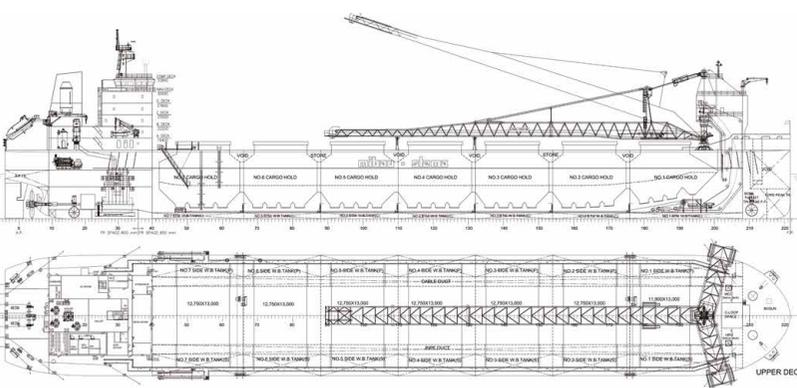
The new ship will be built at Chengxi Shipyard in China and is scheduled for delivery in Germany in 2020. It will service Mibau Stema Group on a long-term charter.

The joint venture represents an expansion of existing activities in Europe for both Hartmann and CSL.

Hartmann Family is the owner of a fleet of belt self-unloading ships that are chartered to Mibau Stema Group. Mibau Stema Group, a joint venture of Heidelberg Cement AG and Hartmann Family, is the leading supplier of exported aggregates for the construction building industry in Europe.

Newbuild Specs

| | |
|----------------|----------------------|
| LENGTH OVERALL | 190,00 metres |
| BREADTH | 29,00 metres |
| DEPTH | 16,00 metres |
| DRAUGHT | 10,80 metres |
| DEADWEIGHT | 40,000 tonnes |



CSL Vessels Take It Slow for Whales

On August 16, CSL was recognized by the National Oceanic and Atmospheric Administration (NOAA) and the Cordell Bank and Greater Farallones national marine sanctuaries for its efforts to protect endangered whales from injury or death by ship strike. CSL was honoured along with 13 other companies for voluntarily reducing vessel speeds in areas near San Francisco Bay where endangered whale species regularly feed.

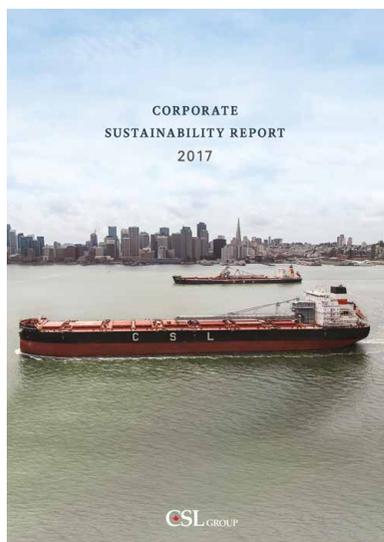
NOAA issues slow speed requests to all vessels of 300 gross tonnes or larger transiting the San Francisco Traffic Separation Scheme between May 1 and November 15.

Speed limits to protect the endangered North Atlantic Right Whale are also in place in the Gulf of St. Lawrence, where Transport Canada has implemented a 10-knot speed restriction zone until the whales migrate to warmer waters in the fall. This regulation mirrors a voluntary speed restriction zone respected by CSL vessels in the Saguenay Marine Park to protect beluga whales.

Additionally, CSL supports the ongoing North Atlantic Right Whale Working Group and its work on developing a dynamic system that responds to the movement and presence of whales, as well as research on improving whale-sighting information and reporting in real-time.

CSL Releases 2017 Corporate Sustainability Report

CSL's 2017 Corporate Sustainability Report, details our progress over the past year on a wide range of sustainability goals.



The report features CSL's sustainability performance for the 2017-18 fiscal year and covers results and ongoing initiatives in the areas of governance, safety, environmental responsibility, ethics, the workplace, community engagement, and value for customers.

"Now in its fifth year of publication, CSL's sustainability report is an important way for us to inform our customers and partners on how we measure up to the targets we set, what we have accomplished so far, and what we hope to achieve this year and beyond," said CSL's President and CEO, Louis Martel.

"Responsible business practices are the cornerstone of our values and operations, and they are what helps us build strong, transparent and trustworthy relationships with all of our stakeholders. Our approach to sustainability

is embedded in everything we do and focused on ensuring the long-term success of our customers, our business and our industry."

Notable highlights of the 2017 report include:

- The scope of CSL's homegrown SafePartners program and philosophy was expanded to apply not only to safety of people, but to environmental responsibility and asset management as well.
- Although CSL experienced a slight increase in its overall lost time injury and frequency rates, the severity of injuries dropped by 48 percent.
- A continued focus on vessel efficiency and performance contributed to a 5.6 percent reduction in gCO₂e/tonne-nautical mile for loaded voyages compared to 2016.
- The ERMA First Fit ballast water treatment system was installed on a CSL Australia vessel.

- General waste recycling on CSL's fleet increased by eight percent and incinerated waste was reduced by five percent.
- CSL was awarded an International Corporate Art Award for its collaboration with urban artists on the Sea Keeper fresco and was named the 2017 Ship Operator of the Year by Lloyd's List Americas.
- Approximately 1% of CSL's net profit in 2017 was donated to charitable causes and disaster relief.

The 2017 report was prepared using the Global Reporting Initiative's G4 Sustainability Guidelines as a reference. The areas in which the report aligns with the United Nations Sustainable Development Goals were also noted.

MV *Donnacona's* Stellar Performance

In June last year, CSL's newly converted transshipment shuttle vessel, *Donnacona*, arrived in Cape Preston, Western Australia, to begin a long-term contract to tranship magnetite iron ore for customer CITIC.

Under the watch of Captains Ruslan Bykov and Matt Bedwell, the crew had a tall order to fill – to deliver a very ambitious minimum tonnage required by the customer. After overcoming commissioning hiccups during the vessel's initial months of operation – *Donnacona* is now well exceeding her minimum and even breaking records.

The CSL team is constantly looking to improve the vessel's performance and the latest series of projects is aimed at enhancing efficiencies in deadweight cycles, bunkering and maintenance planning.

These projects include loading to tide, bunkering barges to reduce downtime and streamlining maintenance periods in line with port out-flow shutdowns.

The recently completed loading to tide project, which involved consultations, risk assessments and a series of trials, increased deadweight from 21,000 tonnes to 23,000 tonnes per cycle and reduced the transshipment cycles from six to five.

The bunkering barge and maintenance planning projects are underway and being implemented by CSL superintendent, Jesse Pesch. The efficiencies gained from these projects will be in place during the October maintenance shutdowns and are meant to increase *Donnacona's* availability.

To date, with only one of three projects in place, *Donnacona's* results have already been extremely positive. In July alone, the vessel transhipped a record 801,696 tonnes.



A long way to get to, but well worth the visit

Popular tourist destinations in Australia include Sydney's Bondi Beach, Queensland's Gold Coast and the Great Barrier Reef. But for some lucky CSLers, the opportunity to visit Cape Preston and *Donnacona* are far more exciting.

The Citic Pacific Transshipment Operation is located 100 km west of the nearest town, Karratha, and 1,700 km from the nearest city, Perth. Any visitor to the transshipment operation wakes up at the Karratha International Hotel at 04:30 am, has a coffee from the local Shell servo and transits a cattle station in a Toyota Ute to reach the remote port of Cape Preston.

The *Donnacona* crew has welcomed a variety of CSL visitors and showcased the vessels outstanding performance and "can do" attitude.



Paul Martin Jr, Allister Paterson and Bill Bisset



Captain Matt Bedwell (left) and Steve Thibeault



Captain Matt Bedwell and Nathalie Sykora



Dan Wilson, Nick Anderson and Mariève Tremblay



Chief Engineer Yuriy Shevchenko, Deck Mechanic Artur Gorelkin and Nathalie Sykora



Michael Beck in front of the CITIC shore reclaimer and stock piles

CSL Bids Farewell to MV *Iron Chieftain*

This past July, CSL sadly retired *Iron Chieftain*, a 50,000 mt dwt gravity self-unloading vessel, trading in CSL's Australian fleet.

The vessel sustained extensive internal and external damage as a result of a fire that broke out during unloading operations at Port Kembla, Australia, in June this year. CSL determined that the severe damage caused by the fire had rendered the vessel irreparable.

Iron Chieftain was a second home to many seafarers, some of whom had been working on the vessel as far back as when she was delivered to BHP Transport in 1993.

Iron Chieftain was the culmination of a project that began in 1988 when BHP Transport began investigating the potential for a self-unloading

vessel to carry coal from the Illawara coalfields in New South Wales to the Whyalla Steelworks in South Australia, and then load iron ore bound for Port Kembla on the return voyage.

By 2003, BHP had sold both its Port Kembla and Whyalla steelworks and decided to sell *Iron Chieftain*. Michael Beck, CSL's Vice President, Special Projects, Marketing, was well known to the Melbourne based BHP team who contacted him to see if CSL would be interested in purchasing the vessel. Together with David King and the Montreal team, CSL was able to close the sale very quickly.



Iron Chieftain joined the CSL fleet and continued the coal and iron ore trades between Port Kembla and Whyalla.

As we sadly bid farewell to *Iron Chieftain*, we will remember her as one of CSL Australia's longstanding and reliable work horses. We will

also honour the valiant efforts to save *Iron Chieftain* by her crew, CSL's team on the ground in Australia, and the many organizations in Port Kembla who supported us and helped us conduct a Zero Harm operation.



Who's on Board?



📷 **ANDRIY ZHYLIKHOVSKY**
CAPTAIN

After 18.5 years with CSL, Andriy has served on 12 ships, including *Donnacona*, and his favourite aspect of working for the company is the stability he has experienced. The most important part of his job is “safely managing the ship’s day-to-day operations,” he says. Both environmental responsibility and teamwork are critical in running the ship, which he enjoys handling. When not at the helm, Andriy is enjoying time with his wife Yulia, sons Matviy and Myron, and daughter Milana. You can also find him landside on the tennis court and soccer field, with a fishing pole at the ready.



📷 **MATTHEW BEDWELL**
CAPTAIN

Three-year-old Mason keeps Matthew busy when the captain is not piloting *Donnacona*. He’s also the reason the Master Mariner honours his responsibility for environmental stewardship so fiercely: “so my son has a sustainable future.” The best thing about working on a CSL ship – Matthew has served on six – is the crew, and the many cultures they represent, he adds. Handling the ship is his favourite task, and managing day-to-day operations while safely transporting cargo his major duty. Matthew tips his cap to his well-oiled crew, saying “teamwork is what makes transshipment work.”



📷 **YURIY SHEVCHENKO**
CHIEF ENGINEER

Yuriy has been working as a deep-sea engineer for 26 years, 18 of them aboard eight CSL ships. He appreciates the professional and friendly crew and good working conditions aboard *Donnacona*. The crew’s morale is one of the significant reasons for the ship’s safety record, he notes, something he takes extremely seriously as a department head. His most important task is to make sure the cargo gear operates safely and efficiently. He’s a soccer fan, and goes home to wife Svitlana and son Oleksandr.



📷 **YEVGEN MATVYEV**
CHIEF MATE

Piloting CSL ships runs in the Matvyyev family. Yevgen’s father, Volodymyr, is the Master at CSL Australia, and Yevgen has earned his Deep-Sea Captain’s certification. A student of military history, Yevgen’s hobbies include military miniatures, paintball and martial arts. He enjoys the challenge and intensity of ship handling, and bringing *Donnacona* in and out of her berth, under his captain’s supervision. “Foreseeing potential situations and preventing them before they even occur” is among his most important jobs. Yevgen is anxious to leave a better, cleaner world for daughter Polina and future grandchildren.



📷 **JEREMY CLOSE**
DECKWATCH KEEPER

A proud Australian, Jeremy enjoys his swing shift that gives him time with his wife, Ailing, and daughters Lina, 7, and Mei, 18 months. This is his fifth CSL ship, and he is conscious of his responsibilities to maintain the onboard safety equipment and help ensure the vessel is safely moored. “Teamwork is very critical for the safe operation of the vessel,” Jeremy stresses, and safety is his priority. He also takes the ship’s environmental responsibility seriously: it protects his home.



📷 **JOVICA MICETA**
MARINE COOK

As *Donnacona*’s cook, it is Jovica’s great pleasure to prepare food for crewmembers working long shifts. He enjoys his galley, and meeting people of different cultures and nations to celebrate “their love of food!” Jovica has spent 10 years at sea, all on CSL ships of which *Donnacona* is his seventh. Originally from Brisbane, he has been married to Sanja for 30 years and has two grown children. Jovica enjoys all kinds of sports – although, he stresses, just watching, not playing!



📷 **ABRAHAM CALMA**
ABLE-BODIED SEAMAN

When Abraham is not playing basketball, he’s helping with transshipment operations on *Donnacona*. This is the fifth CSL ship he’s worked on since joining the company more than seven years ago. In addition to his 18 years as a sailor, Abraham has a Bachelor of Science in Marine Transportation. He particularly enjoys the teamwork he experiences as a member of the crew, and is proud of his two children, Erica, 8, and Xavier, 4.



📷 **JAYSON BULIGON**
ABLE-BODIED SEAMAN

As much as Jayson likes supporting his fellow crew members to succeed aboard ship, he’s equally eager to get home to his two children whenever he can and keep up with his favourite UFC champions! He works hard to help keep *Donnacona* seaworthy, and is dedicated to both safety and environmental stewardship. “It’s everybody’s responsibility to keep our environment clean.”

On board *Don*





ROGER ARANA
DECK MECHANIC

A 20-year veteran seafarer, Roger understands that teamwork “is the only way the ship works.” He values the combination of safety and skill that enables him to assess and intervene successfully in any critical situation, to prevent accidents. His goal is to come home to his 13-year-old daughter, Cristal Mai, when his shift is over. Roger values the challenge and the innovation required to work aboard *Donnacona*. He believes “we need to leave a better and cleaner world for our children and grandchildren to live in.”



SAM BUCKTHOUGHT
DECK WATCHKEEPER

Sam has spent his four year-career as a seafarer with CSL, serving aboard three other ships before *Donnacona*. He enjoys her challenging work environment, both mentally and physically, and the teamwork and “mateship” that make *Donnacona* a fun and safe place to work. The most important part of his job involves complex mooring operations. At home with wife Emma and baby Sally, Sam enjoys playing rugby and camping. “Environmental responsibility is important to me because I enjoy the great outdoors... and feel it is our duty to protect the sea.”



OLEKSII BABENKO
CHIEF OFFICER

During his 18.5 years of working for CSL, Oleksii, who has earned his Master Unlimited ticket, has served on 11 ships. He takes every opportunity available to develop his ship's handling skills and to learn all aspects related to the Master's position. Oleksii appreciates the teamwork aboard *Donnacona* and the excellent routines the ship has established to ensure safety and efficient operations. Married to Elena, with son Kostya and daughter Kira, Oleksii enjoys martial arts and fitness, and likes to watch boxing.



JUDE MANUEL
CABATINGAN, MHPS

When not making sure *Donnacona* is operating smoothly, Jude can be found singing and playing the piano. He also enjoys table tennis, a skill honed during his 25 years as a seafarer, seven of them with CSL. *Donnacona* is the sixth CSL vessel on which he has served. Currently studying to obtain a higher rank, he stresses the importance of thinking it through before beginning any task: it could save lives. Jude Manuel is married to Geraldine, and they have a son, Jude Gerald.

nacona



WASHINGTON CADALIG
ELECTRICAL ENGINEER

Washington has been sailing for 10 years, seven of them with CSL. *Donnacona* is his second CSL ship, where his most important task is to fix broken machinery. When at home with children Phoebe and Dwight, he enjoys watching movies and playing basketball. Washington knows the value of teamwork: “It is very important because it will make life easier for everybody on board.” He faithfully follows the company's safety procedure, and “Takes Five” to think about what he's doing before starting any job.



VOLODYMYR PAVLYUCHENKOV
ENGINEER WATCHKEEPER

Cycling, travelling and kayaking are Volodymyr's favourite past-times when not on board *Donnacona*, his fourth CSL ship. He also enjoys watching motocross racing. A seafarer for 14 years, he studied at the Odessa National Maritime Academy in his hometown in Odessa, Ukraine. Volodymyr enjoys the complicated, sophisticated workplace that is a CSL vessel; it requires him to “always keep my mind open for new improvements.” Staying safe is the most important task he performs, so he can come home to his wife Lilya and their two young children.



DMITRI RUSSEV
1st ENGINEER

When not keeping *Donnacona* running smoothly, Dmitri enjoys cycling with his wife, Oleksandra, and son Mykola – with baby Ilia eager to join the family expeditions. Dmitri has been a sailor for 12 years, serving on six CSL vessels, where he appreciates the professionalism of the crew, managers and staff. Safety is his first priority aboard ship, because, as he points out, “equipment can be fixed, but not people.” That's why planning, training, and teamwork are so important to each job.

Safety Milestones



CSL Metis' crew with platinum pennant in August 2018.

SafePartners Adds Double Platinum Award

The SafePartners program recently added a new award category – the double platinum award – to recognize vessels that have achieved 2,500 days without a lost-time incident (LTI), or 1,825 days in Canada. As of July 31, 2018, the CSL Crane Team in Australia, CSL Rhine in Europe and FOTP Derawan in Asia all achieved this outstanding accomplishment.

In the Americas, Australia, Europe and Asia, platinum awards are presented to ships who achieve 2,000 days without

an LTI, gold to those that achieve 1,500 days without an LTI, silver for 1,000 days LTI-free, and bronze for 500 days.

In Canada, the award criteria is adapted to the unique operating conditions and season of the Great Lakes and St-Lawrence Seaway system. Vessels that achieve 1,460 days without an LTI receive a platinum award, gold is earned for 1,095 LTI-free, silver for 730 days and bronze for 365 days.



Cedarglen's crew with bronze pennant in July 2018.



Rt. Hon. Paul E. Martin's crew with silver pennant in February 2018.

SafePartners Management System Making it easier to do the right thing

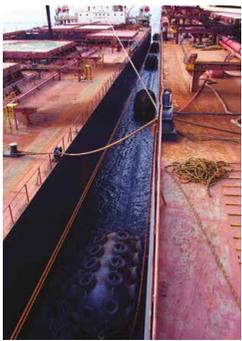
CSL's ship and shore teams are working together on the development of a new, intuitive safety management system that will guide processes and procedures in all of CSL's regions. The new system is an integral component of the SafePartners program, and as such has been titled the SafePartners Management System (SMS).

One of the driving factors in developing the new SMS was the desire to centralize CSL's regional safety management systems into one common, worldwide, best-in-class system. The result will be a safer, more efficient work environment that accommodates SMART technologies and meets all organizational and regulatory requirements.

When fully implemented, the SMS will empower shipboard management, drive operational excellence, govern critical operations for safety and compliance, and integrate with business processes and management tools.

| REGION | VESSEL | AWARD |
|-----------|-------------------------|-----------------|
| Australia | CSL Crane Team | DOUBLE PLATINUM |
| Europe | CSL Rhine | DOUBLE PLATINUM |
| Asia | FOTP Derawan | DOUBLE PLATINUM |
| America | CSL Metis | PLATINUM |
| Europe | CSL Trimnes | PLATINUM |
| Australia | CSL Whyalla | PLATINUM |
| Canada | Thunder Bay | PLATINUM |
| Canada | Whitefish Bay | PLATINUM |
| Canada | Baie Comeau | GOLD |
| America | CSL Acadian | GOLD |
| Canada | CSL Assiniboine | GOLD |
| Europe | CSL Elbe | GOLD |
| Canada | CSL Niagara | GOLD |
| Canada | CSL St-Laurent | GOLD |
| America | CSL Tacoma | GOLD |
| America | CSL Tecumseh | GOLD |
| Australia | Goliath | GOLD |
| America | CSL Argosy | SILVER |
| America | CSL Frontier | SILVER |
| Canada | CSL Niagara | SILVER |
| America | CSL Spirit | SILVER |
| America | Rt. Hon. Paul E. Martin | SILVER |
| Australia | Spencer Gulf | SILVER |
| Australia | Adelie | BRONZE |
| Canada | Cedarglen | BRONZE |
| Canada | CSL Laurentien | BRONZE |
| Canada | Ferbec | BRONZE |
| Canada | Frontenac | BRONZE |
| Canada | Rt. Hon. Paul J. Martin | BRONZE |
| Canada | Salarium | BRONZE |
| Australia | CSL Reliance | BRONZE |
| America | CSL Tarantau | BRONZE |
| Australia | Stadacona | BRONZE |





Back to Africa: *CSL Acadian* Transshipping Iron Ore in Liberia

CSL has returned to the African continent to tranship iron ore out of Buchanan, Liberia. To service the trade in the safest and most efficient way possible for customer ArcelorMittal, the *CSL Acadian*, a 74,500 dwt self-unloading bulk carrier, underwent several creative modifications. *CSL Acadian* has through July transhipped almost 700,000 tonnes of cargo at rates well above expectations.

Most notably, *CSL Acadian's* fixed boom configuration was re-engineered to accommodate an intermediate discharge point and second conveyor belt, resulting in a boom with the ability to discharge from two drop points. The new arrangement, designed by CSL in collaboration with engineering firm, Bedeschi, is remotely operated by the crew from the cargo control room, adding to the overall safety and efficiency of the operation.

The mooring arrangement on deck was also upgraded and tailored to the Buchanan transshipment operation, ensuring high performance, practicality in use and safe operations at all times.

Despite challenging weather conditions in Liberia, the vessel has been performing extremely well thanks to the well-designed and well-executed modifications, and to the great collaboration between the CSL and ArcelorMittal teams.



CSL Tecumseh Master, Capt. Oleg Rodashchuk exchanges caps with San Francisco Bar Pilot, Guy Klees.

Vessel Retrofit Improves Energy Efficiency and Reduces Underwater Noise

CSL Australia's *MV Goliath* was recently retrofitted with a propeller boss cap fin (PBCF), an energy saving device that improves the efficiency of a ship's propeller. The cap is attached to the vessel's propeller to break up the hub vortex produced when it rotates. It is estimated that the device reduces fuel consumption by 3 to 5%.

As a bonus, research shows that the PBCF not only improves energy efficiency, but helps to reduce the underwater noise created by vessels – an issue that is gaining increasing attention for its effect on marine life.

In 2017, the Green Marine environmental certification program introduced a new indicator to help shipowners better understand and reduce ship-related underwater noise. The PBCF installation on *Goliath* scores a Green Marine level 4 out of a 5 and is recognized by the International Maritime Organization as a ship quieting technology.

CSL's retrofit program will see propeller boss cap fin installations on three more CSL Australia ships, in addition to the already completed S-Class vessel retrofits in the CSL Americas fleet. These installations are part of CSL's ongoing energy efficiency and R&D programs.

A Cap for Every Vessel

It has long been a Canada Steamship Lines tradition to produce ball caps for each vessel in the Great Lakes fleet. This year, CSL extended the tradition to every ship in every region of the globe. You will now find CSL crew members worldwide proudly displaying their ship's moniker on their cap.

In line with CSL values, the back of the cap features the SafePartners logo, as a constant reminder that safety and Zero Harm guide everything we do at CSL.



CSL Acadian crew



CSL Tecumseh crew



CSL Frontier crew



CSL Teams up with SMT Shipping in Global Cement Shipping Joint Venture

CSL has acquired 50% of Eureka Shipping Ltd., SMT Shipping's pneumatic cement vessel business, which operates a fleet of self-unloading cement carriers in the Baltic Sea, the Atlantic Ocean, the Mediterranean Sea, the Caribbean and Asia.

"The joint venture represents an important step in CSL's strategy to increase its presence in the global construction material sector," said Louis Martel, CSL's President and CEO. "We are confident that the synergies between CSL and the Eureka team, along with our common values and complementary skills will further strengthen our ability to provide significant value to our customers and an effective platform for growth."

"SMT Shipping is honored to partner with CSL in Eureka," said Mark Voorham, CEO of SMT Shipping. "We feel the new joint venture harnesses the strengths of both respected companies, which are working together to seamlessly serve our clients with the highest levels of service and professionalism."

"For Eureka Shipping, the partnership with CSL provides a strong, collaborative platform to further invest in innovative logistics solutions to the benefit of our customers in the cement and building materials industries," added Kai Grotterud, CEO, Eureka Shipping Ltd.

The partnership is a strong strategic fit, leveraging the companies' respective strengths in the shipping and handling of dry bulk cargos. CSL's Australian cement shipping business is not included in the joint venture.

 Eureka Shipping



"THE JOINT VENTURE REPRESENTS AN IMPORTANT STEP IN CSL'S STRATEGY TO INCREASE ITS PRESENCE IN THE GLOBAL CONSTRUCTION MATERIAL SECTOR"

LOUIS MARTEL

Meet the Eureka Team

KAI GRØTTERUD
CO-FOUNDER AND MANAGING DIRECTOR



Kai is the Managing Director of Eureka Shipping Ltd. and works primarily out of the Lysaker (Oslo) office. His experience spans 36 years, mainly in global industrial shipping working for shipping companies, but also with industrial cement and fertilizer companies.

Kai started his own maritime consultancy company in 2007, and in 2008 he founded Eureka Shipping Ltd together with AJ Voorham of SMT Shipping Ltd.

In the entrepreneurial spirit, Kai's role has encompassed most shipping company functions. In his current role, he develops the strategic direction and business of the company to ensure growth and profitability. His tasks include building and maintaining an efficient management team, and setting and controlling budgets.

Kai is married and has two adult sons, both working in ocean-related business. Kai's hobbies include sailing, kayaking, and of course, like all proper Norwegians, cross-country skiing.

"OUR MAIN MISSION IS REALLY TO HELP OUR CUSTOMERS GROW THEIR BUSINESS"

HAKON NYTUN VICE PRESIDENT



Hakon joined the Eureka Shipping team in 2011 as Vice President, Commercial. His shipping career began at Gearbulk where he sailed as a Radio Officer in 1978, and then worked his way up to become Area Manager Brazil and later Vice President Logistics. Prior to joining Eureka, Hakon was Vice President, Commercial at Kristian Gerhard Jebsen, where he was responsible for pneumatic cement vessels, coastal tankers and the Bulk Trading Group (Panamax vessels).

WHAT MOTIVATES YOU AT WORK?

I like new projects and working with colleagues and customers to find optimum transport solutions.

WHAT HAS THE JOINT VENTURE MEANT FOR EUREKA?

I am very pleased about the joint venture and I believe that CSL is just the right partner for Eureka. CSL is very

familiar with industrial shipping and has a long-term view. Cement shipping requires such a view and an understanding that customers must be the focus to succeed. This is what SMT and Eureka have been built on and these are common values we share with CSL.

CSL's involvement also means that Eureka can expand into areas where we are not active today and leverage synergies. A joint venture requires good chemistry between partners but also between the people doing the day to day job. I have gotten to know several people at CSL and I am confident that we will work very well together.

WHEN I'M NOT AT WORK...

I'm a bad golfer but strangely, I still like it. Apart from that, I am not much different from other Norwegians in that I enjoy nature for skiing, hiking, fishing, etc.

The Eureka Fleet



Vesper
DEADWEIGHT: 10,000 DWT
TYPE: Pneumatic



Sunnanvik
DEADWEIGHT: 9,157 DWT
TYPE: Pneumatic and mechanical



Furuvik
DEADWEIGHT: 6,145 DWT
TYPE: Pneumatic



Cemstar
DEADWEIGHT: 6,088 DWT
TYPE: Pneumatic



Danavik
DEADWEIGHT: 5,667 DWT
TYPE: Pneumatic and mechanical



Nordanvik
DEADWEIGHT: 5,566 DWT
TYPE: Pneumatic and mechanical



Ostanvik
DEADWEIGHT: 4,940 DWT
TYPE: Mechanical



Fjordvik
DEADWEIGHT: 4,117 DWT
TYPE: Pneumatic and mechanical



Envik
DEADWEIGHT: 3,682 DWT
TYPE: Pneumatic and mechanical



Västanvik
DEADWEIGHT: 3,019 DWT
TYPE: Pneumatic and mechanical



EGIL THON
OPERATIONS
MANAGER

Egil has 11 years of seagoing experience in the Merchant Marine working on different types of ships that trade worldwide. Among his many travels, he has sailed 26 times into the Great Lakes on dry cargo vessels and parcel tankers, and worked two years on coastal submarines for the Royal Norwegian Navy.

For the last 45 years, 27 of which were with The Torvald Klavness Group, Egil has been working ashore in Operations. He also works as a part-time pilot on float/ski-planes in Norway, and is a qualified pilot and flight instructor in a local flying club.

When he is not sailing or flying, Egil's hobbies include hiking in the Norwegian wilderness and long distance running.



PETTER KVEVIK
CHARTERING
MANAGER

Petter came to Eureka in 2017 after several years at KGJ Cement AS and Secco AS in the Chartering and Shipbroking departments. He is responsible for day to day chartering, scheduling COA ships and developing new trades.

Originally from Stavanger, Norway, Petter has a degree in Law and has had extensive experience in bulk transport chartering.

When he is not at work, Petter is an avid hockey player, cross-country skier and crab and lobster fisherman.



STEPHANE LEGAULT
CHARTERING AND BUSINESS
DEVELOPMENT

Stephane joined Canada Steamship Lines' Commercial team in 2010. She took over a sales role in 2014, managing commercial activities, business development initiatives and day-to-day relationships with customers. She recently transferred to Eureka Shipping in Bergen as part of CSL's joint venture with SMT Shipping.

WHAT HAVE YOU BEEN UP TO SINCE MOVING TO BERGEN FROM CSL'S MONTREAL OFFICE?

At the moment I'm focused on learning as much as I can about the Eureka business, but I will soon be working full time on chartering and business development. As new ships come into the fleet, we will be looking to redeploy vessels into new trades.

WHAT HAS BEEN THE MOST IMPORTANT OUTCOME OF THE JOINT VENTURE WITH EUREKA FOR YOU?

Besides moving to Norway, the joint venture is a great opportunity for CSL and Eureka to expand into new markets with new customers.

HOW ARE YOU ADAPTING TO THE NORWEGIAN LIFESTYLE?

I'm loving the Bergen experience. The city is gorgeous and very outdoorsy, I've had the opportunity to go on many hikes so far.

AUSTRALIA



Bikes on Boats

CSL's Canadian fleet recently introduced bicycles onboard each vessel for crew members to use when at port.

The "Bikes for Boats" idea comes courtesy of Captain Joey Ransom, who took the initiative of introducing a few bikes on board *Salarium*. Captain Wilson Walters followed suit on *CSL Welland*, and the idea has been gaining momentum ever since.

Cycling is a healthy, convenient and environmentally friendly transportation option for seafarers when at port. Crew members can use the bicycles to run errands, save money on taxis and tour around town – all with the added health benefits of exercising.

Use of the boat bikes is based on the honour system at the discretion of the Captain.

Be a Seafarer – Canadian Maritime Industry launches major youth employment initiative

Earlier this year, the Seafarers Training Institute in partnership with the Seafarers International Union (SIU), CSL and other shipowners launched *Be a Seafarer*, a national campaign aimed at recruiting, training and retaining youth for Canada's growing merchant marine.

The initiative is the first of its kind and scale in the Canadian shipping industry, and positions filled will address an ongoing labour shortage and impending crisis in one of Canada's fastest growing industries.

"The economic importance of Canada's marine shipping industry cannot be understated. We need to fill jobs so we can continue to deliver important cargo across our country," says James Given, President of the Seafarers' Training Institute. "Canada is a great trading nation, and joining our country's merchant marine is a not just a smart career move, it's a strategic one."

The SIU of Canada has an immediate need to recruit 300 new seafarers as well as an ongoing need to fill posi-

tions of an aging workforce. In addition to stable employment, recruits can benefit from a paid education, skills upgrading and free room and board through the SIU's Unlicensed Apprenticeship Program.

The SIU of Canada represents the majority of unlicensed sailors in Canada. Within the next five years, almost 20% of SIU members will retire, meanwhile Canada's marine shipping industry is projected to increase significantly over the coming years.

At the national level, the Canadian commercial marine shipping industry directly contributes \$3 billion to GDP. The hiring initiative through the Seafarers' Training Institute will serve to provide Canadian youth and experienced workers with secure, good-paying jobs while ensuring Canada's shipping industry continues to prosper.

For more information, go to beaseafarer.ca



Tackling Corruption in the Maritime Industry



John Sypnowich, CSL's Chief Legal and Compliance Officer is also the Chair of the Maritime Anti-Corruption Network (MACN), a global business network working towards a corruption free maritime industry that enables fair trade to the benefit of society at large. John was recently interviewed for *Safety4Sea* magazine, where he explained how the shipping industry has taken the lead on the fight against corruption towards sustainable trade. Here a few excerpts from the interview.

HOW DID THE NEED FOR THE MACN EMERGE? WHAT BENEFITS DOES THIS NETWORK PROVIDE?

Since its inception in 2011, MACN has become one of the preeminent examples of an industry led network

taking tangible collective action to eliminate corruption across the wider supply chain. By working in partnership with the industry, governments, and civil society we have been successful in tackling corruption through country-specific actions in a range of locations.

MACN's initiatives have resulted in tangible outcomes such as enhanced container tracking in Indonesia, a new regulatory framework for the dry-bulk vessel clearance process in Argentina, ethics training for 1500 port officials and other maritime players in Argentina, Nigeria and Indonesia, and a successful Say No campaign in the Suez Canal.

WHICH ARE THE HOT SPOTS FOR CORRUPTION IN MARITIME INDUSTRY AND WHAT TRENDS TO DO SEE?

MACN's collective actions in Nigeria, Indonesia, Egypt, Argentina – and a possible new action in India – are good indications of areas where corruption is detrimental to vessel operations and crew welfare. However, there are numerous other regions, countries, and ports where corruption is still an issue and where MACN is looking at

potential collective action programs and trainings.

From our point of view, the overall trend is positive. There is increased global recognition and regulation of corrupt practices; there is far less community tolerance for this behavior; and shipping – so often a disparate and competitive community – has banded together to cooperate in fighting corruption.

HOW DOES THE MARITIME INDUSTRY AND MACN FIGHT CORRUPTION?

Regulation at the international, national, local government, and corporate levels is vital to tackling corruption. Where there is legal and policy ambiguity there is room to abuse the system. But action must go beyond writing new or more laws.

Even if all companies have an internal defense against unethical practices, these challenges will continue to exist as long as the root causes of corruption go unaddressed. Collective Action is an important tool to help the private sector take proactive steps to tackle corruption, with companies joining forces and engaging governments and civil society as a group. In MACN

collective action projects, member companies unite with stakeholders including port and customs authorities, NGOs, and local governments to undertake root cause analyses and then implement "recommended actions" to tackle corruption in ports and across the supply chain. The essence of the MACN collective action approach is that successful, lasting, changes in the operating environment will take effect only if they are enabled, supported, and beneficial to key stakeholders.

WHAT IS YOUR KEY MESSAGE TO INDUSTRY STAKEHOLDERS?

Our message to the industry is simple: You don't have to accept corruption as an inevitability; you are not alone; and if we work together we will succeed. Our industry led collective approach has proven to be an impactful, effective, and cost-efficient way to promote trade and transparency and to drive private sector leadership on combating corruption. Shipping has taken the lead on the fight against corruption, and the more of us involved, the sooner we will win.



Learning about Shipping through Adopt-a-Ship

The “Adopt-a-Ship” Program was initiated by the Cyprus Shipping Chamber (CSC) in 2006 to bring together elementary school students and seafarers to provide children with real world learning experience.

The program involves matching a classroom to a vessel and facilitating communication between the school children and the crew via email. These exchanges educate kids about life on-board, ship cargoes, trading patterns, and geography. The program also raises awareness about shipping and its important contribution to global trade, and helps to promote seafaring as an exciting career choice.

CSL Europe vessels *CSL Elbe*, *CSL Rhine*, and *Tertnes* participated in the Adopt-A-Ship pilot program launched in January 2018. Abojeb introduced

the teachers to the ship Captains and the email exchanges got underway between the seafarers and school children from Abojeb’s partner school in Malabon, Philippines.

Over 120 students and their teachers participated in the program. During the course of the program, students had the opportunity to identify ship locations and routes through a mapping exercise.

Q&A with Student Jenryzza L. Cantuba



WHAT HAVE YOU LEARNED FROM ADOPT-A-SHIP?

We learned about the responsibilities of each crew member on the ship as well as the challenges they face when sailing. I am amazed that they travel to so many countries!

WOULD YOU CONSIDER A CAREER IN THE MARITIME INDUSTRY?

At first, I did not think of pursuing a maritime career but after learning the many interesting things that you can do on board, such as maintaining the engine and navigating through oceans, I am now thinking of becoming a seafarer! I’m excited to visit many countries and travel while working!

The Women of CSL

Profile on Laura Espinosa



Technical Assistant Laura Espinosa governs her professional life by a simple rule: Don’t doubt yourself.

As a young professional woman, confidence is crucial when walking into meetings, and it has served Espinosa well. “I personally have never been in a situation where someone has made me feel inferior because of my gender,” says the mechanical engineer. “People will only question your ability if you give them the opportunity to do so.”

Espinosa, who came to CSL in 2016 as an intern through Concordia University’s Co-op program before being hired full-time in 2017, enjoys the fast-paced nature of the industry and CSL’s culture of collaboration and innovation. She spends her days in Technical Operations reviewing health, safety, and environmental incidents ships have reported, and

then communicates with Chiefs and Captains about the current and future needs the vessels have for repairs and inspections.

Learning the company’s operations from a hands-on perspective and putting her own career goals into action through an individual development plan are two of the things Espinosa enjoys the most about working for CSL. Her current project, which has seen her posted to China to work on a ship conversion has been “an incredible training experience,” she says.

“PEOPLE WILL ONLY QUESTION YOUR ABILITY IF YOU GIVE THEM THE OPPORTUNITY TO DO SO.”



Celebrating our Crews on Seafarer Day

Every year, International Day of the Seafarer is celebrated on June 25 – a day to pay tribute and say thank you to our vessel crews for their hard work, courage and important contribution to our company and to the world economy.

To mark the occasion this year, CSL put the spotlight on vessel crews and invited them to send in video selfies about why they became seafarers and what they love about life at sea.

Participating crew members were entered into a draw and one winner per region was picked at random by Nathalie Sykora, Vice-President, Global Fleet Management.

To watch the video, go to the video section of the CSL website at cslships.com/en/media-center/videos



WINNERS OF THE VIDEO SELFIE DRAW

CANADA
Christopher Wade
Third Engineer, *Whitefish Bay*

AUSTRALIA/ASIA
Timur Raya
Chief Officer, *FOTP Derawan*

AMERICAS
Sergiy Marchuck
Captain, *CSL Tarantau*

EUROPE
Andrew Enim,
O/S, *CSL Rhine*

INTERNATIONAL DAY OF THE SEAFARER

Created in 2010 by the International Maritime Organization, International Day of the Seafarer is also recognized by the United Nations as an official observance day.



Meet CSL Americas' Summer Interns 2018

CSL Americas welcomed four student interns this summer – two newcomers and two alumni who worked with us this winter.



Anthony Silva is working as an intern in the Accounting and Finance department, reporting to Mubarak Hasan. His work consists of supporting accounting activities, receivables and payables, and preparing monthly account reconciliations. He will complete his BSc in Finance from Endicott College in May 2020.



Brooke Miles returned to CSL this summer to work in the Safety and Environment Department, reporting to Francis Pelosi. She provides support for CSL's EMS and SafePartners programs, as well as Green Marine. Brooke attends Massachusetts Maritime Academy, where she is studying Marine Safety and Environmental Protection.



Eric Hardway also returned to CSL in the Marketing Department, reporting to Mary Schwartz. He assists with reports, contracts, COAs and other research projects. Eric attends Massachusetts Maritime Academy where he is studying International Maritime Business.



Damayanti Subedi joined CSL Americas this May as an intern in the IT Department, reporting to Sean Heusser. Damayanti attends Southern New Hampshire University and will graduate in December with a BSc in Computer Information Technology.



CSL Welland to be Featured in New Documentary about Life on a Freighter

CSL *Welland* and her crew will be featured in a new WPBS-TV documentary to be aired this fall about life on board a Great Lakes freighter. The documentary is a collaboration between PBS and the Watertown Daily Times newspaper, which will be publishing a feature story on the vessel and the day-to-day lives of the crew.

Filming on board the vessel took place this past July when the reporters, photographers and film crew boarded the vessel in the Welland Canal, transited the locks, sailed through the beautiful Thousand Islands in the St. Lawrence River and disembarked at the Eisenhower Lock in Massena, New York.

For more information, visit wpbstv.org or the watertowndailytimes.com

CSLers in the Community

Sugar Shack Shakedown

To celebrate Quebec's famous maple season in April, the kitchen of CSL's Montreal office was temporarily transformed into a sugar shack, complete with snow, maple taffy and traditional Québécois music.



Captain Joey Ransom Talks Shop at Parent Career Day

Captain Joey Ransom attended Parent Career Day at Elisabeth Turgeon Elementary School in Rimouski, Quebec, where his daughter Kerrigan is a student.

The captivated grade six audience listened intently as Captain Ransom explained for two hours what working on a ship is like for a Captain and other rankings. The kids enjoyed it so much, Joey thinks he may have won over a few recruits for crewing. They will be ready in nine years.



Captain Joey Ransom and daughter Kerrigan at Parent Career Day.



From left to right, Sarah Grow (The Open Door); Moira Quinlan (CSL), Julie LaFontaine, (Executive Director, The Open Door), Mubarak Hasan (CSL).

CSL Americas Visits Open Door

In April this year, Moira Quinlan and Mubarak Hasan visited the Open Door food pantry on behalf of the CSL Donations Committee and presented a cheque for \$3,000 to sponsor the organization's Empty Bowl fundraising dinner.

The Empty Bowl is symbolic of the thousands of individuals who don't have food to fill their bowls at meal-

time. The CSL sponsorship supports Open Door's Summer Meals for Kids and Mobile Market programs. In addition, CSL Americas donated 25 articles of clothing to the thrift shop Second Glance operated by the Open Door. The proceeds from the thrift shop sales support the Open Door programs.

More info at foodpantry.org

Active March Madness

Congratulations to Emmanuel Viens and Mario DiLembo – the top performers of the 2018 Active March Madness and the most active CSLers in the Montreal office!

Emmanuel walked 139 km and climbed 1,621 flights of stairs. Mario was a close second with 408 km biked, and 274 flights of stairs climbed. Alexandre La Frenière, who climbed the CN tower on behalf of Emmanuel Viens, walked 55 km and climbed 721 flights of stairs.

CSL raised a total of \$10,416 with 36 enthusiastic participants this year, a record to date!

Held every year by the WWF, Active March Madness encourages employees to stay fit and raise funds for the environment by walking, running, biking and climbing stairs to and from work and on lunch breaks. For each kilometer of exercise or flight of stairs, CSL makes a donation to the WWF.



Mario Di Lembo, left, with Alexandre La Frenière after the CN climb.



CSL Board Meeting on CSL St-Laurent

The CSL Board of Directors held its February meeting on board CSL St-Laurent in the Port of Montreal, where the vessel was laid up for winter. Directors took the time to meet with crew, visit the vessel and take in CSL St-Laurent's spectacular award-winning fresco, *The Sea Keeper*, created by local Montreal artists in February 2017.

CSLers in the Community



CSLers Pick Up Their Paddles in Support of Sick Kids

Canada Steamship Lines employees took their paddles out once again this year at the Paddle for a Purpose Dragon Boat challenge in support of the CHU Ste-Justine Foundation, a non-profit organization dedicated to improving the health outcomes of children and mothers-to-be. Prior to and after the race, a number of fundraising events were organised by staff to support the Foundation's work. Team **Usain Boat** gained ground on **Deep Purple** to claim the trophy for top team. Rounding out the standings were **Blue Marine Warriors** in third, **Red Raft** in fourth followed by **Krushing Kermits**.

Jiu Jitsu Medals in Vegas

CSL kids scored big at the IBJJF Master/Worlds Kids Invitational Open Championships this past August in Las Vegas, Nevada, where the world-wide competition was fierce. Captain Duane Demspsey's son Jack took home the bronze medal in the Yellow Belt category, and Alexander Soltes, the grandson of long-time CSL electrician Avelino Soltes, won bronze in the Grey Belt category. Both boys compete as members of the Academix Martial Arts Academy.



Left to right: Alexander Soltes and Jack Demspsey with their medals.



Top Marks for Louis-Pierre Trottier

CSL's Optimization Analyst, Louis Pierre Trottier, obtained the highest grade worldwide in the Institute of Chartered Shipbrokers' exam 'Shipping Finance' for both the November 2017 and May 2018 exams. His outstanding achievement has been recognized by not only CSL, but by the maritime community at large.

The Institute of Chartered Shipbrokers is the only internationally recognized

professional body in the commercial maritime arena and it represents shipbrokers, ship managers and agents throughout the world.

The Institute sets a syllabus and provides examinations twice a year. To become a member, seven exams must be passed (four mandatory subjects and three specializations).

The Shipping Finance exam, on which Louis-Pierre scored best-in-the-world, covers the following topics, among others:

- Lender's (banks) and borrower's (shipowners) needs in the financing market
- Type of sources of finance (equity, debt, other sources)
- Financing structures (KG, KS, securitization, Islamic leasing)
- Legal issues in shipping finance

Other CSLers currently studying to pass exams at the Institute of Chartered Shipbrokers are John Castellarin and Jonathan White.

More details on the Institute at ics.org.uk

The Final Straw

In response to the environmental damage caused by single-use plastics, CSL has banned single-use plastic straws from its offices. Though a small straw may not seem like a lot, it has the potential to create a big problem for the environment.

- Plastic straws are among the top 10 items picked up in beach cleanups globally.
- They take 200 years to decompose and most cannot be recycled.
- 1 million seabirds and 100,000 marine mammals die from ingesting plastic each year.



White Ribbon Day at CSL Australia

CSL Australia's Sydney office held a morning tea fundraiser on November 25, 2017, to mark White Ribbon day, also known as the International Day for the Elimination of Violence Against Women. White Ribbon is the world's largest movement of men and boys working to end violence against women and girls, promote gender equity, healthy relationships and a new vision of masculinity. Since its inception in Toronto in 1991, The White Ribbon Campaign has spread to over 60 countries around the world. White Ribbon asks men to wear white ribbons as a sign of their pledge to never commit, condone or remain silent about violence against women and girls.





Community Giving Tree's Clothing Drive

CSL Americas volunteers lent their support in February 2018 to the Community Giving Tree in Middleton, Massachusetts, by holding a children's clothing drive to fill bundles of kindness for local families in need.

The Community Tree is a local non-profit organization whose mission is to help low-income families in northeastern Massachusetts raise healthy children by providing recycled clothing, baby equipment and other basic necessities.

More info at communitygivingtree.org



From left to right: Sean Heusser, Maria Yeliseyeva, Shasha Lu, Moira Quinlan, Gisele Girard, Rina Watne of CSL Americas.

CSL Americas Participates in Donation Month

CSL Americas kicked off "Donation Month" during the month of July. CSLers cleaned out their closets and brought in infant, child and adult clothing, shoes, and boots of all sizes and genders. They also collected children's books, games and toys, diapers, wipes and accessories, including jewelry, scarves, belts, clean socks, etc. Items were deposited in the CSL Atlas Conference room, and then donated to local charities, The Open Door and the Community Giving Tree.



Left to right: Moira Quinlan, Sally Treantos and Mubarak Hasan

CSLers Take On Eco-Challenge

Over 75 CSL employees world-wide took part in CSL's Earth Day Eco-Challenge, committing to reducing their personal environmental footprint for one week. Participants undertook challenges including eliminating paper and planting trees – but the most popular activity was committing to eliminating single-use plastic items.

“ What CSLers had to say



“A team challenge for IT as we should be pioneers in going paperless”

José Montoya,
Project Manager and Senior IT Business Analyst



“Everyone can do this – use reusable containers and drinks bottles!”

Sheldon Wong,
Assistant Engineer



“Giving something to the environment by not giving something”

Irrai Anbu Jayaraj,
IT Business Intelligence Developer



“Using reusable materials means zero plastic waste”

Nissi Chan,
Quality Representative



“There's too much wasted plastic! I need to cut down on my use of Ziploc bags”

John Castellarin, Analyst,
Financial Planning and Analysis



“As coffee cups are not recyclable, by making the small change to my daily habit of bringing a reusable cup I can assist in reducing land waste”

Anne Grunsell,
Executive Assistant and Office Coordinator

“I hate things being thrown away just because it's easy or people don't take the time to segregate their waste”

Justin Bowers,
Vessel Manager

People Update

AS OF AUGUST 31, 2018

NEW CSLERS

CSL GROUP

Yasmine Aarifi was hired as Administrative Assistant on March 19, 2018.

Valérie-Kim Besner was hired as Change Management Specialist on April 16, 2018.

Lennart Broberg was hired as Site Manager on March 1, 2018.

Marie-Eve Clavet was hired as Assistant General Counsel on December 12, 2017.

Frank Dahan was hired as Senior Bunker Sourcing Specialist on October 30, 2017.

Mélissa Dorsaint was hired as on August 27, 2018.

Guillaume Dubreuil was hired as Senior Manager, Government Affairs on August 6, 2018.

Jackie Gorero was hired as Accounts Payable Clerk on November 27, 2017.



Rav Kang was hired as Helpdesk Technician.

Rav Kang was hired as Helpdesk Technician on November 13, 2017.

Renaud Lapierre was hired as Senior Manager, Labor Relations on March 26, 2018.

Louis-Simon Lippens was hired as Senior Director Continuous Improvement and Fleet Projects on August 6, 2018.

Maggie Mavrigiannakis was hired as Senior Analyst, Financial Planning and Analysis on January 8, 2018.

Marie-Linh Nguyen was hired as IT Business Analyst on April 23, 2018.

Samantha Nkusi was hired as Accountant on December 18, 2017.

Chloé Normandin was hired as HR Business Partner on December 5, 2017.

Antonio Orrego was hired as Payroll and HR Information Administrator on November 13, 2017.

Ernesto Paba was hired as Procurement and Logistics Coordinator on August 13, 2018.

David Roberge was hired as DEVOPS Architect on April 24, 2018.

Julien Robert was hired as Logistics Analyst on February 5, 2018.



Wiebke Schütt was hired as Director, Global Crewing.

Wiebke Schütt was hired as Director, Global Crewing on February 8, 2018.

Enzo Romano was hired as Junior Mechanical Engineer on March 19, 2018.

Maureen Shaughnessy was hired as Administrative Assistant on June 1, 2018.

Maryse Truchon was hired as Administrative Assistant on July 3, 2018.

John Yassa was hired as Helpdesk Technician on March 19, 2018.

CANADA STEAMSHIP LINES



Saiful Abdin was hired as Vessel Manager.

Saiful Abdin was hired as Vessel Manager on December 4, 2017.

Jie Dai was hired as Technical Coordinator on August 2, 2018.

Melissa Gobby was hired as Manager, Voyage Operations on April 16, 2018.

Kyounglae Kim was hired as Senior Vessel Manager on April 30, 2018.

Benjamin Larsen was hired as Technical Coordinator on April 1, 2018.

Chantal Lessard was hired as Senior Ship Operator on March 21, 2018.

Samantha Manganiello was hired as Crewing Coordinator on January 1, 2018.

Tyler Mayo was hired as Technical Coordinator on April 1, 2018.

CSL AMERICAS

Guillermo Munoz was hired as Director, Business Development on June 21, 2018.

CSL ASIA



The Jakarta office welcomes Astrid Angelica and bids farewell to Heppy Oktosesarina.

Astrid Angelica was hired as Manager, Finance and Accounting on August 15, 2018.

CSL AUSTRALIA

David Collis was hired as HSEQ Manager on March 19, 2018.

Anne Grunsell was hired as Executive Assistant and Office Coordinator on February 12, 2018.

Mark Hughes was hired as Chartering and Scheduling on July 23, 2018.

Lola Ortiz was hired as Receptionist and Administrative Assistant on June 25, 2018.

Jesse Pesch was hired as Junior Vessel Manager on April 9, 2018.

Gopinath Sugumar was hired as GTS Naval Architect/Document Controller on August 6, 2018.

PROMOTIONS / TRANSFERS / CHANGES

CSL GROUP

Rissa Adebo was promoted to Senior Manager, Business Processes on April 6, 2018.

Mélanie Brunet was promoted to Payroll and HRIS Specialist on June 1, 2018.

Ivano Franchetto was promoted to IT Communication Administrator on August 1, 2018.

John Gruszewski was promoted to Director, Global Safety on June 29, 2018.

Krista Lawson was promoted to Senior Legal Counsel on March 19, 2018.

Mariève Tremblay took on her new role as Vice-President, Procurement and Operational Efficiency on July 1, 2018.

CANADA STEAMSHIP LINES

Hélène Cloutier was promoted to Commercial Coordinator on July 3, 2018.

Maria Danilenko was promoted to Senior Manager, Operational Excellence on June 1, 2018.

Jean-Frédéric Lavoie began his new role as Manager, Vessel Digitalization on July 24, 2018.

Jeremy Whitworth was promoted to Senior Manager, Commercial on July 23, 2018.

CSL AUSTRALIA

Allen Dobie was promoted to Vice-President, Commercial, Australia and Asia on April 1, 2018.

Richard Irvine began his new position as Manager, Scheduling and Customer Service on February 13, 2018.

Craig Jackson was promoted to Senior Manager, Commercial on January 1, 2018.

Irrai Jayaraj transferred to CSL Australia on June 5, 2018 in his role as Business Intelligence Developer.

Francis Rodier transferred to CSL Australia on February 19, 2018 in his role as IT System Administrator.

CSL EUROPE

Stephane Legault was transferred to CSL Europe on July 1, 2018 to join the Eureka team where she is responsible for chartering and business development.

RETIREMENTS

CSL GROUP

Kirk Jones retired on April 30, 2018, after 31 years of service.

Steve Palmer retired on May 1, 2018, after 11 years of service.

CANADA STEAMSHIP LINES

Coral Milnes retired on April 27, 2018, after 7 years of service.

Captain Daryl Brain retired on April 1, 2018, after 29 years of service.

Captain Joseph Marie Fraser retired on April 1, 2018, after 7 years of service.

Captain Ronald Taylor retired August 1, 2017, after 34 years of service.

CSL EUROPE

Osman Garcia retired in February 2018 after 7 years of service.



IN MEMORIAM

Harry Abruzzese
on June 28, 2018

John A. Bonwick
on April 8, 2018

Raymond Coleman
on February 1, 2018

Helen Marie Hill
on March 22, 2018

Gerald Keating
on January 19, 2018

Roland Gregory Ross
on December 6, 2017



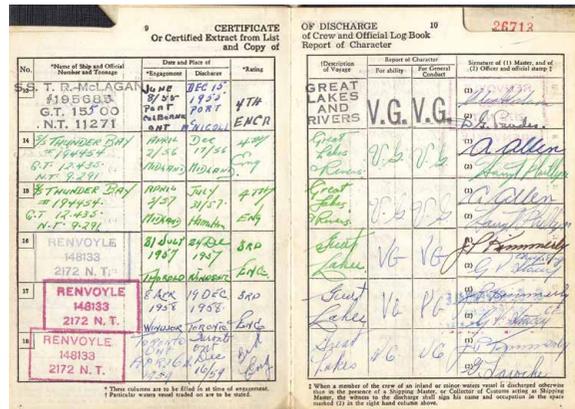
Wojciech "Victor" Kukulak
1962-2018

Second Mate Victor Kukulak passed away on July 30, 2018. He was 56 years old. Victor started his career at CSL in 1998 as a Third and Second Mate. Since the arrival of the Trillium Class ships, he was most often assigned to *Baie Comeau*, with some stints on *Thunder Bay* and *Whitefish Bay*. Vic carried the values of CSL on his heart and was valued by all his ship mates.



Commodore Chief Engineer James Pyke 1933-2018

James "Jim" Pyke passed away on June 8, 2018 in Beamsville, Ontario, at the age of 85. Jim joined CSL in April 1955 as an Oiler on *SS T.R. McLagan* and two months later was promoted to 4th Engineer. He left CSL in 1962 to pursue a career as a Service Engineer with Drew Chemical's marine division. He then returned to CSL in 1972 and was promoted to Chief Engineer a year later on *SS Nipigon Bay*. In 1978, Jim was promoted to Shore Engineer serving both the CSL fleet and its Fednav domestic division. He returned to sailing duty as Chief in 1987 and was promoted to Commodore Chief for the '91-'93 seasons before retiring at the end of 1993. Jim received the CSL Hall of Fame Award in 2001.



Jim Pyke's 1995 discharge book



Captain Bud Playford
1926-2018

Gerald "Bud" Playford passed away in Owen Sound, Ontario, on June 5, 2018, at the age of 92. He was a proud CSL Captain and spent his entire career working on Canada Steamship Lines ships until his retirement in 1987. Captain Playford received the CSL Hall of Fame Award in 1997.



Captain Larry McMillan
1936-2017

John Larry McMillan was 82 years old when he passed away in Tobermory, Ontario, on November 25, 2017. Captain McMillan began his seafaring career in 1964 and spent the majority of his sailing days with CSL, where he worked his way up the ranks from deck hand to Captain. He retired in 1999 after 35 years of sailing on the Great Lakes.



William Airhardt
1986-2017

A dedicated and talented seafarer with all the virtues to be a great ship

captain one day, William passed away on December 28, 2017, at the age of 31. He started his career at CSL as a Second Cook on *Atlantic Erie* in 2008, and was promoted to Chief Cook in 2011. William worked on practically every vessel in CSL's Great Lakes fleet until he signed off on in August 2017 to pursue his studies in the Nautical Sciences Program at Georgian College. William had been selected as part of CSL's cadetship program and had set his sights on becoming a captain.

WEDDINGS

CSL GROUP



Ivano Franchetto married Elleni Mavroudis on November 25, 2017.

CSL EUROPE

Zabdiel Acosta married Hanna Jane Elorpe on April 30, 2018.

BIRTHS

CSL GROUP

Alexandra Fortin and spouse **Kevin Lauzon** welcomed the birth of their second son **Jayson Lauzon** on January 23, 2013.



CSL AMERICAS

Rebecca Varnes and spouse **CO Varnes** welcomed the birth of their third daughter **Taylor Kay Varnes** on March 9, 2018.

CSL AUSTRALIA

Cathy Quilantip and **Greg Guimbatan** welcomed the birth of their son **Asher Guimbatan** on April 27, 2018.



CSL AMERICAS

Emma Roberts gave birth to her daughter **Angelicas Mae Roberts** on May 31, 2018.

CSL SERVICE AWARDS 2018

CANADA STEAMSHIP LINES SHORE

5 YEARS

Jean-Frédéric Lavoie, Manager, Vessel Digitalization

10 YEARS

Cristina Grecescu, Administrative Assistant

30 YEARS

Scott Porter, Manager, Transportation Services

SHIP

10 YEARS

Simon-Olivier Bertrand, 2nd Mate

Sean Cox, 1st Mate

Walter Day, AB

Dean De'Agrella, 3rd Engineer

Jean-Louis Girard, Chief Engineer

Stephen Simon, General Purpose / Head Tunnelman

Dominique Vezina, Chief Engineer



Chief Engineer Jean-Louis Girard, 10 Year Award

15 YEARS

Michael Banks, Mechanical Assistant

Amos Francis, OS

Brenda Green, Chief Cook

Noel Lagamo, Mechanical Assistant

Gilles Rouleau, AB

Marv Springer, AB

25 YEARS

Wilson Walters, Captain



OS Amos Francis, 15 Year Award



Capt. Wilson Walters, 25 Year Award

CSL GROUP SHORE

5 YEARS

Rissa Adebo, Senior Manager, Business Processes

Denis Bettinger, Specialist, Catering

May Jensen, Director, Risk Management

Claudine Marineau, Director, Taxation and Treasury

Marco Mooijekind, Senior Manager Corporate Accounting

Ryo Sugitani, Senior Manager, Financial Planning and Analysis

10 YEARS

John Sypnowich, Chief Legal and Compliance Officer

20 YEARS

Nathalie Sykora, Vice-President, Global Fleet Management

30 YEARS

Maryse Lefebvre, Senior IT Business Analyst

Todd Wirchnianskyi, Senior Infrastructure Analyst

CSL AMERICAS SHORE

5 YEARS

Marouane Naqos, Senior Accountant

10 YEARS

Jeffrey Barnes, Vice-President, Commercial, Americas and Pool

Matthew O'Connor, Vessel Operations

20 YEARS

Garth Mitcham, Director, Marketing West Coast

Sergey Osminkin, Senior Manager, Port Operations

SHIP

5 YEARS

Dmytro Avdyukhin, Master

Oleksandr Didan, Cook

Yevgen Kretsu, OS

Oskar Lovochkin, OS

Ganna Storchark, Steward

Yurii Vinnytskyi, OS

10 YEARS

Vitaliy Bazylchuk, AB

Maksym Borovyk, OS

Zinoviy Bostanzhi, OS

Yevgeniy Bukhtiyarov, 2nd Officer

Gennadiy Cherdantsev, Motorman

Oleksandr Dolynsky, OS

Viktor Dorotyak, Motorman

Viktor Gamarts, Tunnelman

Vyacheslav Gavrysh, AB

Oleg Getmanets, Fitter

Oleg Granichenko, 2nd Officer

Ivan Koliushko, 3rd Engineer

Igor Koval, OS

Yuriy Koynak, AB

Mykola Kyssa, OS

Ruslan Mardar, AB

Sergiy Musiyenko, OS

Maksym Narozhny, Motorman

Yuriy Orlenko, AB

Ruslan Pupin, Messman

Vyacheslav Tereshchenko, AB

Volodymyr Trynoga, Motorman

Ihor Unukovych, 2nd Officer

Yuriy Zelinsky, AB

Volodymyr Zvyeryev, AB

15 YEARS

Yuriy Belokamensky, 2nd Engineer

Grygoriy Gablyuk, Fitter

Ivan Khovrichev, AB

Vitaliy Kryvosheyev, Captain

Andriy Motronyuk, Cook

Sergiy Prygon, 2nd Cook

Maksym Shestakov, Captain

Sergiy Shramkov, Electrical Engineer

Oleksandr Sychov, Crane Driver

20 YEARS

Andriy Chernega, 2nd Engineer

Oleg Dhzus, AB

Valeriy Filonenko, Head Tunnelman

Petro Gubenko, Motorman

Valeriy Korshunov, Bosun

Sergiy Kupriyenko, Welder

Ivan Lomeyko, Chief Engineer

Mykahylo Nikolayenko, Bosun

Pavlo Padchev, Cook

Igor Palamarchuk, AB

Svitlana Palamarchuk, Messwoman

Yuriy Parasovchenko, Electrical Officer

Oleksandr Petrov, AB

Oleksiy Polovinchenko, Bosun

Stasis Ragauskas, Bosun

Oleksandr Redko, Head Tunnelman

Anatoliy Sidorski, Bosun

Valeriy Syrchin, Motorman

Sergiy Taranchuk, Cook

Serhii Tofan, Head Tunnelman

Oleg Vovchenko, AB

CSL EUROPE SHORE

5 YEARS

Veena Shinde, Accountant

SHIP

10 YEARS

Acosta Nobie Austria, AB

Cabrera Jose Paulo Ilagan, AB

Dela Luna Ponciano De Castro, AB

Maribbay Rodel Fernandez, AB

15 YEARS

Sasi Pepe Gestoso, Motorman

20 YEARS

Bang Edmundo Daza, Fitter

Biscocho Muriel Hernandez, Bosun

25 YEARS

Sarreal Maximo Camungol, Fitter

CSL ASIA SHORE

5 YEARS

Shahnawaz Adenwala, Manager, Technical Fleet Operations

Jan Gramm, Manager, PT LWI

CSL AUSTRALIA SHORE

5 YEARS

James Keegan, Senior Manager Projects

Daniel Wilson, Senior Manager, Financial Planning and Analysis

Lee Winterborn, Senior Manager, Transshipment

10 YEARS

Emily Pointon, Senior Manager, Project Management and Government Relations

SHIP

5 YEARS

Sergiy Viktorovich Boykov, Electrical Engineer

Oliver Cadio, Engineer Watchkeeper

Tirso Carreon, Boiler Maker

Wilson Cas, 2nd Engineer

Romeo Cedro, FOTB Assistant Operations Manager

Sergii Davydiuk, Chief Officer

John Cameron Duncan, Crane Driver

Ratmir Gorbach, Engineer Watchkeeper 3^e

Mohammed G M Haque, 2nd Officer

Marlou Ordiz Mata, Deck Mechanic

John Bryan Padilla, FOTB Operations Manager

Francisco Sapitanan, Cook

Ariel Malimot Senires, FOTB Operations Manager

Oleksandr Statsenko, Electrical Engineer Manager

David Tunbridge, IR

Franklin Viray, Material Handling Plant Specialist

10 YEARS

Joseph Abeysena, Captain

Kachchakaduge Indika Niroshan Fernando, 2nd Officer

Andriy Glazov, Electrical Engineer

Zahid Hossain, Chief Officer

Denys Kazakov, Master Night

Dmytro Kurylov, Electro Technical Officer

Allan Mudge, IR

Mohammed Nurullah, 2nd Officer

Trent Noel Osmann, Cook

Shane Paynter, IR

Ivan Sereda, Chief Officer

Maksym Shtokalov, Electrician Assistant

Peter Stewart, Chief IR

David Stone, 2nd Officer

Jeffrey Teese, IR

Oleksii Tolkunov, Master Night

Tracy Ann Trenowden, IR