

# MARLOW NEWSLETTER

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## LETTER FROM THE MANAGEMENT

### NAVIGATING THE CURRENT CLIMATE

As we move further into the new year, it is time to take a moment to reflect on the efforts and achievements of the past several months. Despite the ongoing economic uncertainty, we remain committed to our mission of providing safe and reliable shipping services to our clients and looking after our people.

One of the most pressing issues of the year so far has been the situation in Ukraine. A year later, dire circumstances persist. Our thoughts are with our Ukrainian seafarers, colleagues and their families during such difficult times. Marlow Navigation, more specifically colleagues from Marlow Ukraine are doing their utmost to distribute humanitarian aid to support our Ukrainian seafarers and their families, as well as the community at large. We applaud their incredible dedication, and all who are supporting from other countries and locations.

In contrast to the challenges in Ukraine, further easing of coronavirus restrictions were welcomed by millions of seafarers and people around the world. Although for many the effects of the pandemic are not as apparent, COVID still remains a threat. We persevere with care and follow all local regulations to ensure the health and safety of our crew.

Alongside our ongoing efforts to support our seafarers, we have maintained progress with our group's Environmental Social Governance (ESG) strategy. Our internal task force, together with the support of external consultants are now at an advanced stage with the overall assessment, helping to shape our first corporate ESG report. Like the wider shipping industry, our company must continue to evolve in response to the radical

changes happening, further enhancing seafarer well-being and talent recruitment. At the same time, persisting with our ongoing social and community programmes, as well as promoting a diverse, transparent and safe workplace.

Over the past year, Marlow Navigation has expanded its reach into the Middle East and North African region, opening a new office in the Sultanate of Oman. The office in Muscat marks the first official location of (MENA) Marlow Navigation. We are thrilled to take this next step in our journey and look forward to new opportunities and partnerships. Positioning ourselves as a local provider allows us to better serve clients, while also strengthening our global network. Our team in Oman is well-equipped to provide local support and solutions, with the experience and expertise of the group that meet the unique requirements of the region.

Continuing on this more positive note, we are also excited to announce that this year, the Marlow Navigation brand will be celebrating its 40th Anniversary. We are proud of all our accomplishments over the past four decades; thank our seafarers and staff for their loyalty and excellent work ethics; and we are grateful to our clients and partners for their ongoing support.

Remaining focused and optimistic, we look forward to celebrating with everyone in the coming months, sharing updates and special moments with you in the future. As always, thank you for your ongoing commitment. We wish you a productive and safe year ahead.

*Marlow Management*

# COMPANY NEWS

## MARLOW AT MARITIME CYPRUS 2022

The Maritime Cyprus Conference returned in 2022, taking place 9-12 October in Limassol.

The conference is one of Marlow's most important industry events, being the location of the group's head office and having many clients, partners and associates visiting. As always, Marlow was present with its own booth at the exhibition, promoting the company to the international shipping industry, as well as participating in conference discussions.

Maritime Cyprus operates as a forum where important and current issues relating to international shipping are presented by expert speakers and subsequently discussed by the international shipping community and local cluster. This year's theme was "Shipping's Response to the 3 Cs" – Crises, Challenges, Competitiveness.

The Marlow Group's Joint Managing Director, Jan Meyering participated in one of the panel discussions on Seafarers' welfare and rights. "People remain central to our business. Seafarers make ships go, and are vital to shipping and world trade. It is fundamental that as an industry, we ensure the right conditions are created and maintained for seafarers, and that we continue to find ways to improve on them, whilst also attracting new talent to the profession," he said during the panel discussion.

On day 2 of the conference, some younger Marlow colleagues were at the session for young executives, including two Cyprus-based Chief Officers. The session included workshop exercises and lively debates about the current environment and how to help spread the message and create the necessary environment for the youth to be better captivated by maritime, as well as provide future career opportunities.

"Overall, it was great to see so many visitors and an overall productive atmosphere during the conference, with many important discussions and networking taking place," added Meyering.

Maritime Cyprus is an established biennial event organised by the Shipping Deputy Ministry in cooperation with the Cyprus Shipping Chamber and the Cyprus Union of Shipowners. The conference brings together more than 1,000 participants from all over the world to become better acquainted with the strong maritime cluster in Limassol, including shipowners, ship managers, suppliers, regulators and state officials.



*Marlow Navigation booth at Maritime Cyprus 2022*



*Joint Managing Director, Jan Meyering participating in the panel discussion about seafarer welfare*



*Cyprus' Shipping Deputy Minister to the President, Vassilios Demetriades, together with Marlow team during the session for young executives*





## POSIDONIA SHIPPING EXHIBITION IN GREECE

Earlier in the year, Marlow participated at the Posidonia international shipping exhibition together with the Cyprus national pavilion, held in Athens, Greece in June.

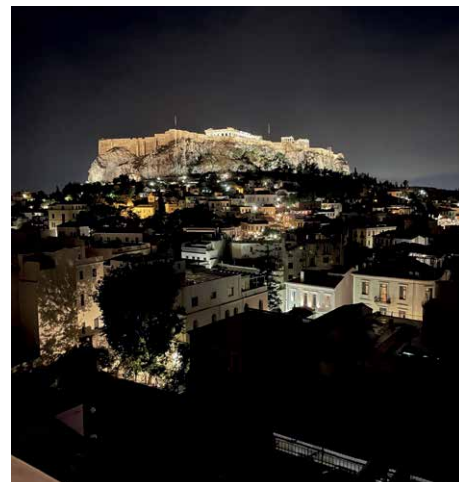
The biennial event returned after a four-year absence due to the COVID-19 pandemic. Visiting the event was the company's representative based in Greece, Athanasios Reisopoulos and Commercial Director from group head office in Cyprus, Christian Fuehrs.

Posidonia has long been established as one of the major calendar events of the industry, serving as a bridge linking the

international shipping community with the Greek cluster, but also as a platform and forum on latest developments.

Posidonia 2022 was the largest in terms of exhibition space and most publicised event in the event's history and has become the largest trade show in Greece, with 1,964 exhibitors from 88 countries and attended by over 40,000 participants from 103 countries.

The event is organised under the auspices of the Ministry of Maritime Affairs & Insular Policy, the Union of Greek Shipowners, and the Hellenic Chamber of Shipping, together with the support of the Municipality of Piraeus and the Greek Shipping Co-operation Committee.



*Marlow Navigation at Posidonia 2022 in Athens, together with the Cyprus national pavilion*

## WORLD MARITIME DAY

The 29<sup>th</sup> of September marked the International Maritime Organization (IMO)'s World Maritime Day. The theme for 2022 was "New technologies for greener shipping".

The theme provided an opportunity to focus on the importance of a sustainable maritime sector and the need to build back better and greener in a post pandemic world, while leaving no one behind. A number of initiatives were part of the celebrations, including a two-day hybrid innovation forum, a social media campaign, and raising wider awareness by IMO inviting participants to light up landmarks in blue and green.

Greater awareness, taking action and collaboration across all industries are no doubt essential in this transition and in achieving widespread and common goals.

Marlow teams around the global network also joined in to support the cause, and help raise awareness. In Cyprus, a delegation was out cleaning the beaches in Limassol, helping to raise local community awareness about keeping our waterways clean. This was done together with the Cyprus Marine Environment Protection Association (CYMEPA), and under the auspices of Shipping Deputy Ministry, the Environment Commissioner and the Municipality of Limassol.



*Raising awareness in the Philippines on World Maritime Day*



*Marlow team helping to clean the beaches in Limassol on World Maritime Day*

## MARLOW WINS SAFETY AT SEA AWARD

THE AWARD IS RECOGNITION OF A COMPANY, INDIVIDUAL OR TEAM WHO HAVE IMPLEMENTED SIGNIFICANT TECHNICAL, PROCEDURAL, OR OPERATIONAL IMPROVEMENTS LEADING TO REDUCTION OF RISK TO HUMAN LIFE AT SEA.

Marlow Navigation has won the "Safety at Sea Award" at Crew Connect Global 2022, presented during a ceremony in Manila.

The award category is in recognition of a company, individual or team who have implemented significant technical, procedural, or operational improvements leading to reduction of risk to human life at sea.

"We can only accept such an award on behalf of our seafarers," stated CEO – Administration, Marlow Navigation Phils., Inc., Antonio Galvez Jr.

"It is every seafarer's duty to undertake their job competently and safely, and to respond in emergencies at sea. With crew on over 1,000 ships, our seafarers regularly encounter such responsibilities, always performing their duty with utmost professionalism, care and safety. From helping to save the lives of refugees and asylum-seekers, fishermen, leisure sailors, and fellow seafarers, to freeing one of the largest container ships in the world when it got stuck in the Suez Canal."



Marlow team from the Philippines and group head office in Cyprus accepting the Safety at Sea Award

"This is backed by ongoing training, together with procedural excellence and support from teams ashore," added Galvez.

Life at sea can be a challenge. Frequently, all sorts of vessels and people find themselves in distress, many times even in life-threatening situations. Search-and-rescue (SAR) services throughout the world largely depend on commercial shipping to assist those in distress at sea. Marlow's seafarers are regularly involved in many rescue operations, and in fact save hundreds of lives at sea throughout any year.

"The rescue of persons in distress at sea is a long-standing maritime tradition and humanitarian duty of seafarers, enshrined in international law," said CEO – Operations, Marlow Navigation Phils., Inc., Captain Leopoldo Tenorio. "Almost always, this means altering a vessel's route and planned operations so to search and

rescue those in distress, together with other significant efforts by seafarers to help save lives and provide emergency aid as needed," he added.

Also attending the event from Marlow's group head office in Cyprus were Joint Managing Director, Jan Meyering and Training Director, Joern Clodius, together with senior representatives from Marlow Philippines and partner training centre United Marine Training Centre (UMTC).

"Seafarers are truly at sea for all. Whether this is to provide an unrivalled service that keeps the world supplied with all comforts and essentials, such as food, manufactured goods, medicines, raw materials, energy and more, or when helping people in distress at sea," continued Meyering. "We are very proud to have our seafarers recognised with this deserved award, and also pay tribute to their dependability, commitment and professionalism that leads to the preservation of lives."

## MARLOW STRENGTHENS OFFSHORE DIVISION

Marlow Navigation has strengthened its international offshore division with the launch of a dedicated website, reinforcing the Marlow Offshore brand and team.

The latest initiative gathers all offshore related ship management activities from within the group, establishing a competent service provider catering to the individual needs of the industry.

"Essentially, we have consolidated our various offshore departments and services under one umbrella, pulling our resources and expertise across the Marlow network to deliver turnkey solutions for the offshore industry," stated Marlow Navigation's Joint Managing Director.

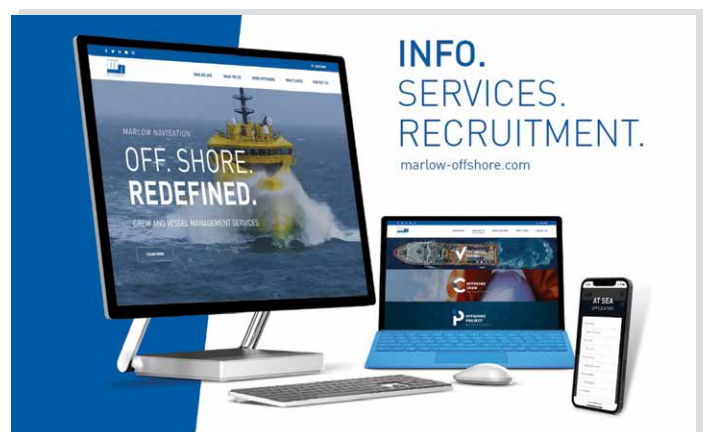
Thus far, Marlow's offices in Germany and the Netherlands have been providing standalone services to the offshore sector. Moving forward, these now all fall under Marlow Offshore, with support from the group's headquarters in Limassol, it's well-established worldwide network of offices, recruitment agencies, and training centres. Collectively, creating a comprehensive and truly global service provider, with combined strengths that brings over 60 years' experience and knowhow to the table.

As part of these efforts, a new website was recently launched, adding to the group's other dedicated channels. "Further to building the Marlow Offshore brand, it is essential to establish unified services specific to the industry. Our new website along with our established social media presence provide partners, prospective clients, as well as maritime, engineering and offshore specialists go-to platforms, with more direct and relevant

information for their needs," added Managing Director, Marlow Offshore, Jörn Laber.

Marlow Offshore offers services in crew and technical vessel management, project management as well as training. Fully managed vessels support clients in Oil & Gas, and Renewables' activities. Additionally, over 500 offshore personnel are on board globally at any given time, servicing multinational clients who operate a range of vessel types, such as Anchor Handling Tugs, Platform Supply, Semi-Submersibles and Pipe-Laying Vessels among many others.

Visit the new website at [marlow-offshore.com](https://marlow-offshore.com) to learn more.



Marlow Offshore services in crew and technical management



## NEW CHECKLIST FEATURES ON CREWCOMPANION APP

We are pleased to announce a number of new useful features on the CrewCompanion App, helping seafarers prepare for their assignment at sea and have easy and quick access to important information and documents.

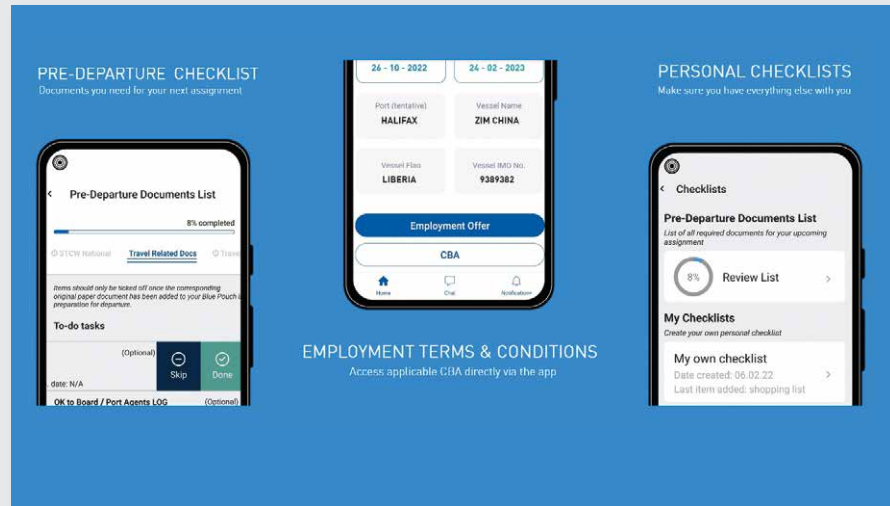
The new features include:

- A pre-departure document checklist
- Ability to create personal checklists, and
- Direct access to employment terms and conditions (CBA)

If you have not already done so, update the CrewCompanion App on your device to enjoy these new features and performance improvements.

For more info, visit [marlow-navigation.com/en/crewcompanion](http://marlow-navigation.com/en/crewcompanion)

**Important Reminder:** during the App registration process, please also check



your spam/junk folder for the verification password.

Over the last few months, we've been receiving feedback from many seafarers using email accounts such as Gmail and Yahoo that they were experiencing issues during the App's

registration process and not receiving the one-time password (OTP) for verification. Most times, this is because the email containing the password has been moved to your spam/junk folder. Please remember to also check these folders and look out for an email from [welcom@marlowgroup.com](mailto:welcom@marlowgroup.com)

## HELPING CHILDREN LEARN ABOUT MARITIME

THE ADOPT A SHIP PROGRAMME IS BACK IN THE PHILIPPINES, WITH MARLOW SEAFARERS HELPING SCHOOL CHILDREN LEARN MORE ABOUT SHIPPING AND LIFE AT SEA.

The popular school programme Adopt a Ship recently kicked off again in the Philippines, connecting school classrooms with Marlow Navigation seafarers on board to learn more about shipping, the maritime community, world trade and geography.

The programme is taking part in social studies for grades four, five and six at Aurora A. Quezon Elementary School in Manila, with a total of almost 2,000 school children to participate.

Classroom have been assigned a vessel to 'adopt' and exchange information with. Selected Marlow officers on these vessels answer questions on a weekly basis over a ten-week cycle, sent via the teachers and coordinated together with shore-based teams at HQ. Information is then discussed in class, along with learning exercises and tests.

School principal Randy Emen led the programme's inauguration at the regular Monday flag raising ceremony, where large world maps were presented to the teaching staff. Both CEOs from Marlow Navigation Phils., Inc., Tony Galvez Jr. and Captain Leo Tenorio were also present at the launch, helping to explain more about



Marlow launches a new wave of the Adopt a Ship programme for school children in the Philippines



the programme, as well as sharing their own inspirational tales at the sea with the students.

"After two years of mostly online learning, it's great to be able to offer this programme to school kids again," said Galvez. "No doubt, the interaction children and teachers can have with our seafarers during class brings far more value, and excitement in the whole learning experience," he added.

Adopt a Ship was first initiated by the Cyprus Shipping Chamber (CSC) and Cyprus Maritime Environmental Protection Association (CYMEPA) back in 2006. Together with the help of commercial shipping companies such as Marlow, the programme has made its way on to many other countries, including the Philippines, Poland, India, and Greece. It has since been praised by many maritime institutions and authorities, such as the United Nations Working Group, The International Maritime Organization (IMO) Secretary General, Cyprus Government, InterManager, The Nautical Institute, Maritime Awareness

Program Society (MAPS), and International Women Seafarers Foundation (IWSF), among others.

Around 90% of global trade is driven by maritime transportation. This includes many of the necessities and comforts we all have and use that supports our quality of life. The Philippines is a world leading maritime nation and a top provider of both seafarers and officers to shipping companies. At Marlow, Filipinos make up over 50% of total crew.

"There is a long tradition of seafaring here, whilst it continues to be an important livelihood for so many Filipinos and a significant input to the wider economy," explained Captain Tenorio.

"Almost everyone knows someone connected to the industry. Programmes such as Adopt a Ship are great, as they help our children and communities alike, to learn more about maritime, as well as to appreciate and be proud of the important and great work our people, and industry on the whole does out there," he concluded.

# CREWING & TRAINING

## TRAINING / SEMINARS

### TRAINING

#### KSMA-MARLOW COOPERATION CONTINUES

Kherson State Marine Academy (KSMA) and Marlow Navigation have signed their annual cooperation agreement for the training and employment of Ukrainian marine officers.

The agreement was signed by KSMA's Rector, Professor Vasyl Cherniavskiy and Marlow's Joint Managing Director, Jan Meyering, in the attendance of the group's Chairman, Hermann Eden and representatives from both the head office in Cyprus and Ukraine.

During the engagement, all parties expressed their support in the ongoing, constructive partnership and expressed hopes for further strengthening business ties, especially important in such difficult times for the Academy and Ukraine.

"Marlow has been cooperating with KSMA in the training and employment of marine professionals since 2005. Over the years, we have enjoyed many mutual successes. We appreciate the professionalism and cooperation of everyone involved in this partnership, including our seafarers, staff, associates in Ukraine, as well as our loyal clients and partners for their ongoing support," said Meyering.

Further to this, Marlow has been working closely with KSMA over the past year to provide Ukrainian cadets the opportunity to maintain their studies, training and livelihoods. Where possible, KSMA cadets continued their progress online. In addition, many have been given the opportunity to pursue their education and training at KSMA's partner maritime academies in neighbouring countries.

A cooperation agreement, for instance, has been setup between KSMA and Lithuanian Maritime Academy (LMA) in Klaipeda, with cadets able to join the academy



*KSMA's Rector, Professor Vasyl Cherniavskiy presenting the signed cooperation agreement with Marlow Navigation*

directly from their vessel. LMA has agreed to recognise cadets' previous studies at KSMA and incorporate them into their own programmes by issuing dual diplomas upon completion of their studies. Meanwhile, Marlow is contributing substantially to cadets' studying and living expenses during their time in Lithuania.



*Signing of annual cooperation agreement between KSMA and Marlow Navigation in the training and development of marine professionals*

#### MARLOW PDB 2023 AS E-LEARNING MODULE

Marlow Navigation's Pre-departure Briefing course (PDB) 2023 has been released in January.

Unlike previous versions, this year's PDB has been converted into a E-Learning module and can be reviewed and completed via the Ocean Learning Platform similar to other CBT's (Computer Based Trainings) which form part of the Marlow Training Matrix requirements.

Like the other CBTs, Verification of Training certificate can be generated by the platform once all modules of course are completed and show 100%. Instructions for accessing the course and issuing the certificate can be found via the Crew Portal or your Manning Agency / Crew Superintendent.

This is the 10<sup>th</sup> annual update of the Marlow PDB, and like previous years, it covers numerous important issues for crew, with various forms of engaging training and learning material, including presentations, documents, video tutorials and case studies.

PDB 2023 has updates regarding Marlow's training programs, upcoming industry rules/regulations, as well as port state control results for the previous year. It also provides several case studies on incidents based on actual events, with summaries of key points and preventive actions, further helping to enhance safety at sea.

Other modules include: moral, ethical, and professional code-of-conducts; open reporting policy; analysis on accidents and sicknesses on board, together with guidance

on creating and maintaining healthy habits; and in case you don't already have it, an overview of the CrewCompanion App, highlighting the benefits for crew before, during and after assignments.

For further information or assistance on the PDB training course, please contact your manning agency or crew superintendent. For feedback and suggestions, visit the link below or scan the QR code to access and complete the updated survey: [www.surveymonkey.com/r/CK5PJTV](https://www.surveymonkey.com/r/CK5PJTV)



**Take Survey!**



*Marlow PDB 2023 as E-Learning module on the Ocean Learning Platform*



## KSMA CADETS AWARDED WITH DIPLOMAS IN LITHUANIA

Fourth year students from Kherson State Maritime Academy (KSMA) were awarded with their diplomas during a special ceremony in December at the Lithuanian Maritime Academy (LMA) in Klaipėda.

In total, 44 students successfully defended their final thesis and passed the qualifying exams.

Since early last year, a cooperation agreement was setup between KSMA and LMA providing Ukrainian cadets who were already serving on board when the war broke out the opportunity to pursue their education and training. LMA recognised their previous studies and incorporated them into their own curriculum, thereby also being able to issue dual diplomas upon completion.

During the awarding ceremony, a number of motivational speeches were given, emphasising the cadets' achievement, and the support of LMA, including from KSMA's Rector Professor Vasyl Cherniavskiy, Director of LMA Vaclav Stankevič, Mayor of Klaipėda City Vytautas Grubliauskas, Chairman of the Marine Transport Workers' Trade Union (MTWTU) of Ukraine Oleg Grygoriuk, as well as Marlow's Crew Training Manager, Captain Martin Bankov.

"We congratulate these KSMA cadets for this exceptional and admirable effort and wish them all the best in their future careers as marine professionals," said Captain Bankov. "Despite the many concerns and challenges, of course not being able to continue their studies and training in Ukraine, they have managed to endure and succeed."



*KSMA fourth year cadets receiving their diplomas at the Lithuanian Maritime Academy (LMA)*

"Our thanks also to LMA and all their staff, who have responded to the Cadets' and KSMA's need for assistance during these times without any hesitation," added Bankov.



*KSMA cadets awarded with diplomas during a special ceremony at LMA*

## SEMINARS

### FIRST SENIOR OFFICERS SEMINAR IN INDIA

Marlow Navigation India organised its first seminar for Senior Officers, held in February at Hotel Goldfinch, Mumbai.

The one-day seminar focused on providing information and training on the latest company and industry updates, as well as encouraging a closer and more personal exchange of information and feedback among participants. Twenty officers from around the country took part, together with shore-based teams.

Managing Director at Marlow India, Wilson Mascarenhas, welcomed everyone and opened the forum with an address. "Our office here in India aims to better promote the industry as an attractive and visible career, and Marlow as one of the leading maritime companies to work for," he said.

Senior Crew Superintendent and Principal's representative, Radostin Petrov also visited the from head office in Cyprus to take part in the event. Petrov shared a general introduction of the Marlow Group of companies, including core services, activities, milestones, and long-term vision. "Seminars like these are very important, helping to create a platform for sharing and learning, whilst promoting proactive and valuable interaction," he commented.

Meanwhile, Technical Superintendent at Marlow India, Chetan Keluskar gave a presentation on decarbonisation and alternative fuels, highlighting the facts and ways in which digital technologies can help accelerate decarbonisation by boosting efficiency, productivity, and transparency.

Other presentations included: cyber security awareness; media handling and best practices on social media; value

added training and development for crew; near miss reporting, incident and accident investigation and root cause analysis; preparation of inspections and audits; crew performance reports; and behavioural based safety and leadership quality, among other. Presentations offered real life case studies, together with Q&A and engaging discussions.

The seminar ended with a dinner evening and was overall a great success.





## CYBER SECURITY SEMINARS

Whether at sea or ashore, whilst at work or with personnel activities, cyber security is fundamental in helping to protect yourself as a user, as well as the company at large.

It has become even more important over the last years, since employees sometimes may also be working from outside the office and/or using personal devices, but also especially vital in the maritime and shipping industry, which can be more prone to risks.

To assist in cyber security efforts, Marlow Navigation's head office IT department has been carrying out training seminars across the global network to raise awareness and update teams on these important matters and advise on best practices.

Cyber security can be described as the collective methods, technologies, and processes to help protect the integrity, confidentiality and availability of computer systems, networks and data, against cyber-attacks or unauthorised access. The main purpose of cyber security is to protect the company and its assets from both external and internal threats, as well as disruptions caused due to natural disasters, but also to help protect users themselves.

As company assets are made up of multiple disparate systems, an effective and efficient cyber security approach requires



*Cyber security seminars happening around the Marlow network; seen here at Marlow in Poland*

coordinated efforts across all information systems. As such, good cyber security is made up of a variety of aspects, including security with applications and software, data, networks, mobile devices, cloud-based systems, and also importantly user education.

Indeed, no matter how many technical precautions are put in place, the best line of defence is the user themselves. Formally training and educating of our people regarding topics on computer and data security is essential in raising awareness about best practices, organisational procedures and policies, as well as in monitoring and reporting malicious activities. At the same

time, having people be consciousness and safe about their own personal privacy and integrity on the devices and applications they use both at the office and outside of work, such as websites, forums, social media and apps, better helps complete the circle of security.

Similarly, Marlow's predeparture briefing for seafarers also dedicates a number of educational materials – presentations, policies and video tutorials – to cyber security, privacy and online awareness.

Remember, the best precaution starts with you!

## SEMINAR ON LNG, FUEL MANAGEMENT & ENVIRONMENTAL

Towards the end of the year, Stargate and Marlow Navigation held a two-day training seminar for crew in Poland – Technical Training and Orientation Seminar.

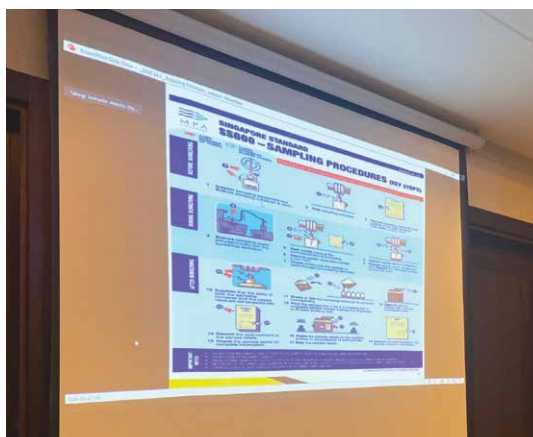
More than 30 crew members took part in the seminar, together with representatives from the Marlow shore-based team in Poland, and superintendent Pawel Graban from group head office in Cyprus.

The seminar focussed on covering a number of important topics in shipping, namely:

- LNG-powered vessels
- Fuel Management, and
- Environmental Training

LNG is widely considered across the industry as a transitional fuel option on the path towards carbon neutrality. In turn, the uptake of LNG-powered ships has been strong over the last years, particularly in new buildings and ocean-going vessels.

This has been predominantly driven by a combination of the environmental benefits, producing around 25% fewer carbon and nitrogen emissions, and reducing a vessel's EEDI rating by 20%, as well as its more attractive prices compared to the costly low-sulphur heavy oil. LNG bunkering infrastructure is also continually improving, with fuel already available in most major shipping hubs.



*Stargate seminar in Poland on LNG-powered vessels, Fuel Management, and Environmental Training*



# INCIDENTS / ACTIVITIES

## ASYLUM SEEKERS RESCUED IN IONIAN SEA, GREECE

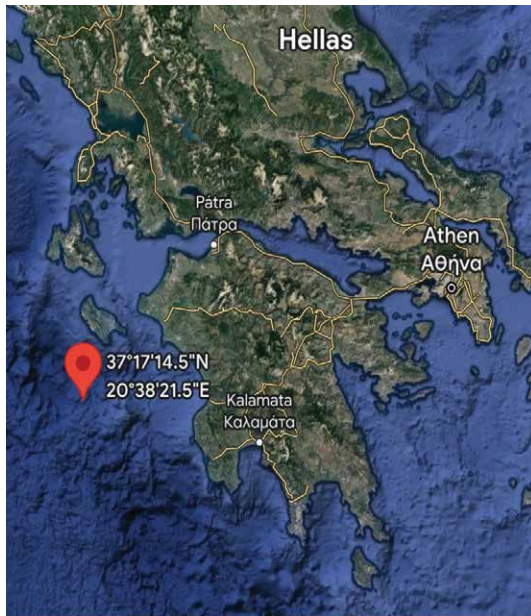
Last August 2022, Marlow fully managed vessel *HC Jana Rosa* helped rescue 69 people in the Ionian Sea off the coast of Greece, including five children.

En route from Alexandria, Egypt to Croatia, *HC Jana Rosa* was requested by the Hellenic Coast Guard to alter direction and lend assistance to the boat in distress. The asylum seekers had been traveling for over

four days, heading towards Italy when their engine broke down and the captain abandon the boat.

They were brought aboard and provided with water, food, dry clothing and a place to rest, whilst taken to the port of Kalamata for disembarkation as instructed by authorities.

Well done to the Captain and crew of *HC Jana Rosa* for their immediate and professional response, and in fulfilling their duty in rescuing life at sea.



*Asylum seekers rescued in the Ionian Sea off the coast of Greece*

## RESCUE OF 3 MEN ON A DEFECTIVE JET SKI

Also in August, after departing the Port of Oran, Marlow crew on board *RHL Clarita* spotted a man overboard waving for attention, at a distance of around 600 – 800 metres, abeam from starboard side.

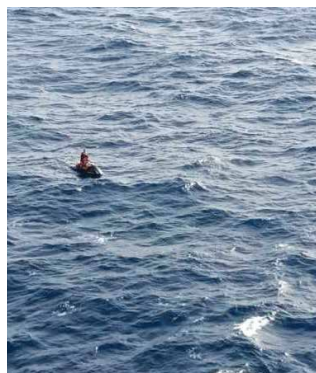
The Master immediately proceeded to the bridge and with binoculars sighted a total of three persons, sitting on a black jet ski. The Man Over Board alarm was activated and the crew moved to retrieve the

men who were clearly in distress. Meanwhile, a number of attempts were made to contact nearby authorities, including the Port of Oran, Tarifa Traffic and MRCC Madrid. Eventually, the Algerian Coast Guard was informed.

The three men were retrieved from the water and brought aboard, provided with dry clothes, blankets, drinks, and some food. They were of Moroccan nationality, and

according to their report, drifting at sea for three days due to their defective jet ski. As per instructions from the Algerian Coast Guard, the men were passed over at a nearby rendezvous point and *RHL Clarita* resumed her voyage to Algeciras.

Well done to the Master and crew for their assistance in this rescue operation and their excellent seamanship.



*Three men rescued in the Mediterranean after drifting at sea for three days on a defective jet ski*



## WADI BANI KHALID ASSISTS IN A RESCUE FROM A SINKING TANKER

Later in September, Marlow crew on board M/V *Wadi Bani Khalid*, owned by Oman-based Asyad Shipping, assisted in the search and rescue of a sinking tanker off the coast of India, with all crew saved.

The tanker was carrying a cargo of Bitumen when it got into difficulties and sent a distress message. The Maritime Rescue Coordination Centre (MRCC) swung into action and two Indian Coast Guard (ICG) vessels in the vicinity were diverted to the distressed tanker, together with a helicopter. M/V *Wadi Bani Khalid* was directed to proceed for assistance.

*Wadi Bani Khalid* reached the distress at around 12.30 pm with the ICG ship *Sujeet* and the helicopter. In a swift and coordinated rescue operation, 19 crew were rescued.

"All our actions were directed towards saving lives at sea, in accordance with SOLAS. I think that all 19 crew members from the sunken tanker will remember us for a very long time for saving their lives. *Semper Paratus! – Always Ready!*" said *Wadi Bani Khalid's* Captain, Eduard Palamarchuk.

Mumbai's MRCC also thanked the Captain and crew of *Wadi Bani Khalid* saying: "MRCC Mumbai appreciates your prompt response to rescue the crew of the sunken vessel."

"Under your able command, your crew has displayed prompt response and utmost sense of responsibility in rescuing precious lives at sea. The swift actions and well-coordinated rescue by your crew demonstrated high level of professional acumen and noble intent towards saving lives of fellow mariners, which is in keeping with the customary maritime traditions."

"MRCC Mumbai conveys sincere appreciation and gratitude for this kind act. The initiative taken by you as Master of the vessel (and all your crew) is indeed laudable and worthy of emulation by other seafarers."

The rescued crew were handed over to local shore authorities for completion of formalities and for medical checks.



*Swift and coordinated rescue operation from the crew of Wadi Bani Khalid and the Indian Coast Guard results in the rescue of 19 seafarers from a sinking tanker*

## SEARCH & RESCUE IN THE NORTH SEA

Marlow crew on board M/V *Alytus* were involved in a search and rescue (SAR) of British sailing yacht *Voyager* and its skipper in October, which was reported missing for 6 days in the North Sea.

The yacht was sailing from Ipswich towards Edinburgh when it met heavy storms. The vessel lost sails and rigging, mast fallen down overboard, and radio antenna and ropes

turned over propeller. As a result, the yacht lost its means of communication and manoeuvrability.

Guided by the UK Coast Guard, the crew kept a sharp look out in the area and finally spotted the yacht out in open sea. The rescue boat was launched to retrieve the skipper, whilst the yacht was brought alongside the vessel. The skipper and yacht were later handed over to the UK Coast Guard.

Well done to the crew on board M/V *Alytus* for their efforts and great job in this rescue operation.



*Scenes of the search and rescue of British yacht and skipper in the North Sea*





# INTERVIEWS

## AT SEA

### RANK/POSITION: SHIPS' COOK

Length of time with Marlow: 23 years

#### Why did you choose a career as a ship's cook?

I was inspired to become a cook by my mother. I used to love watching her cook and learnt a lot from her. I enjoy cooking, the artwork, and all the preparations involved, and of course appreciate the feedback from those I cook for. Many years ago, I had the opportunity to join the Marlow cook training program in Leer, Germany. It was an excellent way to better develop my cooking skills and experience, especially for merchant ships, whilst building a stable career.

#### What do you enjoy most about cooking at sea?

Cooking at sea is for sure a different challenge to being a cook ashore, but in many ways, this is what I enjoy. It is not a fine dining restaurant, but I really enjoy coming up with new practical creations and making the most with what we have. The adventure at sea, travelling the world and seeing different places, scenery and environments is also amazing.



Ship's Cook Joan Opiano

#### In a few words, describe your first days in the galley.

Truth is I was a little bit nervous, but at the same time, I was excited to take on my job and responsibilities. This is normal I think when starting at new job, and even necessary, as it helps you to stay focussed and work hard. Most of all, I would say I was very proud of myself for getting through my training and becoming a ship's cook.

#### Working at sea is not easy; what keeps you motivated?

I am motivated by my duty and work, and by my family and parents, to have a stable job and to provide. Perhaps one day, I would also like to take my experience and use it in my own culinary business ashore; it is a dream. At sea, having my ship and crew and catering for them is also a

motivation. As a ship's cook, my responsibility is to keep the crew well fed with good and nutritional food, that way they have the energy to carry out their own important jobs on board. At the same time, planning well with provisions and making the most of everything. I think other crew do appreciate the work cooks provide on board, as they are also important members of the team and keep them happy.

#### What advice would you give to cooks considering a career at sea?

Always respect each person on board no matter their rank, and then they shall also respect you. Being professional but also friendly I think is also important as it allows you to maintain healthy relationships. Cooks are in many ways the unsung heroes of the crew on board. So do not always expect so much praise and prepare for demanding work. Of course, knowing how to cook to a decent standard and following the rules and protocols is a must. Finally, I think having mental strength is an important trait. As a ship's cook you will need to be able to cope with a life at sea and many times, demanding situations, such as being away from your family, friends and loved ones for long periods at a time.

## ASHORE

### CREWING ADMINISTRATOR

#### What motivated you to pursue a career in maritime?

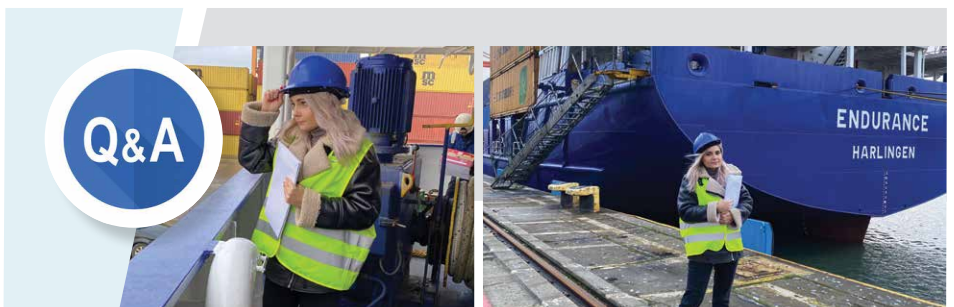
When I started living in Odessa, I would love to go down to the port and watch the ships arrive and depart. Over time, I began to observe and study the different types ship and read more about them. I have always been fascinated about shipping and logistics. It is a complex, but at the same time, interesting system. Every part of it is important and contributes to the next. Overall, it wasn't a hard decision for me to follow a career in this field, where I have a keen interest and enjoy being a part of how it all works.

#### Tell us a little about some of your most notable/rewarding moments along the way?

I cannot overlook the most recent experience of losing almost everything in a day and having to start my life over again in another country, moving here to Poland as a refugee from Ukraine. This was a big change and quite scary at first. But my work at Marlow with helping to support Ukrainian seafarers and their families has been a great motivation to stay focussed and keep going; it is an important duty. At the same time, I have been presented with new opportunities, such as learning more about crew management, improving my English and soft skills, as well as working with new colleagues from different countries.

#### What would you say have been the three key attributes/skills that have helped you in your job?

I think firstly communication skills, namely the ability to interact well with colleagues



Working in maritime for around six years, Yulia Holubieva is a Ukrainian refugee now based at Marlow in Poland, continuing to help the company support Ukrainian crew matters.

and conduct negotiations. Every day we encounter many situations and have multiple dialogues, sometimes several at the same time, so having good communication skills helps maintain this productively and successfully. Then I would say resilience, since many unplanned situations arise in our work, where it is important to remain calm and collected, and in turn make decisions quickly and sometimes in difficult circumstances. Lastly, the ability to work well in a team. Collaboration is a key part of a successful team. But when working in a team, we should also not neglect our personal responsibilities and contributions.

#### What do you consider as being some of the biggest challenges in shipping lately and how do you believe we can overcome them?

There is a whole philosophy in shipping that aims to make supply chains much more integrated, automated and digitalised. With careful planning and management, this can significantly improve overall services, and in turn benefit world trade. However, these long-term efforts to improve system-wide efficiency are many times

hampered by a range of challenges. As such, I believe business processes must also be constantly updated. Shipping and logistics management is a complex process that requires the synchronisation of divisions and departments, as well as having the flexibility to quickly adapt. With this, we can continue to meet challenges as they arise, and continue to provide the highest quality services and maintain a competitive advantage.

#### How do you think we can all better promote our industry to attract new talent and wider interest?

I believe introducing new approaches and technologies to our industry, and company, such as those mentioned in the previous question, will excite and attract more diverse people. We need to show that our industry is moving forward, and that it has lots of opportunities to get involved, innovate and to make a real difference. I believe this appeals to people, especially younger generations, both at sea and ashore. At the same time, they need to see that there is excellent job stability and great prospects for career growth.





# VIEW FROM THE BRIDGE

## A SEAFARER'S REPORT

### ***THE CHALLENGES, AND UNIQUE WORK ABOARD A CONTAINER SHIP***

A Career at Sea is not for the fainthearted.

Delivering cargo safely from port of loading to port of discharge is paramount – this is our job as seafarers, and we can't afford to make mistakes.

Our ship carries containers with a wide variety of cargo, such as manufactured goods, machinery, cars and refrigerated (perishable) products. Some containers have also been adapted for dry bulk cargo such as grains or minerals, liquids such as oil and chemicals, as well as other temperature sensitive cargo.

The crew are tasked with navigating the safe passage of the ship and its high-value cargo. Cargo planning operations are a big part of daily life on board a container ship. It is critical that everyone on board and ashore is fully aware of what cargo is to be loaded/unloaded and where.

Container stowage plans must link seamlessly with the terminal cargo operations. A cargo plan is prepared by teams ashore for each port the vessel will stop at and sent to us in advance. The Chief Officer receives the plan electronically and notes where all the different types of cargo are to be loaded/unloaded, including reefer containers and dangerous goods (DG). Sometimes he/she needs to adjust the plan to comply with DG stowage regulations or stability and then send the modified plans back to the planner ashore.

Meanwhile on the deck during port operations, the crew must keep careful watch on the cargo, as well as the safety of the ship, its visitors, weather, moorings and many other areas. In the engine room, engineers ensure essential machinery continue to operate smoothly, such as power generators, pumps and lighting, as well as carrying out routine maintenance and receiving spares or taking bunkers. At sea, or in port, the entire ship continues to work flat out!





In truth, life as a seafarer is not easy, especially on container ships, which tend to operate at a faster pace than most other types of vessels, and with many more port calls. Furthermore, port facilities are continually enhancing efficiency and turnaround, particularly for container vessels and their time in port. Being an expensive operational cost, it must be reduced as much as possible. These factors also then increase the pressure and workload of the ship's crew.

Improving onboard working conditions and relations amongst crew surely helps make work and life at sea better; more effective, and more enjoyable.

## IMPROVING CONDITIONS FOR BETTER WORK AND LIFE AT SEA

Maintaining healthy habits on board are fundamental for improving the overall quality of life and in turn work productivity, such as balanced diets, fitness, ensuring crew are well rested before duty, as well as encouraging a positive social life. The latter especially has a very important role to play in keeping people's spirits high and in filling the vacuum that might be left from being far away from home, family and friends.

Just as important, the Master and Senior Officers should promote a good atmosphere on board, with teamwork, camaraderie, friendship and inclusiveness. This allows crew to build better relations and maintain good cooperation. Things like regular crew meetings, social gatherings, mealtimes, hobbies, games and sporting activities all help build closeness and respect of people's backgrounds, traditions and values. It even often leads to long-lasting friendships amongst colleagues. All crewmembers should be made to feel a part of the team, and of the ship's family.

Similarly, it is important that Senior Officers are aware of their team and make sure conditions are optimal for everyone. For instance, ships operate with diverse multinational crews, with differences in culture and religion, and therefore social and dietary needs. If not managed correctly, this can create barriers that might aggravate loneliness and a sense of insularity, or it might create stress and disharmony.

It is imperative that Senior Officers notice and understand such differences in cultures, so to best cater for everyone, but also since many times, it can explain certain behaviours or reactions.

Indeed, communication can become a big issue on board. Although all crew must and do speak English, as it is the working language, everyone is at a different level. Cultural differences can also interfere in expression, understanding and meaning. As such, different techniques can be useful to help get a message across more clearly, such as with illustrations, examples, demonstrations, or trying a different approach to explain. Feedback is also vital, ensuring all was well received and understood.

Although we seafarers face many challenges on a daily basis, from hectic schedules to heavy weather at sea, we belong to an important profession that is essential to world trade and progress. For us, it is one of the best and most stimulating careers, that also provides stability and many opportunities. Qualifications, soft skills and tremendous life experience gained at sea are also transferable to other jobs and responsibilities, and other industries beyond merchant shipping.

Seafarers travel the world, visit countless places and have so many experiences. Our place of work – the ship – is truly a unique environment, a small 'floating city' managed by a team of dedicated professionals. It is our home away from home, and we should always treat it like so.

**Contribution by  
the Master and Crew  
of Wadi Bani Khalid**



# SHIP MANAGEMENT

## REGULATIONS & SAFETY



### WHAT IS THE CARBON INTENSITY INDEX?

In the previous newsletter we looked at a new environmental regulation called the Energy Efficiency Existing Ship Index (EEXI). In this article we will look at the Carbon Intensity Index (CII).

The IMO aims to reduce the carbon intensity of shipping by at least 40% by 2030 and 70% by 2050 compared to 2008 levels. To date, the IMO has implemented several measures to steer the industry towards its climate goals on the reduction of greenhouse gases, such as introducing the Energy Efficient Design Index (EEDI) for newbuild vessels and regulations for nitrogen oxides (NOx) and sulphur oxides (SOx).

One of the new measures introduced with effect from 1<sup>st</sup> Jan 2023 is the CII.

All vessels over 5,000 gross tonnes are required to demonstrate operational cargo intensity reductions from 2023 until 2030. Take note that these are operational measures and not technical measures, which were covered by EEXI.

When we refer to operational measures, we mean those things that will reduce the ship's carbon emissions such as speed reduction, trim/draft optimisation, steering improvement (to save distance and fuel), hull and propeller cleaning, high performance paint coatings (to reduce slip) and main engine maintenance/optimisation.

A simplified formula looks like this:

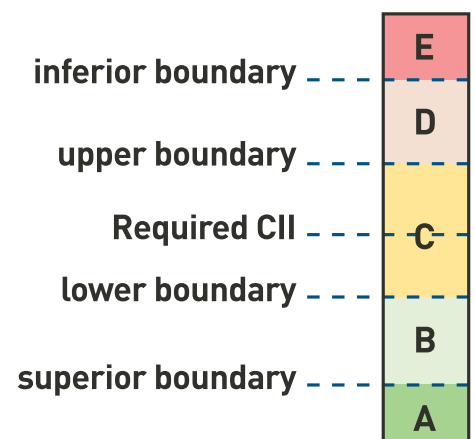
$$\text{CII (gCo2/ton.mile)} = \frac{\text{Annual Fuel Consumption} \times \text{CO}_2 \text{ factor}}{\text{Annual Distance Travelled} \times \text{Capacity (ton)}} \times \text{Correction Factors}$$

The CII rating is derived by comparing the achieved Annual Efficiency Ratio (AER) against predefined limits using 2019 as the baseline.

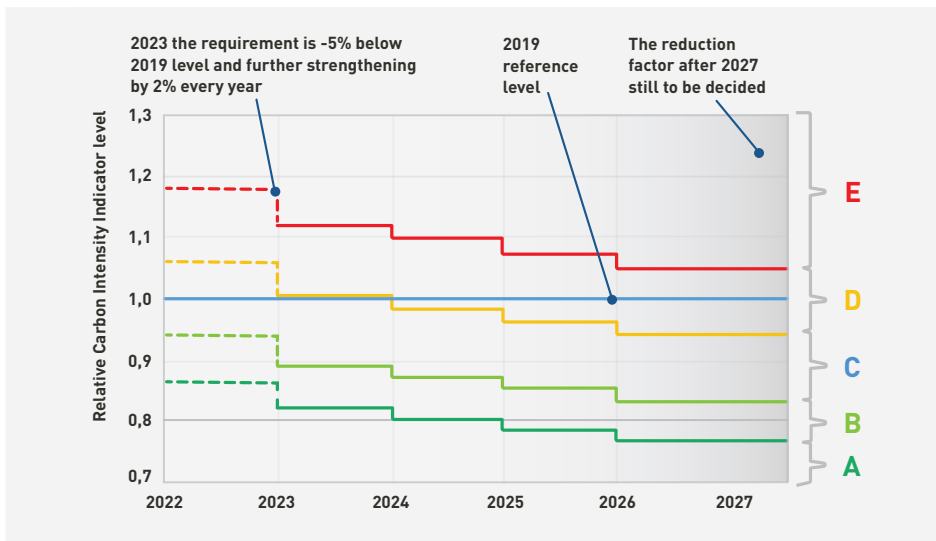
Considering the above equation, operational adjustments leading to decreases in the ship's fuel consumption can affect CII, while a ship idling without doing any work (i.e., not steaming) will have a detrimental effect on the CII.

For each of the years 2023 through to 2026 there is a reduction factor to be applied of 5%, 7%, 9% and 11%, respectively, so that the ship's CII rating must be improved year-on-year. From 2026 until 2030, the reduction factors have not yet been decided.

For each year from 2023, the ship will be given a required CII and a series of rating bands from A to E. 'A' being the best CII rating and 'E' being the worst. This is presented in the schematic on the right.







As you can see in the above graph, even a ship in band C in 2023 will need to make operational improvements in 2024 otherwise she might be in band D. While the IMO has not finalised what penalties might be incurred for ships operating in D (for 3 consecutive years) and E (for one year), it is clear that improvement measures will have to be identified and agreed for inclusion in the Ship Energy Efficiency Management Plan (SEEMP) Part III as approved by the Recognised Organisation, normally the ship's classification society.

So, in practical terms, what can be done to improve the CII rating?

If we look again at the simplified formula, we need to reduce the size of the items above the line (the numerators) and try to increase the size of the items below the line (the denominators). We also need to see what correction factors we can apply.

#### Above the line

Annual Fuel Consumption can be improved by fitting energy saving devices such as propeller boss fin caps or using special high performance hull coatings. Owners can perform regular hull and propeller cleaning to ensure the hull is maintained in optimum condition and is not fouled, provided of course that this does not damage the hull anti-fouling system. Owners can also look at their machinery to see whether it can be optimised or improved with efficiency gains.

For example, a waste heat recovery system fitted on the auxiliary generators means the ship would not need to run the main boiler thus saving significant quantities of fuel in port. Of course, the additional investment in such systems needs to be considered against the potential fuel saving benefits. Fuel consumption can also be reduced by slow or eco speed operation.

The CO<sub>2</sub> factor is related to the fuel and how much CO<sub>2</sub> that fuel emits into the atmosphere when used. So, if we use low CO<sub>2</sub> emission fuel such as LNG or switch over to methanol or biofuel, we can reduce the impact of the fuel consumption.

#### Below the line

Keeping the same annual distance travelled will not improve CII but if we achieve speed reduction (less CO<sub>2</sub> emission) and achieve the same outcome by perhaps reducing port time then this will assist CII rating. As mentioned, high amounts of ship idling time such as waiting for berth, at anchor or doing cargo operations will be detrimental for the CII rating.

Under the formula rules, the deadweight of the ship is considered fixed and is not related to cargo carried, which is not very helpful when we consider the issue of tonne-miles and the inefficiency of ships travelling long distances in ballast or part loaded.

#### Correction factors

Correction factors for different types of ship have been agreed and may assist in offsetting consumptions related to certain operations. For example, fuel consumed to produce electricity for refrigerated containers on container vessels and fuel consumed for ship-to-ship transfer voyages on tankers.

#### Conclusion

The CII regulations will be extremely challenging for Owners and Charterers over the next years. The complexity of the regulations as well as the need for transparent co-operation between both parties to get to the best emission level, which meet the regulations, will need resourcefulness, constant monitoring and open discussions.

## CASE STUDY

### RETROFITTING TO REDUCE CO<sub>2</sub> EMISSIONS

As covered in the previous article above, in accordance with MARPOL Annex VI, which came into force at the start of 2023, ships of 5,000 GT (Gross Tonnage) and above must have a verified Ship Energy Efficiency Management Plan, or SEEMP Part III on board to document how their vessel plans to achieve its Carbon Intensity Indicator (CII) targets.

In this case study, we will look at how Marlow Navigation is taking the appropriate actions to combat climate change and its impacts by progressively lowering energy intensity and improving the energy efficiency on board our fully managed vessels.



The reduction of emission is, of course, a top priority at our company. Our technical management teams are constantly seeking innovative solutions for ensuring optimal energy efficiency, reducing the impact on the environment, as well as lowering costs for existing assets under full management, and when planning future takeovers. Below is a list of areas selected for further study and possible implemen-

tation. In this project, focus is on short term decarbonisation, reduction of fuel and in turn emissions. Whilst we are aware that there are other possible options out there, some of which are rather innovative, the main objective for now is to explore the potential of today's best available and proven technologies.

As such, we are working on the following projects:

- Installation of Exhaust Gas Boilers/Economisers on vessel's Auxiliary Engines;
- Installation of Frequency Converters on Seawater pumps and on Engine Room ventilation;
- Replacement of conventional light by LED analogues; and
- Installation of Turbocharger cut-out system on Main Engine.

## EXHAUST GAS BOILERS OR ECONOMISERS FOR VESSEL'S AUXILIARY ENGINES

Study is being done for vessel equipped with 1 x Composite (Combi) Boiler, sufficient to cover steam needs without fuel oil consumption by utilising heat (waste heat recovery) in exhaust gas from Main Engine.

Installation of micro economisers on Auxiliary Engines has good potential to optimise fuel economy and reduce CO<sub>2</sub> when the Main Engine is stopped at port/anchorage. This steam production can reduce the Composite Boiler fuel oil operation, and if Auxiliary Engine loads are higher or if two engines are in operation, more steam will be produced from the economiser and therefore achieve increased fuel saving.



Assuming an average of 110 port/idle days out of seagoing, with 3.0 Mt/per day of Boiler's consumption, the annual savings expected under normal circumstances is about 330 Mt of fuel oil.

## REPLACEMENT OF CONVENTIONAL LIGHT BY LED ANALOGUES

The use of energy efficient lighting equipment such as LED (light emitting diode) in combination with electronically controlled systems for dimming, automatic shut off, etc.

LED technology is to some extent "standard" when designing a new vessel these days, but existing vessels need to be modified. Replacement of conventional lights with LED analogues saves load on Auxiliary Engines and thereby also saves fuel and does not affect other systems on board. Implementing an energy efficient lighting system will additionally reduce the maintenance hours and operating cost.



At present, the conventional lighting of the vessel consumes approximately 220 Mt of fuel per year. Replacement of conventional lights with LED analogues will reduce electric consumption by 3.5 times, saving approximately 150 Mt per year.

## INSTALLATION OF FREQUENCY CONVERTERS ON SEAWATER PUMPS AND ON ENGINE ROOM VENTILATION

Existing seawater and freshwater pumps are normally designed to be able to operate in seawater temperature up to 32°C and running in one speed mode (start/stop). Accordingly, cooling pumps normally run at full speed to ensure sufficient cooling water. The installation of a Variable Frequency Drive (VFD) pack can regulate electrical loads of pumps by water temperature or other settings. Some experiments/trials show that VFD regulation is expected to reduce the electric consumption of the pumps by approximately 20% to 30%.



Implementation of VFD for Engine Room ventilation helps to reduce the electrical power consumption of the engine room fans keeping the required engine room temperature and supplying cool air to the Main Engine.

The benefit of installing VFD is significant, but it is dependent on the Main Engine load and the seawater temperature. The VFD ensures that when the Main Engine load is reduced, and seawater temperature is below design

temperature, the power used for pumps and fans is reduced accordingly. Assuming that the cooling requirement is 40% of max capacity of the cooling system and that the vessel is running two seawater and two low temperature pumps and all fans 6,000 hours per year, the savings expected under normal circumstances is approximately 100 - 150 MT of fuel oil. In environmental terms, this translates to 321 - 467 Mt of CO<sub>2</sub> emission savings.

## FUEL COST REDUCTION WITH TURBOCHARGER CUT-OUT SYSTEM ON MAIN ENGINE

Turbocharger (T/C) cut-out systems and sequential turbocharging are known as effective methods for securing optimal Specific Fuel Oil Consumption (SFOC) during part-load and low-load operation of the Main Engine. By installing a Turbocharger cut-out system, the operator has the option of disabling one of two turbochargers for low-load operation. Thereby the performance of the remaining turbocharger will be improved, which reduces SFOC.

Out of the total operational costs of a ship, fuel costs by far account for the highest proportion. Low-load operation, also well known as "slow steaming", represents the currently most effective and popular measure to cut fuel costs and in consequence the total operational costs.

### KEY BENEFITS:

- Improved performance of the remaining turbocharger
- Improved combustion thereby cleaner engine
- Fuel savings up to 6g/kWh of specific fuel oil consumption
- High flexibility





# PREVENTIVE MAINTENANCE

## WEATHERTIGHT INTEGRITY OF HATCH COVERS

One of the most important requirements in cargo vessel operations is ensuring that the cargo is delivered to its discharge port in the same condition in which it was loaded.

Water entering the holds through the hatch covers is a common cause of cargo damage claims, largely attributed to:

- Incorrect closure/securing
- Poor maintenance, and
- Lack of routine testing

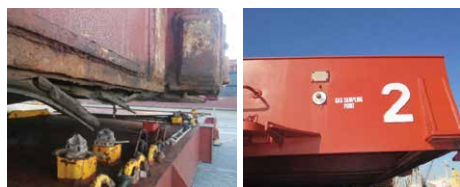
In order to make sure hatch covers are closed sufficiently, it is vital that the correct procedures are followed every time they are closed and opened. To best ensure this, crew should be duly familiar with the manufacturer's operating instructions, the company's onboard operational procedures, risk assessments and any other relevant policies related to these operations.



The most common wet cargo issues are related to:

- Leaking cross-joints
- Compression bars in poor condition
- Rubber gaskets in poor condition
- Hatch coamings in poor condition
- Leaking transverse packings
- Drain channels in poor condition
- Non-return valves in poor condition, and
- Cleats in poor condition

Typically, lack of weathertightness may be attributed to normal wear and tear of the hatch cover system (deformation of the hatch coaming or cover due to impact, wear of the friction pads where fitted, wear and tear of the cleating arrangement) or lack of maintenance (corrosion of plating and stiffeners due to breakdown of coatings, lack of lubrication of moving parts, cleats, joint gaskets and rubber pads in need of replacement, or replaced with incorrect specification parts).



Most common weather tightness mistakes may include:

- Ignoring discard/replacement criteria (*over compression*)
- Replacing rubber and not fixing the pads
- Installing back strip rubber everywhere
- Mixing new and old rubber
- Using old rubber (*from shipboard stock, and ignoring shelf life*)
- Using small pieces to fill in gaps, and
- Not (or only lightly) painting rubber channel



Hatch covers and their fittings should be inspected at the end of every cargo voyage and all findings should be recorded accordingly.

Voyage checks should consist of an external examination of the closed hatch covers and securing arrangements in anticipation of, and after, heavy weather, but also at least once a week in any case, weather permitting.

Particular attention shall be given to the condition of hatch covers in the forward 25% of the ship's length, where sea loads are normally greatest.



As part of the inspection, the coamings with their plating, stiffeners and brackets shall be checked at each hatchway for visible corrosion, cracks and deformation, especially of the coaming tops and corners, adjacent deck plating and brackets.

Main areas of concern for the Hatch Coamings include the following: Stays, Top plate/Trackways, Compression bar, Landing/bearing pads, Locators and stoppers, Cut-outs, Cleat mounts, Drainage channel, Drain non-return valves, Cover plate, Cross joints (drainage), Cleats, Rubber gasket, Gasket channels, Opening and closing, Wheels, Chains, Hydraulics, Compression bar, Rubber seal, Inner sill of the drainage channel.



Poor maintenance can greatly increase the likelihood of hatch covers failing and leaking during periods of heavy weather. Whilst the hatch cover sealing rubber plays an important role as a barrier against sea water ingress, it is not the only means of preventing water from entering the cargo hold.

Cargo is protected from minor leaks through inner drainage channels which will direct water away from the holds to drainage points, preventing the wetting, and damage of cargo. It is therefore crucial that not only the compression bar on which the hatch rubber sits is in good condition, but also that the inner sill of the drainage channel is free from damage.



Most claims that are filed on the grounds of hatch cover leakage are commercial related, rather than statutory related. In cases where cargo has sustained wetting damage, it is often assumed that the ship-owners failed to carry out due diligence.

In the context of hatch covers, due diligence requires the master/shipowner to carry out a standard and reasonable inspection to ensure that the hatch covers are in good condition. However, when defects are noted during a test or visual inspection, it is expected that the necessary steps are taken to correct the situation. It is important that corrective actions are made in line with good industry standards and the manufacturer's guidelines.

Cargo hatch covers are not the only area that should be well maintained. Other openings such as access hatches and ventilators should also receive the same attention and due care. These components do not just protect cargoes that are on board, but also safeguard the lives of crew.

### References:

UK P&I Club  
The Standard Club  
Shipowners Club  
Dromon Bureau  
Marlow Navigation

# AWARDS & SOCIAL



It is with great pleasure that we congratulate the below mentioned seafarers for their commitment towards the company and for their long sea service on board our crew managed vessels.



*CAPT Canete Edward Cavia*



*CAPT Solod Volodymyr*



*CAPT Kurzawinski Szymon*



*CAPT Kuznyetsov Oleksandr*



*CAPT Chernyshov Igor*



*CAPT Varenia Viktor*



*CAPT Plyushchikov Andrey*



*CAPT Baconga Nimrod Borling*



*CAPT Furmanczyk Zbigniew*



*COFF Javillonar Archibald Martinito*



*SUPT Podoprigora Oleg*



*CENG Slipchenko Sergey*



*CENG Kostenko Mykhaylo*



*CENG Rybicki Piotr*



*CENG Biegajlo Jan*



*CENG German Oleksandr*



*CENG Florencondia Rey Mines*



*CENG Trykolych Stanislav*



*2ENG Galve Dionisio Jr. Ballesteros*



*2ENG Villalobos Edgar De La Cruz*



*2ENG Palabrica Rex Pastolero*



*FITT Abarquez Amor Mara-At*





*FITT Fausto Efre  
Bruza*



*OIL Dos Santos  
Cristiano Joao*



*OIL Galicia Ignacio  
Jr. Morgado*



*OIL Perez Junie Hablero*



*OIL Lozada Rizal  
Jr. Chan*



*OIL Quijano  
Christopher Vida*



*OIL Ricaforte  
Ariel Salem*



*OIL Alejo Joebert  
Cabanero*



*OIL Nagal Rolando  
Nicolas*



*BSN Ancheta Virgilio  
Yacas*



*BSN Vallecera  
Melvin Amoguis*



*BSN Relato Nestor  
Guardame*



*BSN Pagayon  
Ruperto Pagal*



*BSN Navela Eulogio  
Patino*



*BSN Bensorto Raul  
Silvestre*



*BSN Mongado Armin  
Cayanong*



*BSN Peregrin  
Emmanuel Quindoza*



*BSN Navelgas Efre  
Otea*



*BSN Cabunoc Romel  
Santos*



*BSN Paszkowicz Tadeusz*



*AB Kowal Piotr*



*AB Cagwing Ceriaco  
Biore*



*AB Torrefiel Joseph  
Mendoza*



*AB De Jesus Eliseo  
De Rueda*



*AB Gayo Melchor  
Jr. Pineda*



AB Falcasantos Eric  
Faustino



AB Bumotad Carlito  
Gulay



AB Paurillo Rolando  
Laspinas



AB Alonzo Simplicio  
Jr. Buenavista



COOK Abramovych  
Grygorii



COOK Tenedero Jaime  
Pulgado



COOK Jalbuena  
Prudencio Minosa



OSCK Samoylenko  
Pavlo



STWD Nicken Robert  
Merca

## LONG SERVING SEAFARERS

Below are the latest long serving seafarers with more than 12 years of sea service with Marlow Navigation, having been employed since 30<sup>th</sup> of November 2010 or prior and completed more than 2,400 days service at sea.

NO.	SURNAME	NAME	RANK
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### THE PHILIPPINES

1	DU	ALWIN MARTIN	CAPT
2	VILLANUEVA	CHRISTOPHER TUBONGBANUA	CAPT
3	CEDENO	JOHN ANTHONY LOPEZ	COFF
4	FIGUEROA	RYAN BALISME	COFF
5	GACHO	ARNEL JR. BANARES	COFF
6	GALOLO	NIKKO MALDO	COFF
7	GULAYAN	JONATHAN WAGA	COFF
8	HEREDIA	BENJAMIN JR. ABOGADIE	COFF
9	IGOT	OLIVER PAQUIBOT	COFF
10	MONTICALVO	MEL JHON BALABAG	COFF
11	PALOMARES	AGUSTIN JR. DE LOS REYES	COFF
12	REQUILME	LEVIN ODEVER	COFF
13	SARON	FRANCISS LUCES	COFF
14	SEVILLANA	ERIC CONDES	COFF
15	ANTONIO	DEXTER TACADENA	20FF
16	ARCALES	IRVIN CENITA	20FF
17	BALDOQUE	RENEMAR VICTORIANO	20FF
18	BATO	NOEL MAGUILAN	20FF
19	CABACABA	BERLIE CABALLERO	20FF
20	CANONO	RENALDO SUMALINOG	20FF
21	CARILLO	MARK REVILLA	20FF
22	CARTONEROS	ARVIN KRIZ BARING	20FF
23	CENITA	ALJUN ERAN	20FF
24	CORDERO	BRYAN JUAREZ	20FF
25	DAG-UM	DJ GERICK JAMISOLA	20FF
26	DINOROG	DINNES RAFISURA	20FF
27	DIONIO	STEVE JUNE DAULO	20FF

28	DOREN	JOHN ALNIE BOQUILA	20FF
29	DUMAGSA	GEO TYRONE CADAVEZ	20FF
30	EBAGAT	REYNOLD DAP-OG	20FF
31	ESPINA	JESSIERYL OMILIG	20FF
32	GAMBOA	MARK BRYAN BAHALA	20FF
33	JUAN	HAROLD TOLENTINO	20FF
34	MAXIMO	APRIL DONEE FERNANDO	20FF
35	MEDINA	CYRUS JOHN MAYORMENTE	20FF
36	MIRANDA	DARWIN F.	20FF
37	NEDUELAN	MICHAEL PATRICK LIGUTAN	20FF
38	NEMIS	JAYSON CLARITO	20FF
39	PEPITO	REY ANTHONY BAUTISTA	20FF
40	RIVERA	JOEL RAMOS	20FF
41	ROZALDO	DAVESON VILLAROYA	20FF
42	SALANAP	ADRIAN CAMACHO	20FF
43	SANTOS	ALVIN REYES	20FF
44	SARAGENA	CLAYTON GEYROZAGA	20FF
45	SIMBAJON	DARYL INUTAN	20FF
46	VILLANO	JOSEPH GAYOMALI	20FF
47	VIZCARRA	GERALD BOLANOS	20FF
48	BUEMIL	JEROME RAY BLASE	30FF
49	CANUELA	REYNALD ALONZO	30FF
50	CATALAN	BRANDON DELMO	30FF
51	MENDOZA	JOWEL CUALA	30FF
52	NALAGON	MARVIN CORTEZA	30FF
53	SUARILLA	RONINO MANANSALA	1ENG
54	ABSALON	RANDY ALEJANDRO	CENG
55	JAKOSALEM	ERIBERTO DELA TORRE	CENG
56	RONIO	ARMANDO SANTA RITA	CENG
57	AUDAN	KELVIN DINGLASA	2ENG
58	CABAL	ANDY DESTAJO	2ENG
59	DONAIRE	JOHN PAUL OLMEDA	2ENG
60	EGWARAS	GLENN ROLAND PARAFINA	2ENG



61	GIMENA	RICKY VISMANOS	2ENG
62	PASCUA	ARJIE DUREMDES	2ENG
63	RIOS	JHON ADAM AMODIA	2ENG
64	SARONG	BENJAMIN JR. TAC-AN	2ENG
65	VILLAMOR	CHRISTIAN MASILAG	2ENG
66	ABUQUE	CHRIS ARNEL CIELO	3ENG
67	CONCEPCION	PRINCE DELATINA	3ENG
68	CORPUZ	AMADO JR MEDIANA	3ENG
69	GUTIERREZ	LESTER RALLOS	3ENG
70	CABRERA	GLENN CANAYON	4ENG
71	SAYON	BRYAN CALIT	4ENG
72	SEARES	MARC LEO LABOR	4ENJ
73	TALAVERA	MARLON ATREGENIO	4ENJ
74	ALITRE	NOEL ALDEP	ELEC
75	CABRERA	RENE BAUTISTA	ELEC
76	PRONTO	CESAR DERECHO	ELEC
77	ALBANO	MARIO RAMIREZ	FITT
78	BALUYA	MARKO ROLANDO GABRIEL POSADAS	FITT
79	BATISLAON	REYNALDO JR. MALINAO	FITT
80	CABALLERO	VINCENT MATEO	FITT
81	CABUSLAY	GERALD DE LOS SANTOS	FITT
82	CALDINO	CLAUDIO ALCALDE	FITT
83	FONOLLERA	ANTONIO JR DE LEON	FITT
84	FOSCABLO	RODRIGO PILOTO	FITT
85	HUESCA	TERENCE LAGUARDIA	FITT
86	LLEDO	RONALDO CLEMENTE	FITT
87	MASANGCAY	LONIE MONTANO	FITT
88	ORDENIEL	ELMER DELA CRUZ	FITT
89	PASCUA	EDVARD CASTILLO	FITT
90	POSADAS	CONRADO JR QUITALEG	FITT
91	SANTIAGO	JIMMY SAMINIANO	FITT
92	SANTILLAN	DEVER BARLAS	FITT
93	ABAT	FELAND JR. SILVIA	OIL
94	ABOLUCION	GREGORIO SALIDO	OIL
95	AGRESOR	CHESTER RAMORAN	OIL
96	ANCHETA	JOEL VILORIA	OIL
97	BADILLO	CRISTOPHER VASQUEZ	OIL
98	BALANO	ALEX GALGO	OIL
99	BARRERA	REYNO FAJARDO	OIL
100	CABANAO	FRANCIS M	OIL
101	CALDERON	ALBERT DECINILLA	OIL
102	CRUZ	JOEL IBANES	OIL
103	ELAN	RICHARD LOON	OIL
104	ESPARTERO	SALVADOR CONTORNO	OIL
105	FERRER	JUANITO JR. MINA	OIL
106	JERUTA	JERLE ALSON LEGAYADA	OIL
107	LOCSIN	RYAN DECENA	OIL
108	NIONES	LUIS BAUTISTA	OIL
109	NUNEZ	JHONNY PAHUWAYAN	OIL
110	PARONIA	VICENTE JR. LAGOTA	OIL
111	PROVIDO	DELFIN PALOMO	OIL
112	RANGASAJO	ROMEL REPONIA	OIL
113	TACLUYAN	RHYS IVAN GEPOLONGCA	OIL
114	TOLENTINO	SALVADOR SOTTO	OIL
115	TULISANA	CHARLES ABEL	OIL
116	DELA CRUZ	RANDY RUEL	WIPR
117	NAZARRO	VINCENT OLPINDO	WIPR
118	ORTEGA	DANILO JR ASUNCION	WIPR
119	QUILOJANO	ROLAND GRUEN PONGCOL	WIPR
120	AGOYLO	ALVEN SAGARAL	BSN
121	ARIEL	ARMAN BURAC	BSN
122	BAYBAYAN	ELPEDIO JR MARTINEZ	BSN
123	BUSLON	PAUL NORONIO	BSN
124	CEROS	JOEMARIE MANTOS	BSN
125	CUNADO	VINCENT PAUL GALLEGA	BSN
126	EGIO	DWIGHT PAJARON	BSN
127	ESTILO	ARMANDO VILLALUNA	BSN
128	GANGE	RALLYN DERIADA	BSN
129	GARCIA	RYAN DE DIOS	BSN
130	LUBENA	IAN JAY TURARAY	BSN
131	LUCENADA	JAY-EL JAYO	BSN
132	MILLANES	BRYAN MANTE	BSN
133	OLAER	ASTERIO FELISILDA	BSN
134	PADUELAN	GERALD VICENTE	BSN
135	PAMARANCO	JEBERT TANO	BSN
136	RAZON	JOEY GAMBOA	BSN
137	REJANO	NORIEL ROGEL	BSN
138	RODRIGUEZ	RODVEL VELEZ	BSN
139	SALVIDAR	ERWIN BRIONES	BSN
140	SAMERA	RITCHEL DE GUZMAN	BSN

141	SEMBRANO	MARK ROLAND SEVILLEN	BSN
142	TELERON	POLYCEL DELA CRUZ	BSN
143	TINIO	JOSE REY CASINGCASING	BSN
144	URBI	R-JAY CHUA	BSN
145	ZALDIVAR	RICKY PADEROG	BSN
146	GENERALAO	RICKY DUNGOG	P/M
147	ABALOS	GERRY PELIGRINO	A/B
148	ABAMONGA	ELIZAR INCOY	A/B
149	ABANIEL	RICHARD CARILLO	A/B
150	ABRASADO	CLIVE PACTORAN	A/B
151	ADARLO	JOSEPH TORRE	A/B
152	ALBA	ABNER JUAREZ	A/B
153	ALLAGA	EROLD JAMES LUBATON	A/B
154	ALMERO	CALUZ IRODISTAN	A/B
155	AMADOR	VIANNI BULAWIN	A/B
156	ANDANTE	RONNEL CONDEZA	A/B
157	AQUILAM	ADONIS COLEGADO	A/B
158	BALASABAS	GEFE ANDRADE	A/B
159	BARCEBAL	GIL ROBERTO	A/B
160	BELLON	MICHAEL COSTA	A/B
161	BOLUSA	MICHAEL FELICITA	A/B
162	BONIFACIO	RUSSELL SILUBRICO	A/B
163	BUGTONG	ALVIN PEPITO	A/B
164	CABALES	KARLOU PATERNO BARTOLO	A/B
165	CABILIN	JOHN PHILIP CAGANDAHAN	A/B
166	CACHUELA	JEPHEMAR CORDERO	A/B
167	CANEZAL	JAN BRAIN GUBAT	A/B
168	CARAMELO	NIKKO OFLAS	A/B
169	CHIN	MARK LOUIS GAJETO	A/B
170	CLACIO	CLINT ANDREW INGENTE	A/B
171	COGTAS	CLEFORD ABAD	A/B
172	CORDOVA	IAN CRISH CANALES	A/B
173	CORNELIO	PERRY COLAR	A/B
174	CUTURA	MICHAEL BALDEVIA	A/B
175	DALUGDOG	NOLI ALBARIDA	A/B
176	DECENA	LEONCIO JR. BONGCALES	A/B
177	DELFIN	MARJUN VILLARUEL	A/B
178	DOLLAGA	MERCH JOHN PARDILLA	A/B
179	DUROPAN	JOHN RAMON BAYONETA	A/B
180	ESTEBAN	SONNY JR. BITO-ON	A/B
181	ESTREMADURA	CRIS AGUTAYA	A/B
182	FAISAN	SALPH ROI NIEVARES	A/B
183	FERNANDEZ	LEMUEL BAWIGA	A/B
184	GALVE	TEOTIMO BAGCAT	A/B
185	GAMBALAN	RAMIR DE LA CRUZ	A/B
186	GAMES	RICHARD RUFINO	A/B
187	GARCIANO	EDWIN VINCENT MISA	A/B
188	GASPAN	ED BERNARD REGINO	A/B
189	GELIG	CHITO CADUYAC	A/B
190	GIDAYAWAN	ANECITO REQUIRON	A/B
191	GOBALEZA	ALEX PANIM	A/B
192	GUBATON	ULYSSES ACHUMBRE	A/B
193	GUIANG	KENNETH ELY GUILARAN	A/B
194	HUGO	RICHARD QUEBUEN	A/B
195	JALBUNA	ALDRIN BENITO	A/B
196	JAMERO	HERBERT CAGAMPANG	A/B
197	JAYOMA	JOHNRY TUYOR	A/B
198	JOGNO	JAYREX SADICON	A/B
199	JUAREZ	FROILAN ANOSA	A/B
200	LABAN	BRIAN ANHAO	A/B
201	LABANDERO	JEVY TOMAQUIN	A/B
202	LAOLAO	GILBERT VALENTOS	A/B
203	LEGARTE	JUNBERT HOMAO-AS	A/B
204	LEOP	JAMES WALTER MARQUIISO	A/B
205	LOMA	KARL IAN BOCATO	A/B
206	LOQUIAS	PHILIP BULLANDAY	A/B
207	LORILLA	MARK FRANCIS ALCONADA	A/B
208	LUBIANO	ROMEL MALIG-ON	A/B
209	LUTERIA	RYNER MARINO	A/B
210	MATUTINA	MARVIN AYSON	A/B
211	MAYAGMA	LLOYD BAYNOS	A/B
212	MENDOZA	ROGER JR. LUMAWAG	A/B
213	MICLAT	CHRISTOPHER RYAN STA. ANA	A/B
214	MISSION	ARIES GLENN CABANELA	A/B
215	MITRA	OLIVER LOBATON	A/B
216	MONARES	WALTER MABULA	A/B
217	OCHAGABIA	ERICSON MARASIGAN	A/B
218	OMEGA	SIR GWENFREW AREVALO	A/B
219	PACIFICO	JOMEL NEMBRA	A/B
220	PAGILAGAN	ANTHONY VILLALUNA	A/B

221	PALMA	JEDDAH LACSON	A/B
222	PONTOY	ULYDEL FLAVIANO	A/B
223	PUDADERA	EDUARDO JR. ABADA	A/B
224	RABACAL	ALCHRIST NASAYAO	A/B
225	REDANIEL	RENEL OLMEDO	A/B
226	RICAPLAZA	EDGARDO ALEJANDRINO	A/B
227	ROPERO	JOEJEM TUANDO	A/B
228	RUBITE	CYRUS PALQUIRAN	A/B
229	SABERON	EDWARD ALFARERO	A/B
230	SABETE	RAYMUNDO MASELLONES	A/B
231	SANTILLAN	ANTONIETTO DESPI	A/B
232	SAWI	ALLAN FILOG	A/B
233	SEVILLA	REX BAGSICAN	A/B
234	TAPDASAN	WILFREDO JR URSAL	A/B
235	TERANTE	ANTHONY RAYMOND ARRIETA	A/B
236	TEREZ	SAMMY PRONTES	A/B
237	TIRASOL	LUIS JR. SIPIN	A/B
238	TORRES	JACKSON EBARLE	A/B
239	TUMANDA	CARL BUDIONGAN	A/B
240	YGOT	MARVIN GARBO	A/B
241	ANDOY	EMARIO ENGHUG	O/S
242	BENBINUTO	CHESTER PENALOSA	O/S
243	DELA CRUZ	MARK VISTA	O/S
244	DIWA	JEFFREY VALENCIA	O/S
245	LAWAN	REBRIEL GUARISMA	O/S
246	LICAYAN	DANILO ILAGA	O/S
247	MORALES	BRANDO LIWANAG	O/S
248	PENAREDONDO	HENRY ORCIO	O/S
249	ALBA	SYDPREY CASTILLONES	CHCK
250	BASINO	RHYAN BALMACEDA	CHCK
251	CORTES	CLEVELAN REQUINA	CHCK
252	DE LA PENA	RYAN FEOLG	CHCK
253	DEMURE	CARMELO CORDERO	CHCK
254	FERARIS	JOHN BICODO	CHCK
255	LEGASPI	RONEL GALVEZ	CHCK
256	MANSAYON	PEDRO II. REGALADO	CHCK
257	MANZANERO	ERIC MANDANE	CHCK
258	PERALTA	PHILIP TOTESORA	CHCK
259	REA	RANDY MARK DEMEGILLO	CHCK
260	SALIVIO	ALEIN DU	CHCK
261	SOTARIDONA	RIEMAR GILDORE	CHCK
262	VALMORIA	MELVIN MANGARON	CHCK
263	LAGOS	JOSEPH RELE	CK-A
264	ARTILLO	JOELY CALLESEN	COOK
265	BILLONES	FERDIE DIESTRO	COOK
266	CELLS	RICHARD BRYAN CUNANAN	COOK
267	DELA CRUZ	JEREMIAS NGOHO	COOK
268	DELOSO	JOBEL BRIANA	COOK
269	DIONSON	RENE PICO	COOK
270	FERNANDEZ	ALJON PACHECO	COOK
271	GALGO	EMMANUEL JR. GENTIZON	COOK
272	GIERRAN	MARLON JOHN ADON	COOK
273	JUANEZA	BERNARD JAY WABINGGA	COOK
274	PEREGIL	JOSE NATONTON	COOK
275	REBADMIA	JOEL UNTAL	COOK
276	SORNITO	RYAN PROVIDO	COOK
277	SUMAGAYSAY	ALVIN ARDALES	COOK
278	SUPERABLE	JERONE PACHECO	COOK
279	TABENAS	RYAN JIMENEZ	COOK
280	TIN	JAN VINCENT EBACUADO	COOK
281	AGBALOG	ANTONIO PASCUA	ABCK
282	DUMANGON	JOEY BAROTILLA	ABCK
283	FAUSTO	FEDERICO JR MARCELINO	ABCK
284	REVILLA	JOHN ALBERT MAGNAYON	ABCK
285	PATRON	LORENZO JR. FAJA	OSCK
286	AARON	PERRY JONES CABANALAN	2STW
287	TANDOG	MACHENLEY SARMIENTO	DMAN

#### UKRAINE

288	AKOBIY	VOLODYMYR	CAPT
289	ANTROPOV	ANDRIY	CAPT
290	BARSKYI	YURI	CAPT
291	BONDARENKO	OLEKSANDR	CAPT
292	BONDARENKO	OLEKSANDR	CAPT
293	BYELOUS	VITALIY	CAPT
294	DIKHTYAROV	ANDRIY	CAPT
295	HETMAN	ARTEM	CAPT
296	HRYSCHENKO	OLEKSANDR	CAPT

297	KARPYNSKYI	DMYTRO	CAPT
298	KORSHAK	IEVGEN	CAPT
299	KUKVA	OLEKSANDR	CAPT
300	KUROVETS	ANDRIY	CAPT
301	LATIUK	VIKTOR	CAPT
302	MUZYCHUK	ARTEM	CAPT
303	NADTOCHYY	SERGIY	CAPT
304	NOVOSADOV	LEONID	CAPT
305	PETRENKO	YAROSLAV	CAPT
306	SERDYUKOV	OLEKSANDR	CAPT
307	SHEVCHENKO	DMYTRO	CAPT
308	TARNOVSKYI	OLEKSII	CAPT
309	VASHERUK	VOLODYMYR	CAPT
310	VASYUTENKO	YEVGEN	CAPT
311	VORONKOV	KOSTYANTYN	CAPT
312	YALOVY	ANDRIY	CAPT
313	BOVSUNIVS'KY	VALENTYN	COFF
314	BULKA	OLEKSII	COFF
315	CHERVONY	KYRYLO	COFF
316	DEBELYY	BOGDAN	COFF
317	DEKHTYARENKO	VOLODYMYR	COFF
318	DOSENKO	PAVLO	COFF
319	FEDORIN	VIACHESLAV	COFF
320	FISAI	OLEKSII	COFF
321	GOLOBORODKO	YEVGEN	COFF
322	HAYDAY	VIKTOR	COFF
323	IAKOVENKO	DMYTRO	COFF
324	KAKARANZE	YURI	COFF
325	KAMARDIN	IEVGEN	COFF
326	KIZIK	OLEKSANDR	COFF
327	KLESHCHEVNIKOV	DMYTRO	COFF
328	KORNEYCHUK	VALERIY	COFF
329	KOZACHEK	HEORHII	COFF
330	KOZLENKO	VALERIY	COFF
331	KUCHYNS KYI	OLEKSANDR	COFF
332	KUTANOV	ARTEM	COFF
333	KUZIETSOV	VALENTYN	COFF
334	LELEKO	MYKOLA	COFF
335	LYSENKO	MYKOLA	COFF
336	MELNIKOV	OLEKSIY	COFF
337	NOVYTSKY	KYRYLO	COFF
338	OLEKSIYENKO	ANDRIY	COFF
339	PANKRATOV	OLEKSANDR	COFF
340	PEDKO	DMYTRO	COFF
341	SALAI	ROSTYSLAV	COFF
342	SAYCHENKO	ARSENIY	COFF
343	SECHIN	OLEG	COFF
344	SELIVERSTOV	GEORGI	COFF
345	SHEVCHENKO	OLEKSIY	COFF
346	STEBIN	OLEKSANDR	COFF
347	STIEBLOV	YURI	COFF
348	TELENYK	OLEKSII	COFF
349	USATYUK	RUSLAN	COFF
350	YAHNO	SERHII	COFF
351	YARYCH	DMYTRO	COFF
352	BILOSHENKO	ANTON	2OFF
353	FOMIN	SERGIY	2OFF
354	GONCHAROV	VOLODYMYR	2OFF
355	IVANOV	OLEKSANDR	2OFF
356	KHOLOSTENKO	PAVLO	2OFF
357	MAKHMUTOV	ARTUR	2OFF
358	MUCHYNSKYI	ANDRIY	2OFF
359	MURLIAN	MAKSYM	2OFF
360	OKOLIT	OLEKSII	2OFF
361	PARKHOMENKO	PYLYP	2OFF
362	VITKOVSKYI	OLEKSANDR	2OFF
363	BURDAKOV	DMYTRO	3OFF
364	BAYKOV	EDUARD	CENG
365	BYSHKO	SERGII	CENG
366	DOLDANOV	MATVII	CENG
367	DROZDOV	MAKSYM	CENG
368	FENSKE	DENYS	CENG
369	FILIPPOV	OLEKSANDR	CENG
370	GARKUSHA	KOSTYANTYN	CENG
371	GONCHARKO	OLEKSANDR	CENG
372	IVANOV	DMYTRO	CENG
373	KOLESNIK	SERGIY	CENG
374	KORCHAGIN	OLEKSANDR	CENG
375	KOVALCHUK	SERGII	CENG
376	KRUZHKO	ANDRIY	CENG



377	KUROCHKIN	ANDRII	CENG
378	KUROCHKIN	OLEKSANDR	CENG
379	LAVRECHUK	IGOR	CENG
380	PODGORNY	OLEG	CENG
381	POPOV	DMYTRO	CENG
382	POPOV	ROMAN	CENG
383	POROSYCH	VYACHESLAV	CENG
384	POSTOL	MAKSYM	CENG
385	SEVASTYANOV	SEMEN	CENG
386	TRETIK	STANISLAV	CENG
387	UKHARKIN	VYACHESLAV	CENG
388	VEREMCHUK	PETRO	CENG
389	VERNIK	GERMAN	CENG
390	PARAKHIN	VITALII	SENG
391	SHEVCHUK	YURIY	SENG
392	CHEREVATYI	OLEKSANDR	2ENG
393	KHANDUSENKO	DMYTRO	2ENG
394	KHORENKO	GLYEB	2ENG
395	LIUBARSKYI	DMYTRO	2ENG
396	MIROSHNICHENKO	VITALII	2ENG
397	MITYAY	ANDRIY	2ENG
398	OMELCHENKO	YURIY	2ENG
399	OSORHIN	VICTOR	2ENG
400	PEREBYINIS	VALENTYN	2ENG
401	PERVYNENKO	OLEKSII	2ENG
402	PLYAS	OLEKSANDR	2ENG
403	PYVOVARENKO	VIACHESLAV	2ENG
404	SARKISYAN	GAMLET	2ENG
405	SHARONOV	STANISLAV	2ENG
406	STRELETS	SERGIY	2ENG
407	SVITLYCHNYI	ANATOLIY	2ENG
408	TOKAR	ANDRII	2ENG
409	TRYBUSHNYI	SERGI	2ENG
410	TYUNIK	MYKOLA	2ENG
411	VEREZUB	DENYS	2ENG
412	VYUGIN	OLEKSANDR	2ENG
413	YEFANOV	VADYM	2ENG
414	ZAKHARCHUK	MYKOLA	2ENG
415	VOLKOV	DENYS	3ENG
416	ZAITSSEV	VIACHESLAV	3ENG
417	VERBYTSKY	GENNADIY	4ENG
418	BURDYKO	YURIY	ELEC
419	NOVOSOLOV	ROMAN	ELEC
420	POLTORATSKYI	VADYM	ELEC
421	BALAGUROV	SERGI	FITT
422	SAPRYKIN	SERGIY	FITT
423	BRAZHNYK	YURIY	OIL
424	MOLCHANOV	YEVHEN	OIL
425	PARKHOMENKO	SERGIY	BSN
426	TUMANOV	OLEKSANDR	BSN
427	CHORNYI	SERHI	A/B
428	IVANOV	IGOR	A/B
429	KOSENKO	MYKOLA	A/B
430	RAKYTSKYI	VYACHESLAV	A/B
431	PETRENKO	ANATOLIY	O/S
432	IERGIIEV	IURII	CHCK
433	VAKHITOV	DENYS	COOK
434	ZHUK	YEVHEN	ABCK
435	ARTOMENKO	IGOR	OSCK
436	KHAYRULLIN	ILDAR	OSCK
437	KUSHNIR	VOLODYMYR	OSCK
438	MOKRYTSKYI	SEMEN	OSCK
439	SAKHONTSEV	OLEKSANDR	OSCK
440	SEREDA	VALERII	OSCK

## RUSSIA

441	BYKOV	KONSTANTIN	CAPT
442	ERMOLIN	ANDREY	CAPT
443	FADEEV	SERGEY	CAPT
444	GAMIDOV	RAFAIL	CAPT
445	ILIN	VADIM	CAPT
446	KOVALENKO	ALEXEY	CAPT
447	KRINITSKIY	NIKOLAY	CAPT
448	KRIVORUCHKO	ROMAN	CAPT
449	SIZOV	SERGEY	CAPT
450	SMAGLOV	STANISLAV	CAPT
451	TARASOV	DENIS	CAPT
452	ZASLONKIN	IGOR	CAPT

453	ZHAVORONKOV	SERGEY	CAPT
454	ZHILIN	ALEKSEI	CAPT
455	ANTIPOV	IVAN	COFF
456	BERNADTSKIY	ALEXANDER	COFF
457	CHIRKA	VIKTOR	COFF
458	IZMAILOV	IURII	COFF
459	KOLOMIETS	OLEG	COFF
460	KOLOZOV	VALERII	COFF
461	KOMAR	YURY	COFF
462	KORYAKOVSKIY	OLEG	COFF
463	MAXIMOV	SERGEY	COFF
464	OSIN	NIKOLAY	COFF
465	RAZNA	DMITRY	COFF
466	SUBBOTIN	VLADIMIR	COFF
467	TSARUK	ROMAN	COFF
468	KHUDIAKOV	ALEKSANDR	2OFF
469	POLEV	TIMOFEI	2OFF
470	STELMASHCHUK	EDUARD	2OFF
471	LEBEDEV	DMITRY	3OFF
472	BOGDANOV	ANATOLY	CENG
473	BOYKO	YURY	CENG
474	CHERYABKIN	IGOR	CENG
475	FOMENKO	SERGEY	CENG
476	GERBUTOV	STANISLAV	CENG
477	GUDKOV	ALEXANDER	CENG
478	ILASHCHUK	KIRILL	CENG
479	KONDYREV	MIKHAIL	CENG
480	KOSOV	ANDREY	CENG
481	KUZIUKOV	KIRILL	CENG
482	MATSEPURIN	VIACHESLAV	CENG
483	MESHCHERYAKOV	STANISLAV	CENG
484	PEREPELTSIA	RUSLAN	CENG
485	PERTSEVOY	ALEXEY	CENG
486	POSKORKOV	VALERII	CENG
487	ROKACH	KONSTANTIN	CENG
488	SEMASHKO	IVAN	CENG
489	NAZAROV	ALEKSANDR	SENG
490	ALBEGOV	EVGENY	2ENG
491	BERKASOV	VYACHESLAV	2ENG
492	BURAKOV	VLADIMIR	2ENG
493	GNATENKO	VADIM	2ENG
494	SMYKOV	MAKSIM	2ENG
495	FEDORTCOV	GENNADIY	ELEC
496	LAKOVSKII	NIKOLAI	A/B
497	MARCHENKOV	IGOR	OSCK

## POLAND

498	CIESLA	KAMIL	COFF
499	FULARA	ZBIGNIEW	2OFF
500	DUDEK	MIROSLAW	CENG
501	SADLOS	KRZYSZTOF	CENG

## LITHUANIA

502	GALAGUCKIJ	ALEKSANDR	CAPT
503	CYBULKIN	GEORGIJ	CENG

## HUNGARY

504	BUCSI	ATTILA	CAPT
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## ROMANIA

505	BABUT	SORIN	FITT
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## SLOVAKIA

506	FOLDES	LADISLAV	ABWE
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# 10 YEAR ANNIVERSARIES

*Below are some randomly selected photos of seafarers being awarded with their Marlow Watch for completing 10 years of sea service with Marlow Navigation.*



*CAPT Hryshenko, Oleksandr*



*CAPT Poddubnyi, Dmitrii*



*CAPT Vasytkov, Dmytro*



*CAPT Yeromin, Roman*



*COFF Gromov, Valerii*



*COFF Tereshchenko, Oleksandr*



*2OFF Batoy J-Pol Jacusalem*



*2OFF Mabunay Jeffrey Hermosa*



*3OFF Onate Clyde Elvin Batisla-On*



*Ceng Boyko, Yury*



*Ceng Gurin, Denys*



*Ceng Pushkov, Alexey*



*2ENG Modanza Leomer Ballarta*



*2ENG Sokolyuk, Pavlo*



*4ENJ De Los Reyes  
Romel Garvilles*



*ELEC Gvozdkov, Vladimir*



*AB Meneses, Hernel John Diesta*



*AB Vilbar, Rayner Paler*



*AB Batuhan, Mariolito I.*



*OS Orquia, Ryan Bebayo (left),  
COOK Cunanan, Leonard Malinit  
(right)*



# MARLOW NAVIGATION SOCIAL EVENTS

## MARLOW NAVIGATION CYPRUS

### SOCIAL EVENTS FOR TEAM BUILDING

As corona virus restrictions in Cyprus eased just before last summer, social and team-building events for staff became possible once again.

The first small gathering took place at the company's premises for an afternoon get together, with street food, music and some team-building activities.

The event was an ideal way to have colleagues catch up and bond in a warmer and more casual setting right after work. After a long period of not being able to hold such social gatherings, it was a welcomed opportunity by all. Some weeks later, a casual evening event was also held for staff near to the beach, again with some activities and socialising.

Such events are important for getting colleagues together to interact and get to know each better, in turn helping to build better working relationships. At the same time, they also lift morale and wider team spirit.



## REACHING THE SUMMIT OF MOUNT OLYMPUS

Networking with the Gods...? 🏔️🏛️⚡️🚣

Here is our Group IT Manager/CISO reaching the summit of Mount Olympus in Greece. Well done Manos!!

Training, hard work, determination + teamwork; the right solution for climbing any mountain he says! And right he is.

Located about 80 km southwest from Thessaloniki, Mount Olympus (Όλυμπος) is the highest mountain in Greece at 2,917 metres and one of the highest peaks in Europe in terms of topographic prominence. The region has exceptional biodiversity and rich flora and is a National Park and World Biosphere Reserve.

In Greek mythology, Olympus is the home of the gods!





## "HEALTHY WORKPLACES / LIGHTEN THE LOAD"

Marlow's Health & Safety Committee in Cyprus took part in a health and occupational safety seminar towards the end of the year, titled "Healthy Workplaces – Lighten the Load".

The seminar ran for five full days between October and November. Conducted by CRM Consulting & Risk Management, it addressed the rules and regulations of a 'healthy' workplace and environment, covering the following important topics:

- Learning the EU regulations
- Dangers in the workplace
- How to conduct a risk assessment of the work place / personnel
- Making a report (action plan) and implementing improvements (both for personnel and facilities and equipment), and
- Encouraging office personnel on good practices.



## MARLOW TEAM AT CYPRUS DRAGON BOAT RACES

Marlow once again put forward a team for the Cyprus Dragonboat Federation corporate races, held at Germasogeia Dam in the Limassol region towards the end of 2022.

25 staff members endured the rain and stormy weather and put on a great battle. Unfortunately, the team this year did not win or place, but ultimately, teamwork was the real winner! 🥳

Indeed, Dragonboat races are an excellent activity for encouraging team-building, competitive spirit and of course fitness. They're also a lot of fun!

Well done to all who participated in the team and put in a good effort, and to all who came and cheered them along. Check out the Reel on our Instagram channel [@MarlowNavigation](#).



## MARLOW'S TRACK & FIELD CHAMPION!

Our very own Marianna Pisiara from Crew Operations Section represented Cyprus at various major championships in track and field recently, after coming first at the national games in Limassol in both 100 and 200 metre races.

She managed podium places at the Games of Small States of Europe held in Malta, and previously in San Marino, as well as at the Mediterranean Games in Algeria for the 4x100 metre relay. We congratulate her for these great achievements and wish her well at future tournaments!

The sport of track and field has its roots in human prehistory. Track and field style events are among the oldest of all sporting competitions, as running, jumping and throwing are natural and universal forms of human physical expression. The first recorded examples of organised track and field events at a sports festival are the Ancient Olympic Games.

At the first Games in 776 BC in Olympia, Greece, only one event was contested: the stadion footrace. The scope of the Games expanded in later years to include further running competitions, but the introduction of the Ancient Olympic pentathlon marked a step towards track and field as it is recognised today. In modern times, the two most prestigious international track and field competitions are the athletics competition at the Olympic Games and the World Athletics Championships.





## CHRISTMAS & NEW YEARS AT MARLOW CYPRUS

A number of events took place at Marlow in Cyprus for the Christmas and New Year period.

In advance, some colleagues dressed up and helped create the atmosphere around the office. Meanwhile, we were also fortunate to welcome back the school for kids with special needs from Ayios (Saint) Loucas, who played and sang traditional Greek and Cypriot Christmas carols for staff and collected donations for their good cause.

Following two years of restrictions, the company managed to hold its evening Christmas function. It was a special time to come together with colleagues, family and friends, look back at the year that passed and hope towards better times ahead. During the evening, a number of important speeches were given by management, whilst as always, 10- and 25-year long serving employees were recognised and awarded.

Finally, as per local tradition, Group Charman Hermann Eden and Mrs Eden cut the Marlow family New Year Vasilopita at the company premises. Vasilopita (Βασιλόπιτα) is a New Year's Day cake that contains a hidden coin, which gives good luck to the receiver, and blesses the house for the New Year, or in this case, the office. Practiced in Cyprus, Greece and many other areas in Eastern Europe and the Balkans, it is associated with Saint Basil's day, January 1, or for some other places to Epiphany or Christmas.



*Christmas greetings shared by some crew*







# MARITIME CYPRUS CONFERENCE, EVENING FUNCTION AT MARLOW

*Some images of the candlelit dinner held at Marlow's head office premises in Limassol for partners, event participants and colleagues; A cultural evening full of melody.*



## MARLOW NAVIGATION UKRAINE

### HUMANITARIAN AID FOR COMMUNITIES IN UKRAINE

We all remain saddened by the ongoing situation in Ukraine. Our company continues to do whatever it can to help support those in need, seafarers and their families, as well as wider communities. Marlow Navigation Ukraine continues to provide humanitarian aid, such as food, clothing and other relief items, generators to provide electricity, as well as medical supplies.

Much of this is being donated and distributed to those most in need via local charitable organisations, including a number of churches and monasteries, who are also providing meals, shelter and other emergency supplies to refugees from occupied territories. Aid is also being provided to shelters for homeless animals in a number of locations, including food and material.

Meanwhile, humanitarian assistance is being sent to people who have remained in severely impacted war zone areas, such as in the regions of Kherson, Mykolaiv, Luhansk, Donetsk and Kramatorsk, all of which are in a catastrophic state. This includes medical equipment to help keep local hospitals and blood transfusion centres functioning, material for helping to repair urgently needed shelters, and independent power and heating sources.

Distribution of aid is again being supported by charitable organisations and representatives there. The Marlow Group would also like to extend its respect and deep reverence for the amazing and noble ongoing work of Marlow Ukraine in such difficult circumstances; to the management and the team on the ground, as well as to all those supporting these efforts.





### A SMALL SMILE FOR CHRISTMAS

All community efforts and contributions are needed and go a long way.

During the New Year and Christmas holidays, the Odessa Diocese organised a number of events for orphaned children. Marlow Ukraine pitched in and donated humanitarian aid, as well as sweets and gifts for hundreds of children. Likewise, donations were provided to the orphanage for children with special needs in Odessa, together with Christmas gifts, food and other goods supplied.

Many charitable organisations continue to do what they can to help people, whilst Marlow Ukraine will maintain its effort to support them. Especially during holidays such as Christmas, this can also surely help lift spirits and bring a small smile on one's face in these difficult times.



### MARLOW NAVIGATION PHILIPPINES

#### BACK 2 SCHOOL!

Back last August, the Marlow Philippines team visited its adopted Aurora A. Quezon Elementary School (AAQES) to hand out school bags and stationery to the children for the new school year.

Marlow representatives were welcomed by school Principal, Mr. Randy Emen and Teacher Coordinator Ms. Pillarina Garcia, along with 648 parents of Grade 1 students. Support was also provided to Grade level

2, 3 and 4, which was distributed by the school coordinators the following days.

Kudos to the team for such ongoing care and commitment!







## SUMMER OUTINGS IN THE PHILIPPINES

Although the company managed well the past challenging years, supported by a totally dedicated and professional team, as well as new initiatives and technology, there's really nothing quite like the real deal. Staff and families around the Marlow Philippines network had the opportunity to get together once again for summer outings and social events.

In Manila, the team travelled to Morong, Bataan, with lots of fun, competitive games and team building activities. Our congratulations to the Orange team who achieved the highest total points, and to all for participating in good spirit.

Meanwhile in Davao, the team got together at Secdea Beach Resort on Samal island; in Cebu at BE Resort in Mactan, and in Iloilo

at Guimaras Island. A number of management representatives from head office in Manila also attended each of the events for the branch offices.

Thanks to all for attending these social events and participating with good vibes. No doubt, it was great to be out and about again as a team!

## MARLOW BUILDS CLASSROOMS IN CENTRAL VISAYAS REGION

Marlow Navigation has donated funds to construct new classrooms at three different schools in the administrative region of Central Visayas, including: Baras Diutay Elementary School, Kabankalan, Negros Oriental; Gutlang Elementary School, Argao, Cebu; and Tapon Elementary School, Ubay, Bohol.

All classrooms, complete furnishing, were delivered by contractors NuEast Architects and successfully handed over to the three schools on schedule.

The handover ceremonies at each school took place at the end of November, with Joint Managing Director from head office in Cyprus, Jan Meyering joining Marlow Philippines' two CEOs, Tony Galvez and Captain Leo Tenorio for the occasion.

Also present were the school principals, government officials from the Department of Education, teachers, parents and many students. Speeches were conducted by each school, filled with gratitude and appreciation for Marlow.

During the ceremonies, Marlow also introduced its nearby regional branch office in Cebu, which is now helping to maintain the relationship with the schools and coordinate with whatever needed hereafter.

"We wholeheartedly thank our group head office in Cyprus, management and company at large for yet again reaching out with such

generosity and kindness, together helping to contribute to our schools and children's education," said Galvez.

"Central Visayas is an important region for Marlow, with our office here in Cebu being a key point of contact for recruiting and supporting many Filipino seafarers. We are glad to support the local communities here," he added.





## CHRISTMAS SPIRIT IN THE PHILIPPINES

Long-awaited Christmas events were held in December for all Marlow branch offices in the Philippines, as well as for the kids – in Manila, Cebu, Davao and Iloilo.

At the events for adults, welcoming and motivational speeches were provided by management, including the Marlow Group's Joint Managing Director, Jan

Meyering who visited from Cyprus. Meanwhile, recognition and tokens for long serving employees, retirees and seafarers were awarded.

For the children, the Christmas party theme was "Mini-Me" from the film Austin Powers, where parents and kids came dressed with the same outfits and prizes handed out for the best dressed families.

Lots of fun and games were prepared for the children and parents alike, together with food carts, and a bubble and magic show. Of course, it wouldn't be Christmas for the kids without Santa and his elves visiting the party, with lots of smiles and gifts.

The Christmas events were welcomed by all after two years of restrictions, having people get together and reflect during this special time of the year.



## MARLOW NAVIGATION POLAND

### FIFA WORLD CUP GAMES

During a recent crew technical training and orientation seminar held by Marlow Poland for Stargate, the FIFA World Cup games in Qatar happened to be on at the same time, with Poland playing in one of the matches.

Participants had the opportunity to enjoy some time out after the seminar and watch the game together. Poland managed to get through the group stages and into to the round of 16 and only lost to eventual finalists France. A great achievement that our Polish crew were surely proud about!



## MARLOW NAVIGATION GERMANY

### CHRISTMAS EVENING IN HAMBURG

The teams at Marlow Ship Management Deutschland (MSD) and Marcrew Schifffahrts GmbH in Germany held their annual Christmas function at View Eleven on the Elbe River in Hamburg.

During the occasion, two colleagues were recognised for their 10-year long service, including HSSQE Manager at MSD, Nicola Suhk and Marcrew Accountant, Rabea Klindworth, presented with their awards by Marlow's Chairman, Hermann Eden who visited from Cyprus for the occasion.

Guests were also entertained on the evening by an amazing and comical magician!





# MARLOW PHOTO COMPETITION

*It is always a pleasure to see our seafarers contributing to our photo contest in every issue. After viewing all the amazing photos received, we have selected the best photos, presented here below. Congratulations to our winners!*



**1. "Energised"**  
Photo taken by  
DCAD Christian  
Europa

**2. "Falling from  
cloud nine"**  
Photo taken by  
OS John  
Kirby Gilongos

**3. "Welcome to  
the upside down"**  
Photo taken by  
A/B Joshua  
Almonte Barte

**4. "Into the  
Unknown"**  
Photo taken by  
20FF Kervy Saputil

*Disclaimer: These photos were taken with safety awareness and not during any operations*

## FUN FACTS

- **The Statue of Liberty used to be a lighthouse.**  
About a month after the statue's 1886 dedication, it became a working lighthouse for 16 years, with its torch visible from 24 miles away.
- **A cloud can weigh more than a million pounds.**  
Clouds are not as light and fluffy as they appear. In fact, researchers have found that a single cloud weighs about 1.1 million pounds. How do they know? Well, that number is calculated by taking the water density of a cloud and multiplying it by its volume. Fortunately, the cloud can still "float" at that weight because the air below it is even heavier.
- **The world's largest waterfall is underwater.**  
Yes, there are waterfalls under the ocean. At the Denmark Strait, the cold water from the Nordic Sea is denser than the Irminger Sea's warm water, making it drop almost two miles down at 123 million cubic feet per second.
- **Dolphins sleep with one eye open.**  
Dolphins are known to be one of the smartest animals on the planet-possibly because they can conserve their brain power. Because they must be constantly on the lookout for predators, the marine mammals have developed a neat trick of maintaining partial consciousness even as part of their brain sleeps.
- **Taste buds while on an airplane**  
You actually lose a large percentage of your taste buds while on an airplane. This might explain a lot about those less-than-stellar in flight meals, or why you find yourself craving the saltiest foods while in the sky.

## SUDOKU

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5	6	4	3	2	8	7	9	1
9	8	1	5	3	6	4	2	7
2	7	6	9	4	1	8	3	5
6	5	3	8	9	2	7	1	4
1	4	7	2	5	6	3	8	9

