News Waves

Jul - Sep 2025 Edition 2025-03

ROXANA SHIPPING S.A.

ROKS MARITIME INC.

Contents

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Please recycle

"We are highlighting that our crew should always consider the i-Isolation, i-Distraction and i-Illusion hazards whenever surfing the net. 2025 will be the year where we will enhance ship-shore communication, concluding the projects for SureSIRE, the ship performance monitoring and remote surveys."

With 2025 is coming to a close, we are still faced with the same uncertainties, related to the geopolitical instability due to the war in Ukraine and despite the fact that war in Israel has officially ended, the peace is fragile.

The continuing wars and the side effects of the sanction's regime will continue this year to be a heavy burden for crew allotments and travel, as well as for the delivery of goods on board. Being prepared as in all the previous years for these non-routine operations, we are resilient for IF EffEff operations in terms of crew management, supplies of stores / spares and ship attendances, inspections and audits in this long-lasting challenging environment.

Despite the above constraints, **we remain focused on our Vision, and undistracted we restlessly continue working to consolidate the culture of an open and fearless organization, where all of us are comfortable and fearless to speak up for our concerns, share our ideas, our success and failures and actively listen to others in our team**.

Our officers ashore learning engagements will continue to focus on human performance and learning from normal work. The concepts of "fearless ego for success", the most important "me", take care about myself and my team, Return Home Healthy all times! and the human-centric S.H.E.L.L model, the three pillars (CPAR Incident reporting and investigation, corrective and preventive actions, MoC management of change and RM risk management) and engagement, will continue to be on focus.

We are also focused in the OCIMF SIRE2 project, a learning engagement module with a Google questionnaire has been released and effectively enhances the awareness of employees on board and ashore on the new concept introduced by SIRE 2.0. The new wage scale and the enhanced internet on board are already implemented and the e-wallet platform is now used for about two years across the fleet, successfully coping with the Russian banks sanctions.

SpaceX Starli, the game changer in ship-shore communications, is now deployed throughout our fleet.

Internet allowance for crew has been radically increased; however, we are highlighting that our crew should always consider the i-Isolation, i-Distraction and i-Illusion hazards whenever surfing the net. At the same time, we will consolidate our DMS and the software used ashore. Danaos Waves with Laros Performance monitoring will assist us prevent failures and will reduce the Company environmental footprint.

Committed to ensure for our seamen undistracted port operations, we continue to push through our shipping

associates the concept of remote surveys, and we focus on installing the equipment and the software, which will enhance communication capabilities, video and audio.

SureSIRE is the software platform, which will enhance the SIRE 2.0 awareness of our employees ashore and on board, which in turn will foster the culture of fearless engagements we are developing as organization.

SureSire is already deployed fleet wise and in our training center in Vladivostok.

Aquarex drinking water system, already installed on three ships of the fleet, will eliminate the logistics and the plastic bottles for drinking water, a further improvement of our Company environmental footprint.

Furthermore, a remarkable number of projects are running in parallel to manage all the changes necessary for our Company to achieve our short- and long-term objectives. Ships are included as project team members, and even if not, the Follow Up Notification (FUN) sent out to the Fleet facilitates crew engagement to all our projects. I was also pleased to attend our crew ashore learning engagements of Feb25 in VMC.

All the above and other interesting topics are included in the Hot Stuff section

The New Rules section contains updates on New SOLAS requirements for Lifting Appliances, Hong Kong convention for recycling, EU ETS, FuelEU maritime, biofuels and the new rules becoming effective within 2026.

Update on the newbuildings and new acquisitions

program is reported in the New Ladies on the block section.

The Lessons Learnt section continues to remind us wrong practices that we should refrain from.

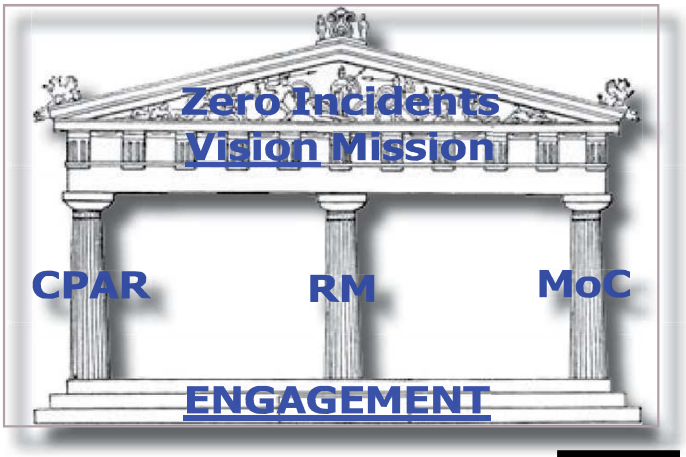
Mrs. Sofia Gkika, as technical dept coordinator and Mrs. Katerina Nikologlou as SQM dept coordinator have joined RoKcs.

Other interesting topics are addressed in the remaining sections of this edition.

Details on the above, and other human resources related matters, are addressed in the Human Resources section.

Other interesting topics are addressed in the remaining sections of this edition.

Enjoy the reading!



Who is Who

Capt. Michalis Langouras

Capt. Michalis Langouras is a distinguished graduate of the Merchant Marine Academy of Syros, completing his deck Officer qualifications in November 2015.
His maritime career spans over a decade, serving on various tanker types, starting in 2011 with a prominent Hellenic shipping company. He has achieved the esteemed Master Mariner's degree as of 2020
On 01Nov24, he joined Roxana Shipping S.A. as Fleet Marine Superintendent for Group 1.2,
reporting to Technical dept manager Nikos Stamoudis.
The professional experience and skills of Capt. Michalis Langouras will definitely add value in our team and will help us meet the short- and long-term objectives set out by the company.

Michalis welcome onboard!

Mr. Georgios Giatzitzoglou

Mr. Georgios Giatzitzoglou graduated in 2020 from the National Technical University, holding his MSc degree in Naval Architecture & Marine Engineering, while simultaneously working as a trainee in reputable maritime service provider companies.
Since his graduation, he has been working in a shipping company, gaining experience as a Technical Coordinator and Fleet Superintendent.
On 01Sep24, he joined Roxana Shipping S.A. as Fleet Technical Superintendent for Group 1.2, reporting to Technical dept manager Nikos Stamoudis.
The professional experience and skills of Mr. Georgios Giatzitzoglou will definitely add value in our team and will help us meet the short- and long-term objectives set out by the company.

George welcome onboard!

Mr. Ioannis Karlatiras

Mr. Ioannis Karlatiras has fulfilled all academic requirements at the National Technical University obtaining his MSc degree in Naval Architecture & Marine Engineering.
In parallel with his studies, Ioannis completed a two month internship at a classification society, where he gained practical experience as a surveyor.
On 04Mar25, he joined ROKS Maritime Inc as Fleet Technical Superintendent for Group 2, , reporting to Technical dept manager Nikos Stamoudis.
The professional skills, enthusiasm and devotion of Mr. Ioannis Karlatiras will definitely add value in our team and will help us meet the short- and long-term objectives set out by the company.

Yanni welcome onboard!

RoKcs Activities 30Jun25 - 25Sep25

The reporting period was marked by a heatwave in Vladivostok, with temperatures consistently exceeding 30 degrees Celsius. Combined with high humidity, these conditions created a challenging yet typical summer atmosphere for the region. Amidst this weather, the company remained actively engaged in the marine community. In June, RoKcs General Director had the honor of participating in the graduation ceremony at the VMC. The event was permaeted by a palpable sense of achievement, with a genuine joy evident on the faces of the graduating cadets and their proud parents.

Further strengthening our ties with the VMC, the entire RoKcs team (Capt. Denis Verkhoturov and Capt. Pavel Sidorkin) attended the cadet initiation ceremony in early October. This important tradition marks the official induction of first-year students into the marine union, and our presence underscores our continuous support to the institution that cultivates the future professionals of our industry. These engagements reaffirm our commitment to fostering strong relationships with educational institutions and contributing to the next generation of sailors.

In a significant step towards enhancing crew benefits, RoKcs finalized a salary project agreement with Raiffeisen Bank. This new partnership provides our seamen with a distinct financial advantage: through the bank's mobile application, they will have access to a preferential exchange rate for currency conversion. This initiative is designed to offer tangible support to our crew members, simplifying their financial transactions and adding considerable value to their remuneration packages, especially while on international assignments.

"Crewing Agency Roxana Kristen Crewing Services" LLC was established in 2008 recruiting seamen on Containers, Bulkers and Chemical Tankers"

RoKcs Training Center

RoKcs external learning engagements and training activities

RoKcs in liaison with Roxana and ROKS, were active as usual in identifying useful webinars for the pool of officers and ratings. During the period 01Jul25 – 30Sep25, following learning engagements were recommended and implemented:

Helmepa

► The Helmepa Training Center, founded in 1982, aims to address marine pollution and promote safety at sea. Forty-three years later, Helmepa continues to evolve its training programs, incorporating the latest technological advancements and regulatory changes in order to enhance maritime safety and environmental protectionby providing comprehensive education on marine pollution prevention, emergency response, and compliance with international regulations. This way, Helmepa equips seafarers with the knowledge and skills needed for sustainable maritime operations.

► The below webinars were attended by our seafarers ashore for this period:

- **"Preparing for PSC Inspections part I"**, conducted on 03July25, in cooperation with Thenamaris.
- **"Preparing for PSC inspections part II"**, conducted on 24Sep25 in cooperation with Alpha Maritime Training Center.

Rightship

►The **"RightShip Safety Score - PSC Deficiency Severity and Model Improvements"** webinar was conducted on 29July25, during which it was explored how RightShip is enhancing the Safety Score model to provide more accurate, transparent, and explainable assessments by factoring in PSC deficiency severity. Specifically, the following topics were addressed:

- **Understanding the RightShip Safety Score** - A refresher on what the score represents and how it's used across the industry.
- **Key Model Enhancements** – How the scoring model is being refined to include new dimensions of vessel risk.
- **The Role of PSC Deficiencies** – How PSC findings influence the Safety Score and the shift from quantity to severitybased evaluation.
- **Introducing PSC Severity** – How deficiencies are classified by severity and how this impacts vessel scoring.
- **AI's Role in Risk Assessment** - How AI is being applied to consistently evaluate deficiency severity and support better decision-making.

Shell Maritime Partners in Safety (PnS)

► The **"Learning From Incident - Enclosed Spaces"** was conducted on 28Aug25.

DNV

► The **"Port State Control CIC on Ballast Water Management – How to comply"** webinar was conducted on 02Sep25, focusing on the CIC questionnaire and offering room for questions on how to be in compliance with the requirements.

► International Chamber of Shipping (ICS) The **"Ballast Water Concentrated Inspection Campaign (CIC)"** webinar was conducted on 09Sep25, highlighting concrete actions for shipping companies to take in preparation for the 2025 PSC CIC BW Campaign (from 01Sep25).

Our officers ashore were given the chance to get updated on the above topics, in an undistracted atmosphere ashore.

Tanker/Bulker senior Officers & Ratings reflective learning engagements Sep25

The reflective learning engagements of Senior Officers and Ratings ashore were conducted in Vladivostok for
• 45 Senior Officers (25 Tanker and 15 Bulker), Physically on 24-26Sep25,
• 18 Ratings (14 Tanker and 4 Bulker), physically on 23Sep25
All senior officers and ratings learning engagements were facilitated by our Managing Director T. Koutris, with the assistance of RoKcs Training Officer Capt. Pavel Petrovich Sidorkin and General Manager Capt. Denis Valentinovich Verkhoturov.
In particular the purpose of the learning courses, which took place in May25, was to refresh Senior Officers as well as Ratings' knowledge on the Company's Documented Management System (DMS), Bridge Team Management (BTM) and Engine Room Team Management (ERTM).
Topics like the "fearless ego for success" concept, Company Vision, Mission and policies , the S.H.E.L.L model, the three pillars and engagement (Incident reporting investigation and CPARs / Management of Change / Risk Management), Health and competence for performance, Human performance principles, Fair and Just for no blame culture, Health and Safety aspects and management, Environmental aspects and management, Quality management, DMS reporting and document control, SIRE2 update, Ulysses Doc Manager, Danaos crewing, Career development and appraisals, emergency preparedness, Oil Record Book, Garbage Management, Security management, Cyber security management, update on last Management Review and KPIs, Navigation, Cargo Operations, Bunkering procedures, New Rules, Log Book entries, observations from 3rd party inspections and commercial issues were discussed.

Six workshops were conducted with the aim to boost the development of a Fair and Just for No Blame culture for a fearless organization, where all of us feel comfortable to speak up his concerns and his ideas and actively listen and consider the others in his team.

The six workshops, which were conducted, are listed below:

Topic	Tanker Officers	Bulker Officers	Ratings
Incident investigation – causation analysis Ever Given	26Sep25	x	x
SIRE 2.0 repetitive observations	25-26Sep25	x	x
RISQ repetitive observations	x	x	20May25
Physical wellbeing, Nutrition	25Sep25	24Sep25	23Sep25
Sire 2.0 Interview ratings	x	x	23Sep25
Take care of myself and my team – Leading my team's wellbeing	x	x	23Sep25

Upon completion of each workshop all attendees filled in on-line the questionnaires and course evaluation forms.

Links with the responses analytics of the questionnaires were distributed to all participants for their review and a further discussion was carried out on the analytics.
Conclusions, suggestions and action plan per workshop is reported below.
Out of the workshop evaluation following is concluded:
► The vast majority of the participants were happy with the content and the duration of the workshop.
► In some cases, it was requested
• more timely determination and appointment of team roles, particularly facilitator, PC operator, presenter to ensure the best of their contribution

Our Managing Director T. Koutris confirmed that all issues raised this time will be considered for the next workshops.
Finally, all participants were encouraged to contact their facilitator, their managers, RoKcs/ Capt. Pavel Petrovich Sidorkin and Capt. Denis Valentinovich Verkhoturov, and their managing director T. Koutris, anytime for any idea or concern.
The workshops conducted this time are analytically described below.

Tanker/Bulker senior Officers & Ratings reflective learning engagements Sep25

1 Workshop: Take care of myself and my team – Leading my team's wellbeing

The "Take care of myself and my team" workshop introduced since Jun18, is elaborating on actual accidents (different scenarios), passing the message Take Care of myself = Take Care of my team, help each other to perform IF EffEff and all return Home Healthy.
This workshop was now further developed to the "Take care of myself and my team, Leading my team's wellbeing", with focus on the Shell Pns Leadership Skills for Crew Wellbeing module, designed for us to elaborate on the why:

- ***a leader's, and a team's member, key priority is his team's wellbeing***
- ***a fearless organisation, where all feel comfortable to share their success and failures and are open to learn from each other, is prerequisite for a team's wellbeing***

and relate the Roxana 3x3x3 soft skill model, and particularly EffEff communication, the human performance principles and how the qualities of a leader or a team member are applied to ensure his and his team's wellbeing and IF EffEff operations.
The related questionnaire was a tool for each individual, in any role, to understand:

- ***the level of his understanding on the wellbeing topics of the workshop***
- ***how HE feels fearful and open to contribute to his team's wellbeing (self-assessment)***
- ***his own perception on how his leader and his team are boosting the fearless organisation for the well being (360^0 assessment) .***

1. Appreciation

Thank you all, 18 Tanker and Bulker Ratings, for your reflective learning engagements in the workshop "Take care of myself and my team – Leading my team's wellbeing" and for:

- ► the prompt and proper fill in of the questionnaire
- ► your further proposals to improve the way we lead our team's wellbeing.

2. Background

2.1. The "Take care of myself and my team" workshop is introduced since Jun18, based on the relevant PnS resilience modules and is elaborating on actual accidents (different scenarios), passing the message Take Care of myself = Take Care of my team, help each other to perform IF EffEff and all return Home Healthy.
This workshop is now further developed to the "Take care of myself and my team, Leading my team's wellbeing", with focus on the Shell Pns Leadership Skills for Crew Wellbeing module.

2.2. Based on

- the 4 modules of Shell PnS Resilience vol1, in Russian also, Change is a Part of Living, Looking at Situations in a Different way, Take care of yourself, Take Decisive Action
- ► Leadership Skills for Crew Wellbeing Shell PnS module
- ► the Roxana "Fearless Ego for Success" concept
- ► the Roxana 3x3x3 soft skills model

this workshop has been developed for Captains and Chief Engineers to help them develop their leadership skills in order to create a learning culture and transparency in workplace where crew feel confident to talk about health and wellbeing.
However, the same concepts apply for any leader or team member of any team and team's wellbeing (health, physical and mental).

2.3. During the "Take care of myself and my team, Leading my team's wellbeing" workshop the facilitator and his team had the opportunity to elaborate on the Leadership Skills for Crew Wellbeing, based on the 3 video modules in information onsite, running the videos offline as well elaborating on what sort of leader is required to best manage the wellbeing of his team, by creating:

- ► a workplace where the wellbeing of the team is one of the key priorities
- ► an environment of open and without fear communication

Tanker/Bulker senior Officers & Ratings reflective learning engagements Sep25

3. Purpose

This workshop is designed for us to elaborate on why:

► a leader's, and a team's member, key priority is his team's wellbeing.

► a fearless organization, where all feel comfortable to share their success and failures and are open to learn from each other, is prerequisite for a team's wellbeing

► the Roxana 3x3x3 soft skill model, particularly EffEff communication, and the human performance principles are related and how the qualities of a leader or a team member is applied to ensure his and his team's wellbeing and IF EffEff operations.

The related questionnaire is a tool for each individual, in any role, to understand:

► the level of his understanding on the wellbeing topics of the workshop

► how HE feels fearful and open to contribute to his team's wellbeing (self-assessment)

► his own perception on how his leader and his team are boosting the fearless organization for the wellbeing (3600 assessment).

4. Key messages

Key messages of the course were passed on to the participants a leader, even a team member, is required to:

► appreciate that the most important asset for a leader, along with himself, is his team

► best manage the wellbeing of his team, not by intimidation, command and control, but by creating:

• a workplace where the wellbeing of the team is one of the key priorities

• an engaging environment for open and fearless communication

► be emotionally fit, his emotional fitness is pre-requisite to manage his team wellbeing, to ensure that:

• state of mental health of the individuals is assessed and managed

• the state of the team's wellbeing in our environment can be assessed

• The AllLookListen (Feel) ActCheckbackTakecareofyourself principle applies to manage the mental health

And at the same time be aware of the principles of human performance, i.e.:

• Humans err; Human errors happen, but they are opportunities to learn, blame fixes nothing

• Humans want to do a good job; humans are not to blame, although reckless conduct is not tolerated

• Human error is opportunity for system improvement; systems to be continually revised to be more error tolerant, and more engaging, considering that context drives behavior

5. Records

Concluding the workshop

► the relevant questionnaire was filled out online, verifying the knowledge obtained and keeping a record of each one's personal commitments.

► the evaluation questionnaire filled out online, with evaluation, topics and proposals for improvement of the workshop

6. Actions and follow up

Out of the workshop questionnaire following is concluded:

► The vast majority of our colleagues feel comfortable to share their failures and success with their team and are ready to learn from each other

► Emotional fitness of the individual and his teams in most cases is good

► The majority of seafarers feel free and comfortable to share their wellbeing status (physical and mental) with the other people on board, on a daily basis.

► The Lost Time Injury (LTI) of the deck rating and the related CPAR, highlighted the importance of the PALI principle, the care about myself and the proper supervision in conducting all tasks in HSQE incident free manner, effectively and efficiently

► EffEff communication is still a challenge, with room for improvement, although the majority of participants are committed for the other day to contribute for boosting the other team members' wellbeing onboard.

► our organization is in a steady course, in line with our IDEA Vision, towards a fearless organization

It was highlighted that:

► The most important asset for a leader and a team member, along with himself, is his team

► As a leader what I say, what I prioritize, what I measure, what I do reflect on my team

► Fear is freezing the mind of team members, reducing their capacity to think and act IF EffEff

► Isolation, distraction, bad mood, anxiety, stress and depression are signs of poor mental health

We will then restlessly work in providing the context that a fearless organisation can flourish for the sake of our wellbeing and IF EffEff operations.

Tanker/Bulker senior Officers & Ratings reflective learning engagements Sep25

2 Workshop: Sire 2.0 repetitive observations

Vetting inspections and Company inspections (reported in TIARE) is considered as one of the key processes in ensuring crew, ship and cargo condition up to the Company standards.
OCIMF introduced in 2022 the new SIRE 2.0 project adopting a radically different approach than VIQ7.

DMS and our TIARE are revised reflecting the changes introduced.

This workshop focused on:
- ***the new SIRE 2.0 concept***
- ***the repetitive observations for the period***
- ***The relevance of Guidance to the Inspector for these observations***

1. Appreciation

Thank you all, 25 Tanker officers, for your reflective learning engagements in the workshop "SIRE 2.0 repetitive observations" and for:
► your contribution in revising theguidance documents
► your further proposals and feedback, evaluating the workshop

2. Background

In the "SIRE 2.0 repetitive observations" workshop we had the chance to elaborate on:
► the new SIRE 2.0 concept
► the repetitive observations for the period
► the relevance of Guidance to the Inspector for these observations

2.1. SIRE 2.0 – Industry:

2.1.1. OCIMF's Ship Inspection Report Program (SIRE 2.0)

► In 2017, OCIMF established a Ship Inspection Program (VIP) Steering Group and convened specialist Working Groups to review and improve upon
► OCIMF's Ship Inspection Report Program (SIRE), as tanker risk assessment tool.

2.2. Sire 2.0 - Roxana

2.2.1. TIARE , form CP09-01 and SIRE 2.0

► Vetting inspection and Company inspections (reported in TIARE) is considered as one of the key processes in ensuring ship's condition up to the Company standards, and our DMS and our TIARE should therefore be revised reflecting issues raised above.
► In view of these updates and considering that in our DMS the inspection and auditing reporting codification is since 16Oct20 harmonized with the VIQ, the SIRE2.0 project was launched to facilitate the smooth transition to the new SIRE 2.0 system, main challenge been:
• the adoption of the newly introduced SIRE2 concepts in our DMS.
• the TIARE, form CP09-01 adaptation to the new SIRE2.0/VIQ7.
• the prompt familiarization of all on board and ashore with the changes.
► One of the basic tasks of this project is to ensure the awareness of all employees on board and ashore of the SIRE 2.0 and the revolutionary concepts introduced along with it.

2.2.2. SIRE 2.0 update workshop Sep23 , Nov-Dec23, Mar24, Jun24 and Sep24

► This workshop was conducted for the officers ashore with twofold objectives:
• increase the awareness for the SIRE2 concept, principles and changes introduced
• review and amend the TIARE references to what the inspector will look for, evidence required and grounds for observations.
► Focus was given to:
• the recently released by OCIMF SIRE2 documentation, i.e.
- Training videos on Human Factors: https://www.ocimf.org/programmes/sire-2-0/sire-2-0-videos, particularly:
- Human factors in SIRE 2.0 all crew briefing and additional officers briefing modules 1-4 Human factors in SIRE 2.0 owner operator modules 1-6
- The SIRE2 opening and closing meetings
- SIRE 2.0 - Negative Observation Module Explanation - Version 1.0 and the structure of SIRE 2 questions

Tanker/Bulker senior Officers & Ratings reflective learning engagements Sep25

2.2.3. SIRE 2.0 and NoC samples workshop, Dec24, Feb25 and May25

► This workshop
• was delivered for officers ashore with twofold objectives:
- increase the awareness for the SIRE2 concept, principles and changes introduced
- focus on the Opening and closing meeting. questions structure and the SoC and NoC concept
• Based on the S.H.E.L.L factors, and the SIREd S.H.E.L.L, as presented, quoted certain observations of the recent SIRE 2.0 inspections of our fleet, evaluating to what extent the SoC and NoC quoted represent the issues raised with the observations.
► This workshop was based on the "SIRE 2.0" awareness and self-assessment questionnaire", which was prepared in 8 sections, addressing:
• Defining performance and success
• Principles of human performance
• The S.H.E.L.L. model, OCIMF human factors and SIRE 2.0
• Challenges and enablers of learning from normal work
• Opening meeting
• Questions structure
• SoC and NoC
• NoC for Hardware SoC
• NoC for Software SoC
• NoC for Human SoC
• Closing meeting
► As an outcome of these workshops we have developed:
• SIRE 2.0 Question Library -ROVIQ 03Oct24
• Crew accountability per location

3. Purpose

All Vetting inspections and Company inspections (reported in TIARE) is considered as one of the key processes in ensuring crew, ship and cargo condition up to the Company standards.
OCIMF introduced in 2022 the new SIRE 2.0 project adopting a radically different approach than VIQ7. DMS and our TIARE are revised reflecting the changes introduced.
This workshop focused:
► the new SIRE 2.0 concept
► the repetitive observations for the period
► the relevance of Guidance to the Inspector for these observations

The response to the inspector should be brief, concise and exactly to the point, 2 to 3 phrases, and then references to our DMS, to support the verbal statement, if asked.

4. Key messages

► Participants elaborated on:
• the new SIRE 2.0 concept
• the repetitive observations for the period
• the relevance of Guidance to the Inspector
• the SIRE 2.0 – Negative Observation Module
• the various instances of the repetitive observations and the guidance document of Sire 2.0, including Roxana comments
► Participants, divided into 4 groups, revised with track changes the relevant to their questions guidance document, with key message to respond precisely to the questions asked by the auditors during SIRE 2.0 inspections, making simple references to DMS manuals.

5. Records

5.1. Concluding the workshop
The relevant guidance documents were revised with track changes and records were kept offline.

6. Actions and follow up

6.1. Upon completion of the workshop

► All participants:
• reviewed the various instances of the repetitive observations and the guidance document of Sire 2.0, including Roxana comments
• revised the guidance documents with proposed changes, which will be promptly reviewed by the head office
• the level of understanding of the topic of the workshop needs improvement for all participants, particularly the requirement that the response to the inspector should be brief, concise and exactly to the point, 2 to 3 phrases, and then, if asked, references to our DMS, to support the verbal statement.

6.2. Further workshop in SIRE 2.0 repetitive observations will take place during next DMS courses in Dec25

Tanker/Bulker senior Officers & Ratings reflective learning engagements Sep25

3 Workshop: RISQ repetitive observations

Vetting inspections and Company inspections (reported in TIARE) is considered as one of the key processes in ensuring crew, ship and cargo condition up to the Company standards.
OCIMF introduced in 2022 the new SIRE 2.0 project adopting a radically different approach than VIQ7. DMS and our TIARE are revised reflecting the changes introduced.

RightShip inspections and Company inspections (recorded in BIARE) is considered as one of the key processes in ensuring ship's condition up to the Company standards.
RightShip introduced in Feb 2023 the updated RISQ 3.0.DMS and our BIARE should therefore be revised reflecting the changes introduced.

This workshop focused on:
- ***the new RISQ 3.1 concept***
- ***the repetitive observations for the period***
- ***The relevance of Guidance to the Inspector for these observations***

Appreciation
Thank you, 15 Bulker officers, for your reflective learning engagements in the workshop " RISQ repetitive observations" and for:
► your contribution in revising the guidance documents.
► your feedback evaluating the workshop in terms of more to learn, most impact.

2. Background
In the "" RISQ repetitive observations" workshop we had the chance to elaborate on:
2.1. RightShip Ship Inspection Questionnaire Program (RISQ 3.1)
► In 2021 RightShip introduced the RightShip Ship Inspection Questionnaire,an expanded inspections questionnaire focused on several different ship types and designed to deliver an improved inspection result, as bulker risk assessment tool. A guide to inspection is provided for many of the questions in the questionnaire, which will assist shipowners and managers in understanding industry expectations. It will also aid the inspector when answering the questions and completing the inspection report.
► In Jul22, RightShip updated and revised RISQ in response to industry comments, and in accordance with the most recent industry recommendations and regulations. RISQ 2.0 was implemented for inspections taking place after 30 September 2022.
► In Feb23, RightShip updated and revised RISQ 2.0 in response to industry comments, and in accordance with the most recent industry recommendations and regulations. RISQ 3.0 is implemented for inspections taking place after 30Jun23.
► In Feb24, RightShip updated and revised RISQ 3.0, in response to industry comments, and in accordance with the most recent industry recommendations and regulations. RISQ 3.1 was implemented for inspections taking place after 31May24.
► The objective of the RightShip inspection is to assess the quality of ships, verify the familiarity and compliance of ship's crew with the safety, statutory requirements, industry recommendations, best practices and required items within the RightShip Inspection Ship Questionnaire. The outcome of the RightShip Dry Inspection will reflect the actual condition and standard of operation of the ship at the time of inspection.
2.2. BIARE, form CP09-01 (B) and RISQ
► RightShip inspection and Company inspections (reported in BIARE) is considered as one of the key processes in ensuring ship's condition up to the Company standards, and our DMS and our BIARE should therefore be revised reflecting issues raised above.
► In view of these updates and considering that in our DMS the inspection and auditing reporting codification is since 06Sep21 harmonized with the RISQ, we have launched a RISQ project to facilitate the smooth transition to the new RISQ 3.0, a basic challenge been:
- the adoption of the newly introduced RISQ 3.0 concepts in our DMS
- the BIARE, form CP09-01 (B) adaptation to the new RISQ 3.0.
- the prompt familiarization of all on board and ashore with the changes

► One of the basic tasks of this project is to ensure the awareness of all employees on board and ashore of the RISQ 3.0 and the concepts introduced along with it.

Tanker/Bulker senior Officers & Ratings reflective learning engagements Sep25

► To this extent:
• 2 updates have been delivered in Oct2021 and Jun2022. The 1st draft version of BIARE vs RISQ 3.0 is now available and will be revised till the end of the year. This BIARE draft follows the RISQ 3.0 structure and questions, in each RISQ 3.0 question the relevant BIARE question is mentioned, and the questions that in the first reading do not match are in red and numbered 50 and above for each section.
• Update based on RISQ 3.2 is in process to be delivered within Nov25.

2.3. RISQ workshops for ROKS:

2.3.1. RISQ workshop Jun24

This workshop was conducted for the senior and junior bulker officers ashore, with objective to increase awareness on:
► RISQ 3.0 concept, principles and changes introduced
► Fit for purpose and adequacy of the related procedures (software or process)
► Good condition, operation and maintenance of the related equipment and tools (hardware)
► Effective and efficient interaction of human with the software and hardware above, (familiarization with procedure, equipment and tools, commitment and IF EffEff implementation, conditions that support humans (human or liveware, Performance Influencing Factors)
Focus was given to:
► the recently released by RightShip RISQ documentation, i.e.
• The RISQ opening and closing meetings
• The structure of RISQ questions

2.3.2. RISQ workshop Dec24

This workshop was conducted for the senior and junior bulker officers ashore, with objective to:
► elaborate on the RISQ 3.0 concept
► introduce the revised BIARE, form CP09-01 as harmonized with RISQ 3.0.
The related questionnaire was a tool for everyone, in any role, to understand:
• The RISQ concept, the questions' structure and the inspection regime
• The BIARE, form CP09-01 as harmonized with RISQ 3.0
• The opening meeting and the RightShip inspector attending teams' assignment

3. Purpose

RightShip inspections and Company inspections (recorded in BIARE) is considered as one of the key processes inensuring ship's condition up to the Company standards.
RightShip introduced in Feb 2023 the updated RISQ 3.0.
DMS and our BIARE should therefore be revised reflecting the changes introduced. This workshop focused on:
► the new RISQ 3.1 concept
► the repetitive observations for the period
► The relevance of Guidance to the Inspector

4. Key messages

Participants elaborated on the:
► The RISQ repetitive observations
► The related various instances of the repetitive observations
► The guidance document of RISQ 3.1
Participants, divided into 3 groups, revised with track changes the relevant guidance document of RISQ 3.1. The response to the inspector should be brief, concise and exactly to the point, 2 to 3 phrases, and then references to our DMS, to support the verbal statement, if asked.

5. Records

Concluding the workshop
► The relevant guidance document of RISQ 3.1 were revised with track changes and records kept offline.

Tanker/Bulker senior Officers & Ratings reflective learning engagements Sep25

6. Actions and follow up
6.1. Upon completion of the workshop:

► All participants:
• Reviewed the related various instances of the repetitive observations and the guidance document of RISQ 3.1.
• Revised the guidance document of RISQ 3.1 with proposed changes, which will be promptly reviewed by the head office.
• the level of understanding of the topic of the workshop needs improvement for all participants, particularly the requirement that the response to the inspector should be brief, concise and exactly to the point, 2 to 3 phrases, and then, if asked, references to our DMS, to support the verbal statement.

6.2. Further workshop on RISQ repetitive observations will take place during next DMS courses in Dec25.

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4 Workshop: Incident investigation - causation analysis Ever Given

Incident reporting, investigation, analysis corrective and preventive actions (Company procedure CP08) is considered as one of the three pillars, on which our system is based.

An incident investigation is a systematic process for identifying:

- ***the context that led to the workplace incident***
- ***the immediate, contributing and root causes of the incident***
- ***lessons learnt and the corrective / preventive measures to prevent future occurrences***

This workshop:

- ***elaborated on the M/V Ever Given grounding in Suez Canal on 23Mar21***
- ***focused on the causation analysis***

The related questionnaire was a tool for everyone, in any role, to understand:

- ***The S.H.E.L.L. model as context for an incident***
- ***The S.H.E.L.L. model as causation analysis aid***
- ***The distinction of the immediate cause, the contributing cause and the root cause and apply same in the incident at stake***

1. Appreciation

Thank you, 25 Tanker officers and 15 Bulker officers, for your reflective learning engagements in the workshop " Incident investigation - causation analysis" and for:

► the prompt and proper fill in of the questionnaire
► your further feedback evaluating the workshop in terms of more to learn, most impact
► recording your personal commitments for next day to improve your response for your team's wellbeing.

Tanker/Bulker senior Officers & Ratings reflective learning engagements Sep25

2. Background

In the " Incident investigation - causation analysis" workshop we had the chance to elaborate on:

2.1. The principle of sufficient reason

► The principle of sufficient reason states that everything must have a reason or a cause.

► The idea was conceived of and utilized by various Hellenic philosophers, including Anaximander, Parmenides, Archimedes, Plato and Aristotle. The principle was articulated and made prominent by Gottfried Wilhelm Leibniz, with many antecedents, and was further used and developed by Arthur Schopenhauer and William Hamilton.

► The principle has a variety of expressions, all of which are perhaps best summarized by the following:

• For every entity X, if X exists, then there is a sufficient explanation for why X exists.

• For every event E, if E occurs, then there is a sufficient explanation for why E occurs.

•For every proposition P, if P is true, then there is a sufficient explanation for why P is true.

> ***"Επίστασθαι δε οιόμεθ΄ έκαστον απλώς, όταν την τ΄ αιτίαν οιώμεθα γινώσκειν, δι΄ ην το πράγμα εστιν, ότι εκείνο αιτία εστι και μη ενδέχεσθαι τουτ΄ άλλως έχειν"***

2.2. Incident investigation and causation analysis

► An HSQE incident investigation is a systematic process for identifying:

• What happened, the sequence of events that caused, contributed, or led to the workplace incident.

• Why it happened, the sequence of reasons that caused or contributed to the workplace incident

• Lessons learnt and what to do, corrective/preventive actions to prevent future occurrences.

► The causation analysis is the 2nd step in the incident investigation process, identifying the sequence of causes and effects that led to the workplace incident.

► According to the principle of sufficient reason there will be a chain of infinite why's, causes and effects. The However, the investigation will stop at the cause that is reasonably possible to manage, i.e. at a cause that reasonable measures can be taken to prevent this cause from happening. And this is the root cause.

► The root cause:

• Human error should be avoided as root cause, in line with the Human Performance principles and the Fair and Just for No Blame culture. A further why should be asked, to identify what can be changed in the software, the hardware or the environment to prevent this human error.

• 3rd parties should be avoided to be nominated as root cause, because normally they cannot be managed by our Company.

• For hardware failure:

► Wear and tear should be avoided to be nominated as root cause, because of the PMS, being in place to cope with wear and tear.

► In cases where regular maintenance of a component is not included in the PMS, we first review the maker's requirements. If regular maintenance is specified, the PMS is then updated accordingly. Otherwise, we create a PMS job on a case-by-case basis, even if it is not required by the maker.

► The immediate causes: substandard acts or conditions that led directly to the incident, e.g. a machine guard was removed, personal protective equipment was misused, there was stress or fatigue, or poor concentration or housekeeping.

► All the intermediate causes and why's between the 1st why / immediate cause and the last why / root cause are contributing causes.

2.3. For each and every cause, there must be at least one corrective/preventive action to prevent this cause from happening again. And this is the 3rd and most important step in the investigation process. Industry and Incident investigation

2.3.1. IMO

► RESOLUTION MSC.255(84) was adopted by IMO on 16May08, introducing the Code of the International Standards and Recommended Practices for a Safety Investigation into a Marine Casualty or Marine Incident (Casualty Investigation Code).

► The code is already outdated, considering the recent Industry practices, and it is in the short-term plan of IMO to revise the code.

► This code was used by the Flag Administration, when conducting the investigation for the grounding of M/V Ever Given'

2.3.2. OCIMF

► OCIMF published in 2018 the Sharing Lessons Learned from Incidents, focusing in the fact that the point of incident investigation is that we learn from what happened and do all we can to ensure it doesn't happen again.

► OCIMF published in the Tanker management Self-Assessment (TMSA), the latest version TMSA3 went live 17Apr17, whereby element 8 is addressing the Incident investigation and analysis, introducing KPIs for 4 levels of compliance.

Tanker/Bulker senior Officers & Ratings reflective learning engagements Sep25

2.3.3. Energy Institute

► Energy Institute published in Aug16 the Learning from incidents, accidents and events, elaborating of incident reporting, causation analysis and focusing on the lessons learnt, corrective and preventive actions

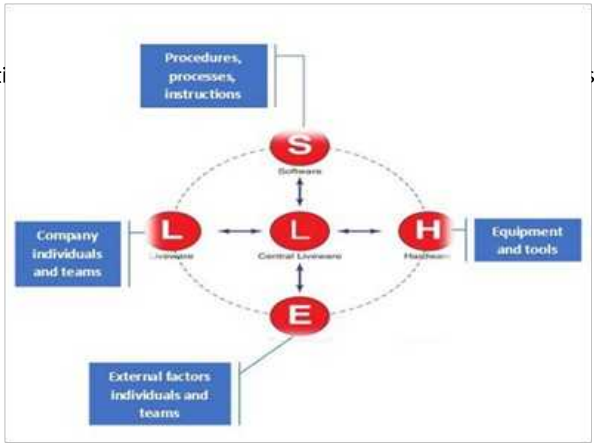
2.3.4. Institute of Oil and Gas Producers (IOGP)

► IOGP publi8shed in Report 552.

► This report describes some of the components an organization might consider if it wants to improve how it learns from operating experience to reduce risk and prevent incidents.

2.4. Roxana and Incident investigation

► Incident reporting, investigation, analysis, corrective preventive acti ; our system is based on.



► The purpose of incident investigation is to learn for improving, by

• Learning from our success and learning from our failures

• Shifting investigation from human error to context improvement, by applying

► Fair and Just culture for No blame culture

► Open reporting

► A balanced Fair and Just for No Blame culture is an appropriate mechanism to shift the investigation and causation analysis from the human error to the S.H.E.L.L. factors, procedures, equipment, individuals and teams (internal and external) and environment improvements

► S.H.E.L.L. model, as per CMSM section 3.6, applies in investigation process and causation analysis, supplemented by causal reasoning, as appropriate forms, applied even for virtual group engagements.

3. Purpose

Incident reporting, investigation, analysis corrective and preventive actions (Company procedure CP08) is considered as one of the three pillars our system is based.

An incident investigation is a systematic process for identifying:

► the context that led to the workplace incident

► the immediate, contributing and root causes of the incident

► lessons learnt and the corrective / preventive measures to prevent future occurrences

This workshop:

► elaborated on the M/V Ever Given grounding in Suez Canal on 23Mar21

► focused on the causation analysis

4. Key messages

Participants elaborated on the:

► CMSM ch3, particularly the S.H.E.L.L model

► CPM section CP08, particularly 4.4, 4.5, 4.8, 4.11

► M/V EVER GIVEN grounding in Suez Canal investigation report

It was also highlighted that Incident reporting, investigation, analysis corrective and preventive actions (Company procedure CP08) is considered as one of the three pillars, on which our system is based.

5. Records

5.1. Concluding the workshop

► the relevant questionnaire was filled out online, verifying the knowledge obtained and keeping a record for each participant.

► There is a need to elaborate on the depth and investigation will go, along with the meaning of root cause vs the immediate cause and the contributing causes.

► the evaluation questionnaire filled out online, with evaluation, topics and proposals for improvement of the workshop, all participants satisfied with the content, duration, presentation and admin of the workshop.

Tanker/Bulker senior Officers & Ratings reflective learning engagements May25

6. Actions and follow up

6.1. Out of the questionnaire responses:

► the level of understanding of the topic of the workshop was very satisfactory for all participants.
► All participants reviewed and understood:
• CMSM ch3, particularly the S.H.E.L.L model
• CPM section CP08, particularly 4.4, 4.5, 4.8, 4.11
• M/V EVER GIVEN grounding in Suez Canal investigation report
► Out of the responses further workshops will be organized to focus on how to:
• apply the S.H.E.L.L. model to an incident investigation, shifting the investigation from human error to system improvement
• classify causes to immediate cause, contributing causes and root cause
► Related to the feedback section of the questionnaire, the material provided was reported to be adequate and satisfactory.

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5 Workshop: Sire 2.0 interviews ratings

Vetting inspections and Company inspections (reported in TIARE) is considered as one of the key processes in ensuring crew, ship and cargo condition up to the Company standards.
OCIMF introduced in 2022 the new SIRE 2.0 project adopting a radically different approach than VIQ7.

DMS and our TIARE are revised reflecting the changes introduced.

This workshop focused on:
- ***the new SIRE 2.0 concept***
- ***the ratings interviews for the period***
- ***The relevance of the proposed responses during the interviews***

1. Appreciation

Thank you all, 14 Tanker and 4 Bulker ratings, for your reflective learning engagements in the workshop "SIRE 2.0 interview ratings" and for:
► your contribution in revising the relevant rating's responses in column 1 of the SIRE 2.0 interview guidance ratings.
► further proposals and feedback, evaluating the workshop

2. Background

In the "SIRE 2.0 interview ratings" workshop we had the chance to elaborate on:
► the new SIRE 2.0 concept
► the ratings interviews for the period
► The relevance of the proposed responses during the interview

2.1. SIRE 2.0 – Industry

2.1.1. OCIMF's Ship Inspection Report Program (SIRE 2.0)

► In 2017, OCIMF established a Ship Inspection Program (VIP) Steering Group and convened specialist Working Groups to review and improve upon OCIMF's Ship Inspection Report Program (SIRE), as tanker risk assessment tool.
► OCIMF's Ship Inspection Project team developed an enhanced and risk-based ship inspection program (SIRE 2.0), that superseded the existing SIRE program and became operative in Q3 2024.

Tanker/Bulker senior Officers & Ratings reflective learning engagements Sep25

2.2. SIRE 2.0 - Roxana

2.2.1. TIARE , form CP09-01 and SIRE 2.0

► Vetting inspection and Company inspections (reported in TIARE) is considered as one of the key processes in ensuring ship's condition up to the Company standards, and our DMS and our TIARE should therefore be revised reflecting issues raised above.

► In view of these updates and considering that in our DMS the inspection and auditing reporting codification is since 16Oct20 harmonized with the VIQ, the SIRE2.0 project was launched to facilitate the smooth transition to the new SIRE 2.0 system, main challenge been:

- the adoption of the newly introduced SIRE2 concepts in our DMS.
- the TIARE, form CP09-01 adaptation to the new SIRE2.0/VIQ7.
- the prompt familiarisation of all on board and ashore with the changes.

► One of the basic tasks of this project is to ensure the awareness of all employees on board and ashore of the SIRE 2.0 and the revolutionary concepts introduced along with it.

2.2.2. SIRE 2.0 update workshop Sep23, Nov-Dec23, Mar24, Jun24 and Sep24

► This workshop was conducted for the officers ashore with twofold objectives:

- increase the awareness for the SIRE2 concept, principles and changes introduced
- review and amend the TIARE references to what the inspector will look for, evidence required and grounds for observations.

► Focus was given to:

- the recently released by OCIMF SIRE2 documentation, i.e.
  - Training videos on Human Factors: https://www.ocimf.org/programmes/sire-2-0/sire-2-0-videos, particularly:
  - Human factors in SIRE 2.0 all crew briefing and additional officers briefing modules 1-4 Human factors in SIRE 2.0 owner operator modules 1-6
  - The SIRE2 opening and closing meetings
  - SIRE 2.0 - Negative Observation Module Explanation - Version 1.0 and the structure of SIRE 2 questions

2.2.3. SIRE2.0 SoC and NoC samples workshop, Dec24, Feb25 and May25

► This workshop

- was delivered for officers ashore with twofold objectives:
  - increase the awareness for the SIRE2 concept, principles and changes introduced
  - focus on the Opening and closing meeting. questions structure and the SoC and NoC concept
- Based on the S.H.E.L.L factors, and the SIREd S.H.E.L.L, as presented, quoted certain observations of the recent SIRE 2.0 inspections of our fleet, evaluating to what extent the SoC and NoC quoted represent the issues raised with the observations.

► The workshop was based on the "SIRE 2.0" awareness and self-assessment questionnaire", which was prepared in 8 sections, addressing:

- Defining performance and success
- Principles of human performance
- The S.H.E.L.L. model, OCIMF human factors and SIRE 2.0
- Challenges and enablers of learning from normal work
- Opening meeting
- Questions structure
- SoC and NoC
- NoC for Hardware SoC
- NoC for Software SoC
- NoC for Human SoC
- Closing meeting

► As an outcome of these workshops we have developed:

- SIRE 2.0 Question Library -ROVIQ 03Oct24
- Crew accountability per location

Tanker/Bulker senior Officers & Ratings reflective learning engagements Sep25

3. Purpose

Vetting inspections and Company inspections (reported in TIARE) is considered as one of the key processes in ensuring crew, ship and cargo condition up to the Company standards.
OCIMF introduced in 2022 the new SIRE 2.0 project adopting a radically different approach than VIQ7. DMS and our TIARE are revised reflecting the changes introduced.
This workshop focused:
► the new SIRE 2.0 concept
► the ratings interviews for the period
► The relevance of the proposed responses during the interview

4. Key messages

► Participants elaborated on:
• the new SIRE 2.0 concept
• the SIRE 2.0 – Negative Observation Module
• the ratings interview questions by vetting inspectors, over the observed period, along with the proposed response, which are documented in SIRE 2.0 interview guidance ratings.
► Participants, divided into 4 groups, revised by using track changes the relevant rating's responses in column 1 of the SIRE 2.0 interview guidance ratings, with key message to respond precisely to the questions asked by the auditors during SIRE 2.0 inspections, making simple references to DMS manuals.

5. Records

5.1. Concluding the workshop

► The relevant responses in column 1 of the SIRE 2.0 interview guidance ratings were revised with track changes with records kept in Russian too.

6. Actions and follow up

6.1. Upon completion of the workshop

► All participants:
• reviewed the SIRE 2.0 – Negative Observation Module and the SIRE 2.0 interview guidance ratings.
• revised the relevant rating's responses in column 1 of the SIRE 2.0 interview guidance ratings.
• were familiar with the importance of responding precisely to the questions asked by the auditors during SIRE 2.0 inspections, making simple references to DMS manuals, even just referring to the procedure in general, without reference to the exact paragraph, which they may show to the auditor later, in peace.
• the level of understanding of the topic of the workshop needs improvement for all participants, particularly the requirement that the response to the inspector should be brief, concise and exactly to the point, 2 to 3 phrases, and then, if asked, references to our DMS, to support the verbal statement.

6.2. Further workshop in SIRE 2.0 interviews ratings will take place during next DMS courses in Dec25.

For any further comments, ideas or concerns you are welcome to contact your facilitator, your managers, RoKcs /PS and DV and your managing director TEK anytime.

Tanker/Bulker senior Officers & Ratings reflective learning engagements Sep25

8 Workshop: Physical wellbeing - Nutrition

> ➢ ***Our Company's principal order is "Return Home Healthy".***
> ➢ ***Working on ships or for ships, on board or ashore can be physically and mentally challenging, so it is very important to look after yourself.***
> ➢ ***Creating healthy habits during your time onboard or ashore is an easy way to make small changes that can help you stay healthy and fit for service.***
> ***You can practice these habits at home too, to help build a healthier body and mind for you and your family.***
> ***Being in good physical and mental health will also help you built up your resilience and perform IF EffEff, wherever you are!***
>
> ***This workshop***
> ➢ ***Justified why nutrition is important and what is a healthy eating habit.***
> ➢ ***Elaborated on the fact that:***
> • ***Food is fuel for your physical health,***
> • ***Food is fuel for your mental health, and it's linked to your mood as well, which in turn are the basic prerequisites for everyone's wellbeing and IF EffEff performance.***
> ➢ ***Encouraged adopting and maintaining healthy eating habits, both at sea and at home.***

1. Appreciation

Thank you all, 25 Tanker officers, 15 Bulker officers, 14 Tanker ratings and 4 Bulker ratings, for your reflective learning engagements in the workshop "Physical wellbeing – Nutrition".

2. Background

In the "Physical wellbeing – Nutrition" workshop we had the chance to elaborate on:

2.1. **Physical wellbeing, Nutrition - Industry**

2.1.1. **The International Seafarers' Welfare and Assistance Network (ISWAN)**

ISWAN relevant publications:

►Guidelines for Healthy Food Onboard Merchant Ships and off-line
►Healthy food - a guide for seafarers and off-line
►Food Safety and off-line

> ***Health (physical and mental) and Competence (hard and soft) are the prerequisites for IF EffEff operations***

2.1.2. **The International Transport Workers' Federation (ITF)**

ITF relevant publications:

►Healthy eating
►Managing weight and obesity

2.1.3. **The Swedish club**

►At the 2023 Crew Welfare Week Virtual Forum, a presentation titled "Create Healthy Habits, Not Restrictions" was delivered, providing seafarers with advice on empowering themselves through a holistic and preventative approach to physical health and well-being.
►Furthermore, some other useful information about healthy food was provided via the website as per below:
• Focus on nutrition: 7 healthy snack ideas
• Your liver is your life: 5 tips to keep it healthy
• 7 ways to make healthy habits a priority when at sea

Tanker/Bulker senior Officers & Ratings reflective learning engagements Sep25

2.1.4. **The Standard Club**

NorthStandard relevant publications:

► Focusing on Seafarer Wellbeing – Healthy diet and lifestyle and off-line

2.1.5. **The UK P&I Club**

► The UK P&I Club has released valuable Crew Health Advisories focusing on physical health matters. These recommendations are highly beneficial and can be applied by everyone, both onboard and ashore, as they address common health issues encountered in daily life. This way, as we all understand that health and competence are prerequisites for human performance, the capability to perform IF EffEff will be enhanced.

► The topics of these advices are saved off-line and listed as follows:

- Complications of CBD use by seafarers
- Exercise as a Mental Health Enhancer
- Hemorrhoids
- Internal Injuries and Fractured Ribs
- Kidney Stones
- Lifesaving actions for minor injuries
- Minimizing the risk of hepatitis
- Musculoskeletal disorders
- Preventing and reducing malaria transmission
- Prostate Cancer, Testicular Cancer
- Spotlight on 'the Kidneys'
- Understanding herpes zoster and its potential impact on crew
- Tackling obesity in seafarers

2.1.6. **The Australian Government – Department of Health and Aged Care**

Relevant publications:

► Eating well, including the 5 food groups and serve sizes of each one of them, and recommended number of serves for adults

► Healthy eating at home and out, including tips for healthy shopping and healthy cooking

2.1.7. Partners in Safety, http://www.maritimewellbeing.com/

► Fatigue risk management was introduced in 2020 elaborating on fatigue symptoms and best practices for sleeping and managing jet lag

► Physical wellbeing and particularly Building healthy habits - Physical exercise was introduced in 2021 including different elements, which aim to help seafarers keep their bodies and minds fit and well. It consists of helpful information and some useful example activities, which anyone can try anywhere, anytime.

► Building healthy habits - Nutrition was introduced in 2022, aims to help seafarers recognise that we need to fuel our bodies properly if we want to be physically and mentally fit and healthy. It consists of helpful information and some useful activities to learn why nutrition is important and what is a healthy eating habit.

2.2. **Health and Performance – Roxana**

2.2.1. **Health and competence for performance**

was introduced with DMS revisions Dec20, justifying the statement that health and competence are pre-requisites for IF EffEff performance.

Health (physical and mental) and Competence (hard and soft) are the prerequisites for IF EffEff operations

2.2.2. **Take care of myself and my team - Managing fatigue**

2.2.2.1. The "Take care of myself and my team" workshop is introduced since Jun18, based on the relevant PnS resilience modules and is elaborating on actual accidents(different scenarios), passing the message Take Care of myself = Take Care of my team, help each other to perform IF EffEff and all return Home Healthy.

2.2.2.2. This workshop is now further developed to the "Take care of myself and my team, Managing fatigue", based on the Shell Pns Fatigue risk management module.

2.2.2.3. Based on

► the 4 modules of Shell PnS Resilience vol1, in Russian also, Change is a Part of Living, Looking at Situations in a Different way, Take care of yourself, Take Decisive Action

► Fatigue risk management Shell PnS module

► the Roxana "Fearless Ego for Success" concept

► the Roxana 3x3x3 soft skills model

Tanker/Bulker senior Officers & Ratings reflective learning engagements Sep25

3.2. The "Physical Wellbeing - Building Healthy Habits – Nutrition" questionnaire

3.2.1. The questionnaire was basically consisted of 3 sections, addressing:

- ► Health, physical and mental, as prerequisite for IF EffEff performance
- ► Awareness of:
  - • Importance and benefits of healthy food
  - • How to build the healthy habit
- ► Self-assessment of each individual in relation to:
  - • his current status on daily healthy vs unhealthy habits

Most of the questions were inspired by the PnS module of "Building Healthy Habits".

4. Key messages

Key messages of the workshop were passed on to the participants, as follows:

- ► Working on ships or for ships, on board or ashore can be physically and mentally challenging, so it is very important to look after yourself.
- ► Creating healthy habits during your time onboard or ashore is an easy way to make small changes that can help you stay healthy and fit for service. You can practice these habits at home too, to help build a healthier body and mind for you and your family. Being in good physical and mental health will also help you built up your resilience and perform IF EffEff, wherever you are!

5. Records

5.1. Concluding the workshop

- ► the relevant questionnaire was filled out online, verifying the knowledge obtained and keeping a record for each participant.

6. Actions and follow up

6.1. Out of the workshop questionnaire

- ► The topic in general was well received, considering it is the first time it has been introduced.
- ► Improvement of the awareness of the importance of nutrition to mental health and of the food categories is necessary, therefore the workshop will be repeated.
- ► everyone:
  - • will review the analytics and his commitment to improving his nutrition habits to have a better quality of life and achieve IF EffEff performance.
  - • Is committed to improving the aspects of his daily nutrition habits that may not be beneficial to his health and to applying the tips for building healthier eating habits through simple, everyday choices.

Tankers Officers groups						
Gr 1		**Gr 2**		**Gr 3**		
Name	**rank**	**Name**	**rank**	**Name**	**rank**	**role**
Anastasiiadi Andrei	Master	Ignatenko Leonid	ChOff	Konishchev Andrey	ChOff	Facilitator
Gulin Alexey	Master	Sheludko Viacheslav	Master	Sukhodoev Oleg	Master	Flipchart
Lozovoi Pavel	ChOff	Orevskiy Sergey	ChEng	Tsayukov Ivan	ChOff	Presenter
Karabin Sergei	2nd Eng	Potyanikhin Andrey	ChEng	Mikhailov Iurii	ChEng	PC Operator
Efimov Andrei	2nd Eng	Nilov Aleksandr	2nd Eng	Goncharuk Aleksandr	2nd Eng	
		Maksimenko Aleksandr	2nd Eng	Epishin Stanislav	2nd Eng	
		Kulik Roman	ChEng	Khlebus Ivan	ETO	
PS		PS		Snegurenko Pavel	ETO	

Gr 4		
Name	**rank**	**role**
Ivanov Eduard	Master	Facilitator
Snytko Ivan	ChOff	Flipchart
Belkin Roman	ChOff	Presenter
Triakin Andrei	ChEng	PC Operator
Evgrafov Konstantin	ChEng	
Avdeev Roman	2nd Eng	
PS		Roxana

Tanker/Bulker senior Officers & Ratings reflective learning engagements Sep25

2.2.3. **Physical wellbeing – Building Healthy Habits**

In early Jan22 a circular was sent to employees ashore and on board on physical wellbeing,

► highlighting that

- in line with the "Fearless ego for Success" principle (the most important person on earth is me) it is very important for all of us to look after ourselves and our physical health in particular.
- Creating healthy habits during our time at the office and home is an easy way to make small changes that can help us stay healthy and resilient and this without the need of special instruments or equipment.
- as per CMSM par3.5 health (physical and mental) is a basic prerequisite for success, i.e. IF EffEff operations.

2.2.3.1. **Physical wellbeing – Exercise:** The exercises module was introduced in May21 and was distributed to the Fleet 18Nov21 and ashore 04Jan22 to increase the awareness of all on the benefits of physical exercise and the program introduced, with emphasis to the fact that exercises can be conducted anytime and anywhere, without the need of additional instruments.

This workshop:

► Elaborated on the benefits of physical exercise

► Offered conclusions of scientific studies on the relevance of physical exercise with extended life span, reduced cancer cases, heart, lungs and muscles fitness, body balance and motion control

► Introduced three types of exercise explaining the scope and the objective of each of them

► Proposed a program for beginners (with the use of the Building Healthy Habits booklet and cards)

► Shared best practices when conducting physical exercise

2.2.3.2. **Physical wellbeing – Nutrition:** The nutrition module, introduced in Sep24, aims to raise awareness about the Importance and benefits of healthy food, thereby enhancing our physical and mental health for IF EffEff operations.

3.1. **This Physical wellbeing – Nutrition workshop:**

► Elaborated on the importance of nutrition and the benefits of having a healthy, well-balanced diet.

► Elaborated on the fact that:

- Food is fuel for your physical health, since as per scientific studies, eating well has the following benefits:
  - boosts immunity
  - protects our bodies against certain types of diseases, such as obesity, diabetes and heart disease
  - helps prevent some types of cancer and bone conditions
  - helps keep our teeth healthy
  - helps keep our bodies a healthy weight
- Food is fuel for your mental health and it's linked to your mood as well, since as per scientific studies:
  - eating well helps with how we cope with our feelings, for example dealing with anxiety
  - eating lots of unhealthy foods (i.e. snacks or fast food, very high in sugar, salt or bas fat) is particularly bad for our health, as it increases the risk of many diseases (e.g. diabetes, heart diseases, obesity).
- Choosing the right foods can help us be safe.

Which all of them are in turn the basic prerequisites for our wellbeing and our IF EffEff performance.

► Proposed ways for building healthy eating habits, through simple, everyday choices.

- Healthy vs Unhealthy Foods : To eat healthily, you don't need to avoid certain types of food or limit yourself to one food group.
- What should I eat? : it's important to remember that for a balanced diet you should eat foods from all 5 groups (i.e. grains, vegetables, fruits, milk&cheese and lean meat & poultry).
- How much should I eat? : Some of the 5 groups are larger than others. This indicates roughly the amount of each group that we should eat each day in total – the bigger the segment, the more of these foods you should eat compared to the others.
- Keep hydrated : What we drink is as important as what we eat. About 60% of our body is water and we need to drink enough to make sure our organs function properly
- What to eat and when : Eating certain foods at the right times can make a difference in how you feel.

Tanker/Bulker senior Officers & Ratings reflective learning engagements Sep25

Bulkers Officers groups						
Gr 1		**Gr 2**		**Gr 3**		
Name	**rank**	**Name**	**rank**	**Name**	**rank**	**role**
Demchenko Aleksandr	Master	Vetkov Mikhail	ChOff	Lukianov Stanislav	Master	Facilitator
Melnikov Sergei	ChOff	Alyabin Alexander	Master	Torchinov Aleksandr	ChEng	Flipchart
Kosianchuk Aleksandr	ChEng	Mishakov Gennady	ChEng	Fadin Iurii	ChEng	Presenter
Smirnov Nikolai	2nd Eng	Evdokimov Sergei	ChEng	Levin Dmitry	2nd Eng	PC Operator
		Kozhukhov Andrei	2nd Eng	Verevkin Roman	ETO	
		Dudin Vladislav	ETO			
DV		DV		DV		ROKS

Tanker and Bulker Ratings groups						
Gr 1		**Gr 2**		**Gr 3**		
Name	**rank**	**Name**	**rank**	**Name**	**rank**	**role**
Tankers						
Serykh Ivan	3rd Off	Gontar Aleksei	2nd Off	Kaiumov Kirill	3rd Off	Facilitator
Shatoba Igor	Bosun	Poliakov Aleksandr	Bosun	Shatoba Oleg	Bosun	Flipchart
Flekivchuk Viktor	A/B	Rozhkov Vladimir	A/B	Ponkrashev Sergey	Bosun	Presenter
Shelepyuk Alexander	Oiler	Volkov Roman	Oiler	Rykov Sergei	Oiler	PC operator
Khodov Vadim	A/B	Kotenok Vasilii	Oiler			
PS		PS		PS		Roxana
Bulkers						
Gorbachev Evgenii	2nd Off					Facilitator
Terebynkin Evgeny	Bosun					Flipchart
Adamuk Sergei	O.S.					Presenter
Meshkov Vladimir	Oiler					PC operator
DV		DV		DV		ROKS

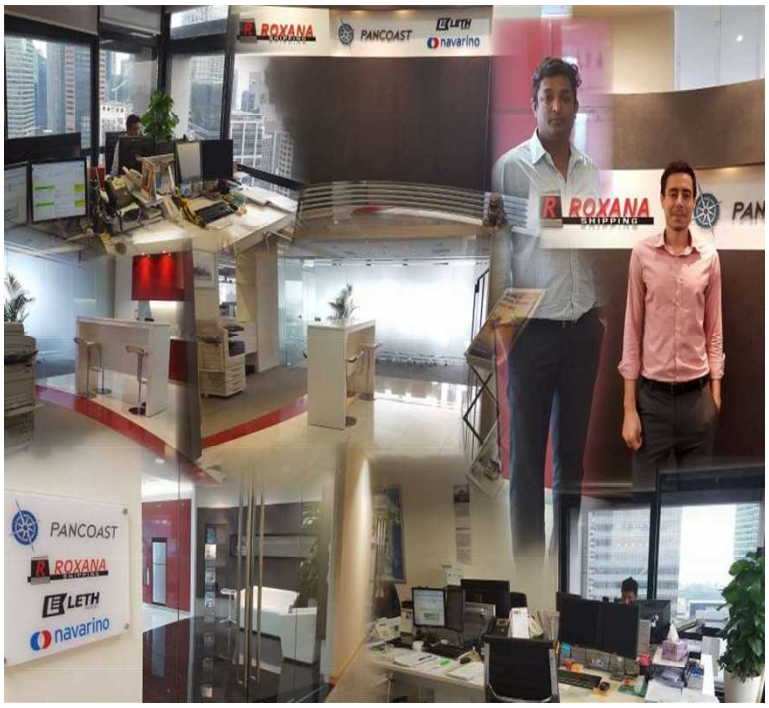
Tanker/Bulker senior Officers & Ratings reflective learning engagements Sep25

Pancoast Singapore

Pancoast Trading (Singapore) Pte. Ltd. Quarterly Update - 01July5 to 30Sep25

Pancoast Trading (Singapore) Pte. Ltd continues to demonstrate robust commercial activities in the East of Suez region, strategically centered in Singapore to cover the crucial markets of the Indian & Pacific Oceans.

Pancoast's tanker activities: With a notable market presence of nine years in tanker activities, particularly representing the Roxana Tanker Pool,our Singapore office has become synonymous with excellence in the tanker segment. The commercial endeavors conducted on behalf of Roxana Tanker Pool-Pancoast Singapore have shown a remarkable upward trajectory since the inception of the tanker desk in 2014. Anticipating dynamic & challenging times ahead,the Singapore Office is well-positioned to navigate the evolving market conditions, encompassing spot vessels in both the East &,more recently, the West.



Ships operated by the office: During the specified period, Vessels operated by our office included Miracle, Melody, Marvel & Malbec-Handy Vessels engaged in Dirty product trade. Our office keeps on successfully operating the 2 latest purchases, Malbec Legacy & Malbec Legend which are currently trading in the Chemical Sector.

Commercial Operations: In the first quarter of 2025, Pancoast's Singapore office,under the commercial operational responsibility of Capt. Karthik, successfully secured spot charters with various Charterers, including major Oil companies. Furthermore, two of our MR & two of our LR Vessels were contracted for long-term charters during this period.

Singapore and Fujairah continues to serve as the primary ports in the East, where virtually all ships make port calls for repairs,surveys, & bunkering operations. Our department has played a pivotal role in preparing & planning these activities, offering indispensable logistics support to various departments.

Weekly Meetings within the Roxana Tanker department are conducted every Thursday to discuss & coordinate vessel updates. Additionally, Capt.Karthik actively participates in virtual management meetings with the team in Athens, providing insights into the performance of vessels managed by our company.

Management Meetings and Workshops: Capt. Karthik participated in virtual meetings with Management team at Athens and discussed about the performance of the vessels managed by our company.

Our office actively engaged in meetings and workshops for personal and team development organized by Mr. Koutris and Roxana head office.

Company Management Review: Our office participates in Meetings/Workshops for personal/team development. Capt. Karthik attended our Company's Management Review in Greece where he presented the Commercial, Operations and Post Fixture Departments and Singapore Office highlights and performance.

Dubai Maritime Week: Captain Karthik along with Andrea Vaccari and Mr. Constantinos Krontiras attended the Annual Maritime week in Dubai. Numerous meetings took place with existing & potential clients expanding the Company's business circle.

Employee Roles:

Capt. Karthik oversees the Singapore office, handling commercial, operational, Logistics activities, Business Development, for Roxana in the East of Suez market. Additionally, he leads the fleet in the Post Fixture/Claims department for managed Tanker Vessels.

Mr. Alexandros Stathopoulos, marking his tenth year as a Tanker Operator, plays a crucial role in addressing day-to-day operational issues, assisting with Pre-Post Fixture/Claims, and coordinating with other departments.

We express our gratitude to everyone for their unwavering support, and the success achieved is attributed to your guidance and cooperation.

VMC Activities - 50 Yeras Combined

We waited so long for this! We prepared for so long!

On October 3, 2025, a ceremony was held at the Vladivostok Maritime College to welcome the first-year students into the ranks of the "maritime brotherhood" in the specialties "Navigation" and "Operation of Marine Power Plants". The ceremony took place in a warm and friendly atmosphere, marked by congratulatory speeches. Invited speakers shared their maritime experiences. Director of VMC, Vladimir Yuryevich Manko, delivered parting words to the newcomers.

Distinguished guests also delivered welcoming remarks and congratulations:

- Olga Viktorovna Permyakova, Head of the Department of Professional Education and Science of Primorsky Krai;
- Verkhoturov Denis Valentinovich - General Director of the representative office of the shipping company Roksana Shipping and ROKS Maritime in Vladivostok;
- Pafnutiev Evgeny Yuryevich - Deputy General Director of Fescontract Internationa;
- Gerasimova Anastasia Aleksandrovna, Member of the Expert Council under the State Duma Committee on Science and Higher Education on issues of the non-governmental education sector and public-private partnership in education, Rector of the Far Eastern Institute of Communications.

After the congratulations, first-year cadets took to the stage with creative shows.

The festive event ended with the words of the traditional Cadet Oath and the ceremony of presenting cadet cards.

We extend our heartfelt congratulations to the young people who have chosen the noble path of becoming sailors this year!

Press center of the VMC

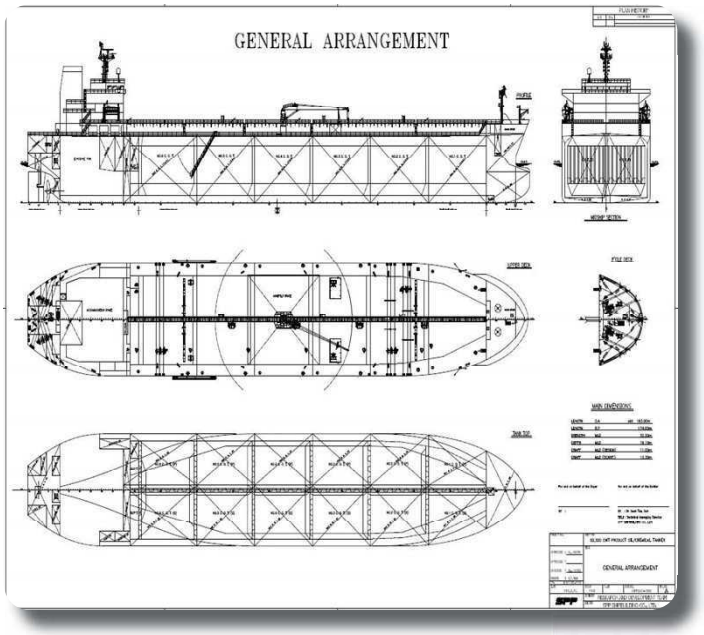
New Ladies on the Block

Our company is planning the next generation of newbuildings and is following closely the new rules, particularly:

- Alternative fuels
- Carbon capture technologies
- ECO designs and options

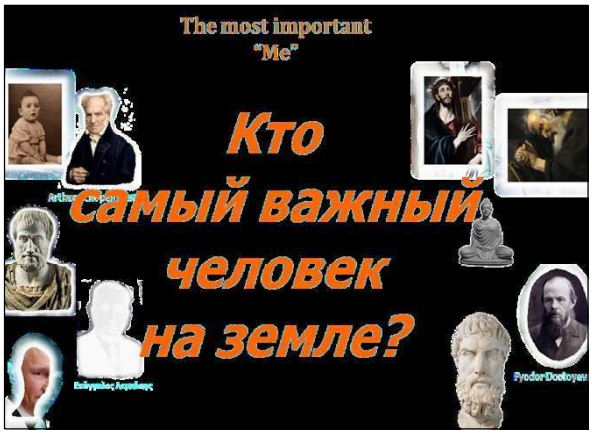
The next generation of newbuildings will be a challenge for the industry, particularly due to the evolution of alternate fuels as marine fuels and the price level of the conventional and VLS/ULS fuel oil.

Furthermore, there is an increased activity evaluating options and opportunities in the second-hand market, with the recent additions of M/T Malbec Legacy on 26Jun24 and M/T Malbec Legend on 25Jul24, which inaugurate the entrance of our company in the pure chemical trade.



The fearless ego for success

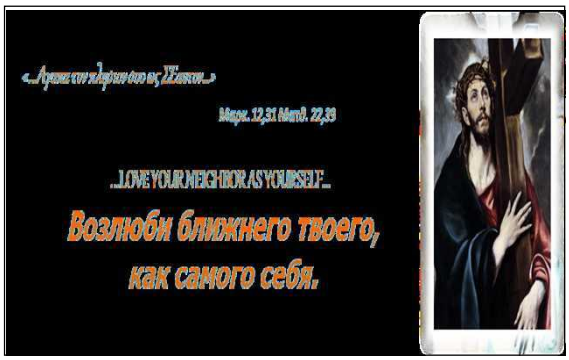
Inspired by the Partners in Safety project the Roxana "Ego" tree was launched end of 2016, finally introduced after the management review of May 2019 and was further developed to the Roxana "fearless ego for success" tree.
Each one of us elaborated on a basic question who is the most important person for me on earth.



The embarrassment, even blame of "egoism", was a drawback in getting to the obvious answer.

The assistance from our God came the right moment to show us show us the obvious answer:

I am the most important person of earth



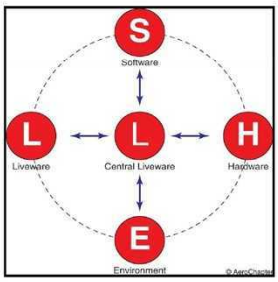
Based on this conclusion the principal order was introduced:

Return Home always Healthy!

God by instructing us to love our neighbor as we love ourselves also guided us to the next conclusion that care about myself means care about my team.
If I care about myself I should care about my team so that all of us return home healthy.

The fearless ego for success

The **SHELL** model was introduced in our system at the same period to facilitate our understanding and classifying of the factors we are in interface with, i.e. Software (procedures, instructions) hardware (equipment, systems, tools) environment (time and space) and Liveware (human factor).



Human centric Applicable to: Soft skills and Resilience, Investigation (classifying factors), **Causation analysis** (classifying causes), **Risk Management** (classifying hazards and threats)

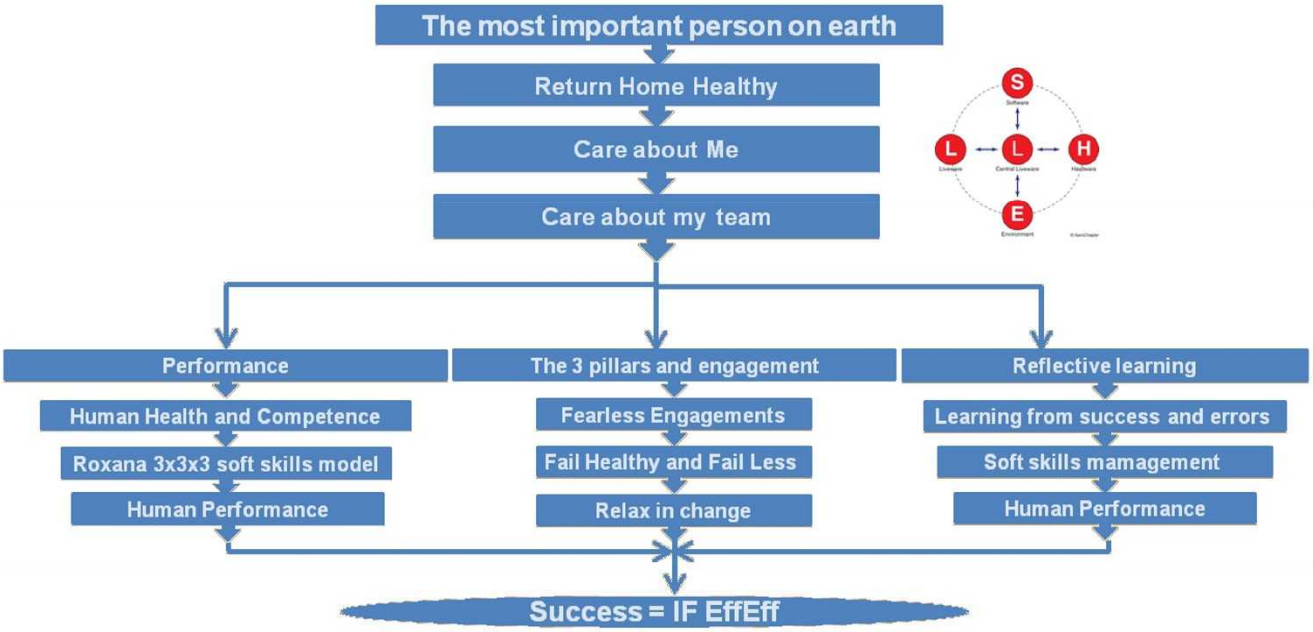
Starting from the Roxana "fearless ego for success" concept we are developing our system in three axes of activity: the 3 Pillars and Engagement, the Human Performance and the Reflective Learning.

The 1st activity axis is addressing the Fearless engagements, the Risk management and the Management of Change as the three pillars, with engagement being the basement of our system, towards commitment to our Values and our policies for zero incidents.

The 2nd axis of activity elaborates with Health (physical and mental) and Competence (hard and soft) as pre-requisites for Performance, performance being the measure of Incident Free, Effective and Efficient (IF EffEff) operations.

The 3rd axis of activity is related to creating an open environment for reflective learning engagements for all levels in our organisation.

Separate articles in this magazine elaborate on the above three axes of activity, who ensure the Incident Free, Effective and Efficient (IF EffEff) operations throughout our organization ashore and on board.

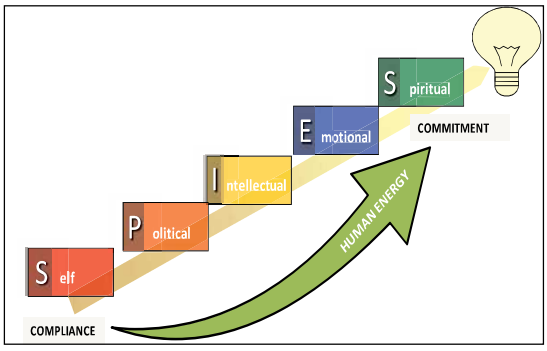


The 3 pillars and engagement

Late 2107 we introduced the three pillars and engagement principle, as the backbone of our system development to meet our Zero Incidents target, in compliance with our IDEA Vision and Mission.

The three pillars were identified as

- **Fearless engagements - CPAR: procedure CP08 Control of Non- Conformities, Accidents & Near Misses**
- **Failing Healthy and Less - RM: procedure CP24 Risk Management**
- **Relaxing in change - MoC: procedure CP13 Management of Change**



Engagement was introduced as the foundation in this process, as the ticket to shift mere compliance to commitment, as a ticket to Company culture
Fearless engagements is about creating a working environment where all colleagues at all levels feel comfortable to intervene and

- stop work, when an unsafe act or condition is identified
- speak out their success, mistakes, concerns or new ideas, without any fear of been blamed or disregarded
- feel an active and appreciated member of the team

An environment of open reporting, of a fair and just for no blame culture during investigation and causation analysis are the guarantees that the team will learn from its success and that mistakes are opportunities for system improvement.
Procedure CP08 is documenting the above issues.
Failing healthy and less is all about managing the risk of the identified hazards, as addressed procedure CP24.
It is our Innovation value that dictates the relax in change, change is a way of living and is addressed in procedure CP13.
We all know normal conditions are not always the case and therefore, we have to be prepared to operate also under "not normal" conditions, the so called non routine operations.
Since 2017 colleagues from all levels within the organization have been engaged in a series of workshops with the objective to incorporate, when applicable and if practical, in all critical operations the concepts of the three pillars, the reflective learning and training and non routine operations.
Procedures format, as documented in CMSM ch3, is revised to reflect the above.
Since the beginning of 2022 we have initiated a project to simplify our procedures thus boosting the engagement and facilitating the commitment to our system.

Herakleitos team with Dostoyevsky to make 2+2=5

Dostoyevsky's hero in the *"Notes from the Underground"* is for 4 pages struggling in despair denying to accept the mathematical certainty 2+2=4, concluding in excitement that 2+2=5 is sometimes a very charming thing.

Fyodor Dostoyevsky

Ch1X.....
But yet mathematical certainty is after all, something insufferable. Twice two makes four seems to me simply a piece of insolence. Twice two makes four is a pert coxcomb who stands with arms akimbo barring your path and spitting. I admit that twice two makes four is an excellent thing, but if we are to give everything its due, twice two makes five is sometimes a very charming thing too.....

Записки из подполья, Глава IX
Но дважды два четыре — все-таки вещь пренесносная. Дважды два четыре — ведь это, по моему мнению, только нахальство-с. Дважды два четыре смотрит фертом, стоит поперек вашей дороги руки в боки и плюется. Я согласен, что дважды два четыре — превосходная вещь; но если уже все хвалить, то и дважды два пять — премилая иногда вещица.

«... οὐ ταύτόν ἐστι τὰ μέρη καὶ τὸ ὅλον ...» (150a15-16).

"THE WHOLE IS NOT THE SAME AS ITS PARTS"

2000 year before Dostoyevsky a pure mathematical paradox was quoted
The whole IS NOT the same as its parts, may be smaller or bigger than the addition of its parts!

Herakleitos team with Dostoyevsky to make 2+2=5 (Continued)

«...ΤΟ ΑΝΤΙΞΟΟΝ ΣΥΜΦΕΡΟΝ ΚΑΙ ΕΚ ΤΩΝ ΔΙΑΦΕΡΟΝΤΩΝ ΚΑΛΛΙΣΤΗΝ ΑΡΜΟΝΙΑΝ ...ΚΑΙ ΠΑΝΤΑ ΚΑΤ ΕΡΙΝ ΓΙΝΕΣΘΑΙ...»
THE OPPOSITES ARE BENEFICIAL AND FROM THE DIFFERENTS THE BEST HARMONY... EVERYTHING IS DEVELOPED IN DISPUTE...

It was 2500 years before Dostoyevky's wish for 2+2=5 that one of the Humanity's greatest genius, Heraclitus, identified the added value of harmonizing the opposites, the *dialectic* value, which is included in our Company's Vision.

A team:

- having team members gifted with teamworking skills
- having a leader gifted with leadership and managerial skills will produce the added value

will make the 2+2=5 possible
will keep Dostoyevsky satisfied!

The 2+2=5 concept was developed while elaborating on the TeamWorking soft skills and facilitated our understanding of the added value of a team where differences are harmonized.
The teams concept is introduced

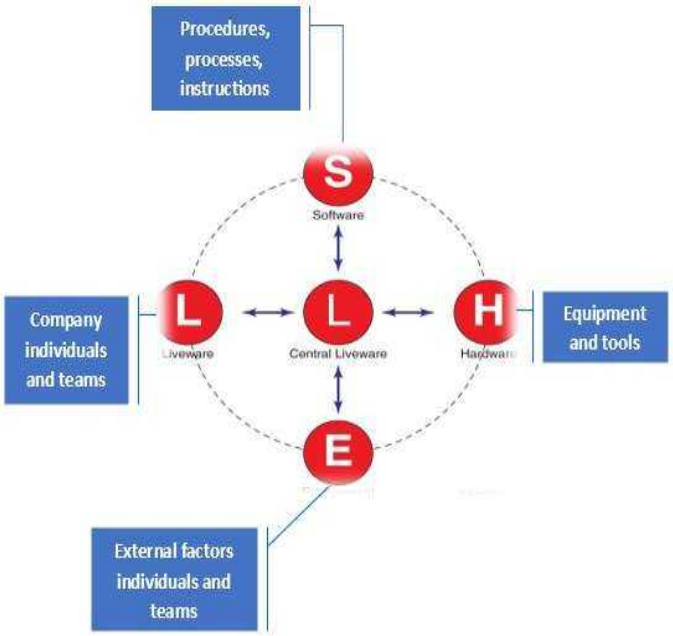
- **There is no operation or even task on board or ashore that can be completed Incident Free, Effectively and Efficiently by one individual alone.**
- **There is no individual who can complete alone any operation ashore or on board Incident Free, Effectively and Efficiently.**

The S.H.E.L.L. model

The S.H.E.L.L. model was first developed for the aviation by Elwyn Edwards (1972) and later modified into a 'building block' structure by Frank Hawkins (1984). The model is named after the initial letters of its components (software, hardware, environment, liveware) and places emphasis on the human being and human interfaces with other components of the aviation system.

The S.H.E.L.L. model is a conceptual model of human factors that clarifies the scope of aviation human factors and assists in understanding the human factor relationships between aviation system resources / environment (the flying subsystem) and the human component in the aviation system (the human subsystem).

The S.H.E.L.L. model adopts a systems perspective that suggests the human is rarely, if ever, the sole cause of an accident. The systems perspective considers a variety of contextual and task-related factors that interact with the human operator within the aviation system to affect operator performance. As a result, the S.H.E.L.L. model considers both active and latent failures in the aviation system.



The anthropocentric principle of the S.H.E.L.L. model pretty much fits into the Company commitment to place and engage the human in the center of activities.

The S.H.E.L.L. model is adapted to the Company DMS CMSM par3.6, and S.H.E.L.L. factors are extensively used when applying processes, amongst others, like the:

1 interview (interrelation of the candidate with S.H.E.L.L.)

► investigation (classification of factors to investigate in S.H.E.L.L.)

► causation analysis (classification of causes in S.H.E.L.L.)

► hazards and threats identification (classification of hazards and threats in S.H.E.L.L.)

The holy three and Roxana 3x3x3 soft skills model

OCIMF ITK Behavioral Competency Assessment and Verification for Vessel Operators was released in Nov18, introducing the 6 soft skills domains in conducting HSQE incident free operations, effectively and efficiently, IF EffEff, namely Teamworking, Communication and influencing, Situation awareness, Decision making, result focus and Leadership and managerial.

During the relevant workshops in 2018 and 2019 we considered the *holy three concept*:

- the simpler the process the more engaging for the stakeholders it is
- the human brain is geared to think the dialectic way, 3 issues at a time
- key findings of recent Harvard university studies (N. Cowan -2010) suggests the limit of working memory capacity between 3 and 5 chunks of information.

During the previous workshops as above par2 we realized that:

- Teamworking, Leadership and managerial, Communication and influencing soft skills sets are meaningful only in a team environment (interpersonal skills)
- Decision making, result focus, Situation awareness soft skills sets apply for an individual, even not within a team (intrapersonal skills)
- Communication skills are prerequisites for Teamwork and for Leadership skills
- Situation awareness is prerequisite to proper Decision making and result focus skills

Considering the above we decided to modify the 6 soft skill domains to 3, by:

- Fusing communication and influencing to team working and leadership/managerial
- Fusing situation awareness to decision making and result focus
- Merging decision making and result focus

The holy three and Roxana 3x3x3 soft skills model (Continued)

Ending up to *3 soft skills sets*

- Team working
- Leadership and managerial
- Decision making and Result focus

We further considered 3 categories to each of the 3 soft skills domains and three sets of behavioral indicators per category, as per Roxana's 3x3x3 soft skills model below.

Since 2017 colleagues from all levels within the organization have been engaged in a series of workshops with the objective to incorporate, when applicable and if practical, in all critical operations the dimension of the soft competence, the soft skills.

Procedures format, as documented in CMSM ch3, as well as CP05 recruitment and appraisal process are revised to reflect the above.

1. Team Working	
Works effectively in a team, clearly and precisely and gives and receives communication in a convincing manner to both, groups as well as individuals at all levels, including senior/line managers, colleagues and subordinates, building productive working relationships through cooperation with colleagues, treating others with respect, facilitates resolving conflicts among team members and balancing individual and team goals, interacting with others in a sensitive and effective way in a risk- and time-sensitive environment.	
1.1.	Participation and supporting others
1.1.1.	**Actively participates in team tasks:** - Helps other crew members in demanding situations - Actively seeks and acts upon feedback.
1.1.2.	**Establishes an atmosphere for open communication and participation:** - Clearly puts forward views and personal position while listening to others. - Encourages input and feedback from others. - Builds rapport and establishes a common bond with others. - Encourages idea generation. - Shares expertise with others.
1.1.3.	Communicates effectively - Uses the right mode, time and medium to deliver the message (spoken, written, body signals, sentence structure, terminology and speed of delivery etc) to suit the message and the intended recipients. - Clearly discusses plans, expectations and roles with each fellow team member, ensuring that all understand them the same way. - The amount of communication is appropriate and clear for the situation in hand.
1.2.	Inclusiveness and consideration of others
1.2.1.	Helps people feel valued and appreciated. - Welcomes and includes others - Receives feedback constructively and acts accordingly. - Notices the suggestions of other crewmembers. - Gives clear, detailed and constructive personal feedback. - Gives clear and concise briefings and updates at appropriate times.
1.2.2.	Demonstrates respect for people and their differences. - Shows understanding of others' perspectives and personal situations. - Acknowledges cultural diversity when communicating.
1.2.3.	Communicates in a way that elicits appropriate action from others. - Asks questions and observes others to confirm their common understanding
1.3.	Conflict resolution
1.3.1.	Keeps calm in conflicts and suggests solutions to resolve conflicts.
1.3.2.	Receives feedback constructively and expresses disagreement constructively by giving alternative or different perspectives.
1.3.3.	Influences others resulting in acceptance, agreement and/or behaviour change.

The holy three and Roxana 3x3x3 soft skills model (Continued)

2. Leadership and Managerial skills	
Clearly and precisely gives and receives communication in a convincing manner to both, groups as well as individuals at all levels. Inspiring, motivating and empowering his colleagues to perform at their best to achieve goals. Adjusts leadership style to situations, including those which develop suddenly and change rapidly. Interacting with others in a sensitive and effective way in a risk and time-sensitive environment.	
2.1.	**Setting directions, providing and maintaining standards**
2.1.1.	Communicates clear expectations. - Considers the bigger picture and longer term needs prior committing to a course of action. - Translates the vision into clear strategies and work programmes. - Uses the right medium to deliver the message (face-to-face, radio, email, telephone, etc). - Uses language appropriately (e.g. in sentence structure, terminology and speed of delivery). - Uses a range of communication methods (e.g. spoken, written, hand signals, etc) to suit the message and the intended recipients. - The amount of communication is appropriate and clear for the situation in hand. - Communicates in a way that elicits appropriate action from others.
2.1.2.	Demonstrates commitment to Company values, ethical and moral standards, setting a personal example of what is expected from others.
2.1.3.	Ensures compliance with Company system and standards and intervenes in case of deviations by other crew members.
2.2.	**Authority, assertiveness and empowerment**
2.2.1.	Creates a culture that enables challenge and participation of crew members while maintaining the given command authority. - Encourages crew members to review, raise concerns or challenge plans of actions. - Creates a safe and trusting environment for crew members of open and frequent communication with clear and direct flow of information, supporting them to openly share lack of knowledge and/or to speak up without hesitation. - Recognises, appreciates, and supports contributions of people. - Receives feedback constructively.
2.2.2.	Takes command if the situation requires. - Takes decisive actions as required. - Advocates own position. - Clearly puts forward views and personal position whilst listening to others. - Influences others resulting in acceptance, agreement and/or behaviour change.
2.2.3.	Supports people to have a level of independence in how they do their work. - Develops cooperative and respectful relationships with people. - Understands the needs of crew members and cares about their welfare. - Acknowledges cultural diversity when communicating. - Creates a feeling among the crew members of achieving results together as one team. - Asks questions and observes others to confirm their understanding. - Actively seeks and acts upon feedback. - Encourages people to acquire new skills and develop themselves.
2.3.	**Planning, co-ordination and Workload management**
2.3.1.	Organises tasks, activities and resources. - Sets achievable goals, makes concrete plans, and establishes measurable milestones with timescales and quality standards. - Encourages shared understanding and participation among crew members in planning and task completion. - Clearly explains plans, expectations, and roles to each person, ensuring that they understand them. - Defines clear roles and responsibilities for crew members for both normal and non-normal situations, including workload assignments. - Prioritises and manages primary and secondary operational tasks. - Distributes tasks appropriately among the crew, balancing the needs of every team member.
2.3.2.	Challenges current processes to find new and innovative ways to improve work of the team and the vessel. - Uses appropriate tools and notifications when dealing with non-routine operations. - Uses available external and internal resources (including automation) to accomplish timely task completion.
2.3.3.	Monitors plans for the achievement of targets. - Gives and asks for clear and concise briefings and updates at appropriate times. - Recognises work overload, signs of stress and fatigue in self and others, acting promptly to deal with it. - Delegates in order to achieve top performance and to avoid workload peaks and troughs. - Reviews and communicates plans and intentions clearly to the whole crew, changing plans if necessary. -

The holy three and Roxana 3x3x3 soft skills model (Continued)

3. Decision making and Result focus	
Accurately perceives all SHELL factors on-board, at sea and ashore and projects their status in the future, reaching systematic and rational judgements or chooses an option based on relevant information by analysing issues and by developing effective strategies to manage HSOE threats. Demonstrates a readiness to make decisions and originate action, focusing on achieving desired results and how best to achieve them by taking conscientious action, using initiative, energy and demonstrating flexibility and resilience.	
3.1. Awareness of SHELL factors and their risks for problem definition and options generation	
3.1.1.	Maintains awareness of SHELL factors. - Monitors, cross-checks, acknowledges and reports changes in all SHELL factors - Gathers information and identifies the problem and its causal factors in the 3 dimensions of time. - Consults and shares information with specialist expertise or local knowledge on all SHELL factors when required, environment included.
3.1.2.	Problem definition - Encourages idea generation and challenges existing norms, accepted risks, processes or measurements - Generates multiple responses to a problem or alternative courses of action.
3.1.3.	Risk assessment for option selection - Uses all available resources to manage threats. - Considers options generated by external advisors (e.g. pilot) and retains decision making responsibility and accountability. - Considers and shares the risks of alternative courses of action. - Anticipates present and future threats and their consequences. - Assesses risks and benefits of different responses to a problem through discussion.
3.2. Outcome implementation and review	
3.2.1.	Selects and implements timely the best response to the problem. - Checks the outcome of a solution against the predefined goal or plan, reviews the quality of the decision made. - Takes timely and mindful actions.
3.2.2.	Confirms selected course of action and implements in a timely manner. - Stays focused on tasks and meets productivity standards, deadlines, and work schedules. - Shows up to work on time, and follows instructions, policies, and procedures. - Goes the "extra mile" beyond job requirements in order to achieve objectives. - Takes personal responsibility for the quality and timeliness of work, and achieves results with little need for supervision.
3.2.3.	Has a sense of urgency about solving problems and getting work done, and pushes self and others to reach milestones. - Effectively manages the time and resources to accomplish tasks, prioritising the most important ones. - Identifies what needs to be done and initiates appropriate actions. - Looks for opportunities to help achieve team objectives.
3.3. Determination and emotional toughness	
3.3.1.	Recovers quickly from setbacks and responds with renewed and increased efforts. - Persists in the face of difficulty, finds alternative ways to complete tasks and goals. - Exerts renewed and increased effort to achieve goals, persisting even in the face of problems. - Handles high workloads, competing demands, vague assignments, interruptions, and distractions with composure. - Willingly puts in extra time and effort in crisis situations. - Stays calm and maintains focus in emergency situations.
3.3.2.	Adapts to changing business needs, conditions, and work responsibilities. - Shows others the benefits of change. - Adapts approach, goals, and methods to achieve solutions and results in a changing environment. - Responds positively to change, embracing new ideas and/or practices to accomplish goals and solve problems.
3.3.3.	Discusses contingency strategies and takes timely and mindful actions. - Acknowledges and corrects mistakes, taking personal responsibility as appropriate. - States alternative courses of action, implements new ideas, and/or better ways to do things and/or implements potential solutions to problems

Saudi Aramco Terminals Customer Focus Symposium 30Sep25

Our Managing Director Mr. Koutris, attended the Saudi Aramco Terminals Customer Focus Symposium 2025, which took place in Kempinski Al Othman Hotel Al Khobar - Kingdom of Saudi Arabia.

The Customer Focus Symposium elaborated in 2 focus areas as follows:

► Tanker Future Outlook and Challenges
- IMO regulatory Updates
- Impact of environmental regulations on oil tankers
- Global Maritime Trends Barometer

► Ship Experience in Terminals
- Ship Performance Summary
- Modern Mooring for Safer Terminal Operations
- Operational Challenges and Solutions: Supporting Reliability in Supply Operations

The Symposium was attended by several participants and representatives from Saudi Aramco Management, Terminal reps, Pilots, Vetting team, local Agents, ship managers and Surveyors both from east and west coast of Saudi Arabia.

This event offered a unique opportunity for networking, fostering meaningful discussions, and sharing insights. Attendees had the change to directly engage with stakeholders, offering feedback on the services provided by Aramco Terminals.

Lastly, upon completion of the event, Aramco shared with us a set of Lessons Learned from Aramco terminals, along with a series of Saudi Aramco Safety Flyers issued to reinforce safety awareness and operational compliance. This material has been distributed to all Tanker ships in our fleet.

M/T Miracle - Rescue of 10 Indian crew

Membership & Administration matters

The following message was passed to the Master and his crew, by our Company's DPA, Capt. Dimitris Damdimopoulos:

QT
Dear Captain Igor,
On behalf of the Company, I would like to extend my sincere congratulations to you and your crew for the successful and courageous rescue of the ten seafarers from the sunken MSV AL KALYARI.

Your prompt response, excellent seamanship, and leadership during this Search and Rescue operation under adverse weather conditions reflect the highest standards of professionalism and dedication. The actions taken by you and your team truly honor the seafarer's duty to preserve life at sea.
Please ensure that the rescued individuals are treated with the utmost care and compassion. Kindly provide them with sufficient food, water, clean clothing, and medical attention as required. Their safety, dignity, and well-being must be maintained throughout their time onboard.
At the same time, I remind you to exercise vigilance to ensure the safety and security of the ship and crew, while complying fully with MRCC instructions and all regulatory obligations.

Please extend our appreciation to all onboard who contributed to this effort.

Well done, Captain!
UNQT

The Flag Administrator of the Marshall Islands also extended congratulations to our company and crew. An official certificate of commendation was issued in recognition of the actions undertaken by the Master and crew, and our company was formally awarded during a meeting held at our premises on 20Oct25.

Outstanding 3rd Party inspections Performance

As we all know 3rd party inspections KPIs and particularly PSC and Vetting KPIs are vital for the tradability of our Fleet.

For PSC inspections absolute target for 2024 was 0 detentions and then 0.6 deficiencies per inspection, and the same remains for 2025, the combination of which will bring Roxana into the high-performance companies, as per the Paris MOU NIR ranking.

For the Vetting inspections the absolute target for 2024 is 100% successful inspections, i.e. inspections without rejection, and then 3.5 deficiencies per inspection, remaining the same for 2025.

Thanks to the effective efforts of our Fleet we are proud for the outstanding performance of the vessels in terms 3rd party inspections as indicated in following table:

VESSEL	MASTER	CHENG	FLEET SUPNT	INSPECTION	PORT	DATE	DPI	Target
M/V Adventurer	D. Savchenko	A. Sautskiy	-	PSC	Recife	07Jul25	0	0,6
M/V Discoverer	S. Lukianov	G. Mishakov	-	PSC	Manaus	07Jul25	0	0,6
M/T Aramon	T. Khristovich	A. Arsentyev	-	PSC	Aqaba	08Jul25	0	0,6
M/T Aligote	V. Rarov	S. Farkov	-	Vetting	Tanjung Langsat	19Aug25	0	3,5
M/T Aligote	V. Rarov	S. Farkov	-	Vetting	Tanjung Langsat	19Aug25	0	3,5
M/T Altesse	V. Rarov	E. Slinko	-	Flag	Fujairah	29Aug25	0	0,6
M/V Batman	O. Levchanin	I. Fadin	-	PSC	Santa Marta	01Sep25	0	0,6

Lessons learnt shared by Aramco terminals

Following the successful Saudi Aramco Terminals Customer Focus Symposium 2025 which was held on 30Sep25, attended by our Managing Director, Mr. Koutris, and our Tanker Operations & Chartering Manager, Capt. Karthik Kaliappan, several valuable lessons learned were shared with our company. These insights aim to enhance our collective awareness and strengthen best practices across our fleet in key areas such as garbage management, aft deck fire prevention, personnel boarding operations, and mooring winch reliability, among others.
A circular summarizing these lessons and offering practical guidance has been issued to our fleet, as shown below.

QT
Dear Captains,
Good day,
Please find attached a series of Saudi Aramco Safety Flyers issued to reinforce safety awareness and operational compliance.
These flyers highlight critical safety aspects observed during recent incidents and inspections, and their observance is considered mandatory during port calls. All Masters are requested to review, post, and brief their crews accordingly.
Attached Flyers:
► Guidelines to Prevent Aft Deck Fires
► Safety Flash - Garbage Management
► Safety Flyer - Personnel Boarding Operations
► Warning Against Closing Ship Valves Against Shore Flow
► Foam Monitor Safety Flyer
► Warning Against Soot Blow Alongside
► Dangers of Mooring Line Condition and Mooring Winch Failures
► Deficient Lifting and Power Generation Equipment
Masters are requested to ensure that:
► the content of the attached flyers is discussed during the next HSQE Committee Meeting, and relevant entries recorded in the HSQE CMM (Form CP06-10).
► relevant preventive measures are incorporated in the vessel's operations, mooring, and deck housekeeping routines.
► flyers are posted in a visible area (bridge, CCR, crew mess room) and retained onboard for future vetting and terminal inspections.
► ship's compliance is verified during pre-arrival checks as per FOM01-04 Preparation for arrival, FOM06-10 (T) Ship/ Shore Safety Checklist, CP09 App7.7.3.
Please confirm by return once the above actions have been completed.
UNQT

Death of seafarer due to fall from Crane Cabin

Extract from Directorate General Of Shipping, Mumbai

1. Overview

This circular highlight fatal fall-from-height incident aboard the bulk carrier, which occurred during cleaning of a cargo crane operator's cabin. The incident exposed serious deficiencies in hazard identification, equipment integrity, and fall protection measures.

2. Incident Description

The vessel Yuka D discharged a cargo of steel scrap at the port of Chittagong, Bangladesh, using its cargo cranes operated by shore personnel. Upon completion of unloading operations, the vessel proceeded in ballast to the port of Paradip, India, to load a new cargo of steel slabs. Yuka D arrived and anchored off Paradip on 20 May 2024.

Figure 3: Location where the seafarer landed after the fall

Figure 2: Crane Operator cabin: Outside view

Slips, trips and falls: A key cause of occupational accidents onboard

Extract from Safety4Sea

While many may consider slips, trips, and falls as minor or inevitable accidents, they pose a significant risk to the health and safety of crew members aboard ships. These incidents account for a substantial portion of occupational accidents in the maritime industry.

With sleek surfaces and the constant motion of waves, the risk of slips and falls aboard vessels is particularly high. What may seem like a minor mishap can result in serious injuries. Many of these incidents, however, could be prevented if vessel owners and employers implement proper safety measures. When a seaman is injured due to the negligence of another party, general maritime law ensures they are entitled to compensation for their losses and injuries.

The American Club, in partnership with the American Bureau of Shipping (ABS) and Lamar University, has published a report summarizing current efforts to address slips, trips, falls, and lifting-related injuries. The report found that falls were the most common and costly incidents, accounting for 22–23% of injuries, compared to 6–12% for slips.

Falls typically occurred on decks, in engine rooms, and on stairs, while slips were most frequent on decks and ladders. Overall, slips, trips, and falls represented 11% of recorded injuries and 24% of near misses. Key contributing factors included poor situational awareness, inadequate housekeeping, insufficient lighting, fatigue, lapses in following procedures, and lack of anti-skid materials.

The most common hazards associated with each type of incident include the following:
#1 Slips happen because of a lack of friction or traction between a person's footwear and the walking surface. Common causes of slips to look for in the workplace are:

- Spills
- Hazards created from weather (e.g. puddles and ice)
- Surfaces that are wet or oily
- Loose rugs or mats
- Polish deck surfaces

#2 Trips occur when your foot strikes or hits an object, which causes a person to lose their balance. Common causes of trips to look for in the workplace are:

- Obstructions and clutter on the floor
- Poor lighting (e.g. power cords, boxes, and open drawers)
- Uneven or irregular walking surfaces
- Wrinkled or curled up mats
- Slopping decks
- Unmarked fittings on deck level (Bitts, cleats etc)
- Loose and unattended cables/ropes/wires
- Loose or no handrails
- Changes on deck level

#3 Falls can result from a slip or a trip when a person's center of gravity is shifted, and balance is lost. In addition to slips and trips, other causes of falls to look for in the workplace are:
► Obstructed view (e.g. carrying large items)
► Not paying attention to the surroundings
► Not using appropriate equipment (e.g standing on a chair, table, or other surface with wheels)
► Improperly secured gangways
► Removed engine room plates

Some of the most common injuries resulting from slips, trips, and falls include:
► **Bruises and contusions:** Caused by the impact of a fall, these can occur anywhere on the body. Strains and sprains: Injuries to the ligaments and tendons that support joints, commonly affecting the ankle, knee, shoulder, or other joints.
► **Fractures**: Bones can break anywhere in the body, but fractures most frequently occur in the arms, legs, and ribs.
► **Head injuries:** Ranging from mild concussions to severe traumatic brain injuries (TBIs), which can lead to memory loss, personality changes, or paralysis.
► **Spinal cord injuries**: Occur when the spinal cord is impacted or twisted, discs are dislocated, or surrounding tissue is damaged. These injuries can result in paralysis, loss of sensation, and other complications.
► **Fatalities**: Although rare, falls can be life-threatening.

Controlling the risks of slips, trips and falls, requires identifying the problem areas, assessing the risks, and deciding on the prevention measures. As all Health and Safety issues the control measures are formed by below three categories.

Technical measures
These measures are focusing on construction and maintenance issues. Examples for these measures include:
1. Anti slip surfaces
2. Safety railing
3. Appropriate lighting
4. Drainage in wet areas;
5. Providing slip-resistance mats at entrances for removing dirt;
6. Preventing contamination of floors by installing exhausts on machinery, drip trays, etc.;

Organizational/Operational measures
The measures of this category refer to Company's & Ship's Organization and procedure implementation to provide the tools of avoiding such incidents.
1. Effective safety procedures in SMS (including risk management)
2. Housekeeping procedures for cleaning and maintenance;
3. Regular checks and inspections;
4. Supervision management (Tool box meetings, safety meeting, Training session);
5. Programs motivating staff (awareness raising, behavioral based programs);
6. Warning/caution signs management.

Individual measures
These measures have to do with individual performance, meaning how the seafarer implements the other 2 categories of control measures.
1. Correct use of PPE
2. Stop work authority implementation
3. Competence on procedures implementation
4. Risk Management implementation
5. Fatigue management

Slip, trip and fall accidents are one of the most common types of work-related injuries and remain a priority for Seafarers. However, addressing these incidents can be challenging and preventive interventions on board require a comprehensive approach based on a wide set of control measures.]

LET Slips, trips and falls, in ships library applies.

According to a 2022 LR report, slipping, stumbling, and falling were identified across all data sources as the primary causal factor, accounting on average for more than 40% of occupational injuries and fatalities.

Strictly adhere to the requirements of bunkering

Extract from Safety4Sea

Hong Kong Merchant Shipping draws lessons learned from an oil spill incident that occurred on board a Marshall Islands registered container ship during the bunkering operation at the container terminal in Hong Kong.

During the incident, about 6,900 liters of fuel oil overflowed from a fuel oil tank of the vessel, with some fuel oil spilling into the sea from the vessel's main deck, resulting in serious oil pollution. This Note draws the attention of shipowners, ship managers, ship operators, masters, officers and crew to the lessons learnt from this accident.

The incident

The vessel arrived at the terminal from Mainland China for cargo handling. Shortly thereafter, a locally licensed oil carrier berthed alongside the vessel's port quarter to supply the bunker. The fuel oil tank no. 1 (port side) of the vessel (the tank), with a maximum capacity of 219.94 cubic meters, was selected to load the bunker with an amount of 180 metric tons (tons). A week prior to the bunkering operation, the fuel supplier had agreed with the vessel's company to supply 250 tons to the vessel, but without knowing that the bunker fuel was reduced to 180 tons as requested by the vessel's chief engineer (C/E) with the agreement of the vessel's company.

About two hours after the bunkering operation commenced, the cargo officer of the fuel supplier (the representative) boarded the vessel from the terminal to sign the bunkering document. Upon realizing that the C/E was unaware of 250 tons of fuel oil being delivered, the representative immediately requested the C/E to suspend the bunkering operation. Both the representative and the C/E went out of the accommodation area and found that fuel oil had been spilled onto the main deck along the port side. Some of the spilled oil entered the sea and spread on the sea surface, causing sea water pollution and contaminating the hulls of nearby vessels as well as the structure of the terminal.

The investigation revealed that the contributory factors of the incident were that the crew of the vessel failed to strictly adhere to the requirements of shipboard bunkering procedures, i.e. to verify the bunkering quantity before bunkering and closely monitor the bunkering progress on the site near the tank; the communication among all bunkering-related parties was ineffective; and the shipboard bunkering training for crew members was ineffective.

Lessons learned

In order to avoid recurrence of similar accidents in the future, ship management companies, all masters, officers and crew members should note the following items:

► *strictly adhere to the requirements of shipboard bunkering procedures to verify the bunkering quantity to be delivered before bunkering and closely monitor the bunkering progress on the site;*

► *ensure effective communication among all bunkering-related parties for safe and smooth bunkering operation; and*

► ensure crew members receive effective training on bunkering operation.

Pilots are part of the extended team
Extract from Safety4Sea

CHIRP Maritime draws lessons learned from a report from a pilot concerning a non-compliant boarding arrangement and an apparent lack of care from the vessel's crew.

The pilot ladder was suspended from the deckhead and failed to rest flush against the ship's side due to hull belting—a setup that did not meet safe boarding standards. Although a small shell door was available for safer access, large fenders had been rigged on either side. When the pilot requested that these be removed to facilitate safe boarding, the master refused, citing concerns about damage to the paintwork.
The pilot assessed the situation and stated that boarding would not proceed unless the obstructions were cleared. Eventually, the fenders were removed, and boarding took place via the shell door.

The event was filmed from the bridge wing and by crew members, which contributed to the pressure and unease felt by the pilot. During boarding, the duty pilot struck his head, sustaining a minor injury (see attached image). The crew did not inquire about the pilot's welfare or offer first aid. Instead, he was handed a pair of overshoes to protect the deck from being dirtied.

CHIRP comment

Safety regulations around pilot boarding exist because failure to follow them can and does result in injury or worse.
Here again is a common design problem often reported to CHIRP. There appears to be a lack of integrated thinking when designing superyachts. Crews should not be placed in unsafe situations due to poor design decisions made remotely by those who will operate the vessels. There must be collaboration during the design phase for new builds, with input from all stakeholders such as designers, owners, flag authorities, class societies, crew, contractors, and pilots.

This report clearly reminds us that pilots are contractors and guests, yet they remain vital maritime professionals. The safe transfer of the pilot is not optional; it is compulsory, and their physical safety and well-being must be taken seriously.

Key issues relating to this report and lessons learned
► **Culture** – The dismissive attitude toward the pilot's safety — prioritizing paintwork over people — reflects a poor on board safety culture. A culture that does not respect external personnel or reporting lines weakens trust and increases risk.
► **Communication** – The Master's refusal to remove the fenders and the failure to explain or resolve the issue collaboratively suggest a lack of effective communication between the ship and the pilot. Effective communication is crucial for achieving shared situational awareness and making informed, coordinated decisions.
► **Alerting –** The pilot raised a safety concern, which was initially ignored; this constitutes a failure to act on an alert. Ignoring or dismissing raised concerns discourages others from speaking up and undermines the effectiveness of safety systems.
► **Teamwork – Boarding** a vessel is a collaborative effort between the ship and the pilot. Filming the event and failing to help shows a breakdown in cooperative behavior and mutual respect, key elements of effective teamwork.
► **Situational Awareness** – The lack of recognition that the pilot had been injured, and the absence of any first aid or welfare check indicate poor situational awareness. The crew was not entirely focused on what was happening around them or the seriousness of the event.

Key Takeaways

Seafarers – Every visitor is your responsibility. Pilots and contractors are part of your extended team. They deserve the same duty of care as your crew. Ensure safe boarding arrangements, treat visitors with respect, and help without hesitation. A clean deck is no excuse for a dirty attitude.

Managers – Safe access is not optional – it's the law. Boarding arrangements must meet SOLAS requirements — every time. Pressure to protect paintwork cannot outweigh the safety of personnel. Set clear expectations with your crews: all visitors, especially pilots, must be welcomed safely and professionally.

Regulators – Standards must protect people, not paint. Incidents like this show how operational decisions can put reputations — and lives — at risk. Regulators must reinforce the message that **duty of care extends to all personnel boarding a vessel** and that non-compliant setups or dismissive behaviour are unacceptable.

IMCA: Key high risk areas identified during inspections
Extract from Safety4Sea

IMCA has released its latest eCMID Vessel Inspection Findings and Quality Assurance Report, providing a detailed analysis of vessel inspection outcomes and key risk areas identified. According to IMCA, then looking at the 96 electronic Condition Monitoring and Inspection Database (eCMID) Vessel Inspection reports, it was found that 8% (73) of vessels had high risk findings. This is very concerning and must be an area of focus for all accredited vessel inspectors carrying out these vessel inspections.

Conditions of class and certification

From 896 eCMID vessel inspections, it is surprising to see that 156 vessels were not clear of Conditions of Class and any safety-related memoranda. Additionally, 84 vessels did not have their statutory and Class certification in date; 20 vessels did not have a valid International Safety Management (ISM) certificate. As part of compliance with the ISM Code 1.2 'Objectives', section 1.2.3 'the safety management system should ensure: 1.2.3.1 – 'Compliance with mandatory rules and regulations' and 1.2.3.2 – 'that applicable codes, guidelines and standards recommended by the Organisation, Administrations, classification societies and maritime industry organisations are taken into account'.

Confined space entry

There remains a concerning issue of control for entry into confined spaces. 8% or 75 of the vessels inspected did not adequately control enclosed space entry. This now flags up as a 'high risk' finding in the eCMID report. Disappointingly, this figure is only very marginally down from the 2024 report, which was 11% or 98 vessels. The safe management of confined space entry remains a significant issue within the shipping industry.

Other areas of concern identified in the inspection reports are as follows:

► **High risk –** 11% (98) of vessels did not have a valid certificate for their pilot ladder. Also, 10% (87) of vessels did not have records that showed the pilot ladder had been inspected before every use, in addition to inspections as per the ship's planned maintenance system.

► **High risk –** 11% (94) of vessels did not have procedures for control stowage and handling of chemicals and flammable/combustible materials in place or being consistently applied.

► **High risk –** 7% (60) of vessels were not provided with their own safe means of access. SOLAS clearly states that ships of 30 meters or more are required to have a gangway or accommodation ladder as part of their safety equipment.

► High risk – 6% (57) of vessels did not have a lock out/tag out policy in place. While the IMO doesn't have a single lock out/tag out policy, it strongly emphasises safety and provides the framework for vessels to implement effective energy control procedures, which are very similar to lock out/tag out. Most national regulatory bodies, such as the UKHSE, OSHA, require employers to control hazardous energy sources in the workplace, including lock out/tag out procedures.
► High risk – Even though a small percentage, 3% (30) of vessels did not have a permit to work system in use on board, which is of great concern.
► High risk – It was noticed that 3% (25) of vessels did not have a formalised company system for recording work and rest hours. This is mandatory under the Maritime Labour Convention 2006.
► 6% (56) of vessels did not have systems and procedures in place to ensure the proper housekeeping and cleanliness of the accommodation, galley and messroom. Additionally, 6% (51) of vessels did not carry sufficient medical supplies on board for the medical care of seafarers. Both are infringements of the Maritime Labour Convention; see Care on board Ship and Ashore and Regulation 3.1 – Accommodation and Recreational Facilities.
► Cybersecurity compliance remains high, although the number of cybersecurity findings has fallen slightly. However, this area still requires improvement, with 8% (75) of vessels not having formal cybersecurity incident response, disaster recovery, and business continuity plans in place. This is captured in the ISM Code 1.2.2.2 – 'Assess all identified risks to its ships, personnel and the environment and establish appropriate safeguards'.

Other areas of concern, which are flagged as high-risk, were that 7% (61) of vessels had defects with their lifesaving appliances, and 5% (40) of vessels did not have all their fitted life rafts available for immediate use.

Firefighting appliances, which were identified as high-risk, showed that 7% (63) of vessels had insufficient firefighting equipment available for use and were not free from defects.

Pollution prevention and environmental compliance

Pollution prevention high-risk findings showed that 6% (57) of vessels had no arrangements to prevent spillages from entering the water. Additionally, 5% (44) of vessels had the bilge water separator (OWS) not in good working order. An item that was not identified as high-risk but still needed attention was that 8% (70) of vessels did not hold Shipboard Oil Pollution Emergency Plan (SOPEP) and/or Shipboard Marine Pollution Emergency Plan (SMPEP) drills at regular intervals.

Bridge and machinery space findings

The bridge and machinery spaces, high-risk findings, caused some concern namely, 7% (62) of vessels had issues with bridge navigation equipment, 10% (92) of vessels reported that the main, auxiliary, and emergency plant were not fully operational, and 7% (65) of vessels had obvious leaks in the machinery spaces. Other findings were again for the vessel's planned maintenance systems, where critical systems were not identified within the planned maintenance system on 7% (59) of vessels.

Lifting equipment findings

Lifting equipment high-risk findings came under scrutiny, with 13% (113) of vessels not having a lifting equipment management system in place.

Mooring and towing equipment findings

Mooring and/or towing equipment is also on the radar, with 6% (51) of vessels reported to have defects on mooring/towing equipment. The International Group of P&I Clubs reported 858 injuries and 31 fatalities involving mooring operations during the five-year period to 2021 for all shipping areas. These incidents highlight the significant risks associated with mooring operations and the need for comprehensive safety measures.
New SOLAS guidelines, Regulation II-1/3-8 for safe mooring, entered into force on 1st January 2024, to address these safety concerns. These regulations, including Circulars 1175/Rev.1, 1619, and 1620, emphasize the importance of maintaining and inspecting mooring equipment to enhance safety and mitigate risks during vessel mooring activities.

When analyzing the vessel supplements:

► Dynamically positioned vessels, 26% (116) of 450 vessel reports identified that an IMCA Accredited DP Practitioner had not witnessed the vessel's DP Trials.
► 7% (30) of vessels did not have any evidence of the key DP personnel taking part in onboard training and drills involving various DP scenarios.
► Anchor handling vessels, 10% (8) of 83 vessels had no onboard training records confirming the winch operators had been formally trained.
► Pipe lay and cable lay vessels, 21% (7) of 32 vessels, did not have the lay system integrated with the vessel's DP system.
► Regarding helicopter operations, 16% (22) of 139 vessels did not have an appropriately certified and approved helideck.
► Heavy lift vessels, 12% (8) of vessels, were noted not to have an FMEA to cover the ballast and bilge system.
► Walk to work gangways, it was found that 19% (11) of 57 vessels did not have an FMEA for the gangway. Also, 21% (12) of these 57 vessels did not have in place regular testing of the FMEA undertaken with all the findings closed out.
► Finally, for hybrid battery systems on DP vessels, it was very surprising to see that 45% (17) of 38 vessels did not have evidence that the crew had attended a type-specific course for the operation and maintenance of the fitted hybrid system.

2025 2026 Existing Ships_ New Regulations

1. FuelEU Maritime: full application 1 January 2025

► Start reporting key data related to FuelEU Maritime from **1 January 2025**. This data includes fuel consumption, carbon emissions, and distance travelled.
► Submit the individual ship's FuelEU reports by **31 January 2026.**
► **By 31 March**, the verifier will calculate and notify the company of the ship's compliance balance.
The company will have one month to select its compliance pathway and must notify the verifier in this regard by 30 April.
► **By 30 April 2026,** have the compliance balance approved in the FuelEU Maritime database.
► **By 30 June 2026**, have the FuelEU Document of Compliance on board. This is also the penalty payment deadline.
https://www.swedishclub.com/news/club-news/fueleu-maritime-applies-from-2025-what-you-need-to-know/
Roxana Fleet: Reporting data collected and calculated end of each month, on going
Roks Fleet: Reporting data collected and calculated end of each month, on going

2. Amendments to the IAMSAR (International Aeronautical and Maritime Search and Rescue) Volume III Manual will come into effect on 1 January 2026.

► The amendments are detailed in IMO circular MSC.1/Circ.1686. These amendments have been included in IAMSAR Manual Volume III, published at the end of October.
► Key amendments include, but are not limited to the following:
► Enhanced Guidance on Night Search Operation
► New Appendices
► New Section on Offshore Wind Farms
https://www.lr.org/en/knowledge/class-news/24-25/
https://www.register-iri.com/wp-content/uploads/MSC.1-Circ.1686.pdf
Roxana Fleet: Updated new IAMSAR Manual Volume III supply is in process, due 31Dec2025
Roks Fleet: Updated new IAMSAR Manual Volume III supply in process, due 31Dec2025.

3. Hong Kong Convention and EU Ship Recycling Regulation (2009)

Hong Kong International Convention for the safe and Environmentally Sound Recycling of ships, which will enter into force in June 2025
► Inventory Of Hazardous Material Manual must be prepared and approved for each ship and maintained, verification survey onboard should be carried out and International Certificate Inventory of Hazardous Material must be issued before 26June2025
► Roxana and Roks ships' have been already provided with Inventory Of Hazardous Material Manual since 2020 with Statement for Inventory of Hazardous Materials; their Statement for Inventory of Hazardous Material should change to International Certificate Inventory of Hazardous Material before 26June2025.
https://www.imo.org/en/about/conventions/pages/the-hong-kong-international-convention-for-the-safe-and-environmentally-sound-recycling-of-ships.aspx
Roxana Fleet: In compliance, during IHM renewal survey carried out in 2025 the Statement of Compliance changed to International Certificate, **pending MBC due 06Jan2026**
Roks Fleet: In compliance, during IHM renewal survey carried out in 2025 the Statement of Compliance changed to International Certificate**, pending ADV due 13Jan2026**

4. 2022 Amendments to Maritime Labour Convention

The following is a summary table: Before/ After 2022 MLC amendments.

Area / Topic	Before	After (2022 Amendments)
Recruitment & Placement	Crew received basic contract info	Crew must be fully informed of their rights and financial protection systems before signing contract
Repatriation	Return of abandoned or ill seafarers not fully standardized, limited guidance on deceased crew	Stronger cooperation between flag, port, and labor
Accommodation & Recreational Facilities	Basic facilities, no obligation for internet	Ships must provide reasonable internet access onboard and in port, fees must be reasonable
Food & Water	General provisions for meals and water	Free drinking water, meals must be balanced, varied, and nutritious
Medical Care	Onboard medical care provided, no clear definition of "immediate care"	Immediate medical care required for serious injury, disease, or suicide risk/ repatriation if necessary
Health & Safety / PPE	Onboard medical care provided, no clear definition of "immediate care"	PPE must fit all crew, including females and smaller sizes
Financial Security / Abandonment & Liability	Certificates issued in owner's name	Certificates can be issued in the name of registered owner if different from shipowner

There are two steps for implementing this rule.
1. Firstly, the Flag Administration must accept and verify the revisions to DMLC Part I.
2. Secondly, the Recognized Organization (RO) must verify the corresponding updates to DMLC Part II. Both steps must be completed and ready for review at the first MLC inspection conducted after 23 December 2025.
https://www.ilo.org/meetings-and-events/fourth-meeting-special-tripartite-committee-maritime-labour-convention-part

Roxana Fleet:
► **Step 1**: Flag verification has been completed for all vessels.
► **Step 2:** RO verification of DMLC Part II is still pending for the following vessels: **MBC, MLD, MVL, MGC, ATS, ATH.**

Roks Fleet:
► **Step 1**: Flag verification of DMLC Part I is ongoing.
► **Step 2:** RO verification is ongoing for all vessels.

5. New IMO CII Guidelines MEPC.335(81) require SEEMP Part II revisions
No later than 31 December 2025, ship to be provided with a re-approved **Ship Energy Efficiency Management Plan (SEEMP Part II)** to include **reporting of fuel consumption per consumer (ie ME, AEs, Boiler, Incinerator, etc)** and the inclusion of data on transport work.
https://www.lr.org/en/knowledge/class-news/25-24/
Roxana Fleet: SEEMP Part II Sample submitted to verifier(RINA), ongoing, due 31Dec2025
Roks Fleet: SEEMP Part II Sample submitted to verifier(RINA), ongoing, due 31Dec2025

6. New IMO CII Guidelines MEPC.338(76)) (MEPC.400(83)) require SEEMP Part III revisions

No later than 31 December 2025, ship to be provided with a reapproved **Ship Energy Efficiency Management Plan (SEEMP Part III)** to include **new Reduction factor (Z%)** for the CII relative to the 2019 reference line:

Reduction factors (Z) for the CII relative to the 2019 reference lines are: Year	Reduction factor (Z)
2027	13.625%
2028	16.250%
2029	18.875%
2030	21.500%

https://www.lr.org/en/knowledge/class-news/13-25/

Roxana Fleet: SEEMP Part II Sample submitted to verifier(RINA), ongoing, due 31Dec2025
Roks Fleet: SEEMP Part II Sample submitted to verifier(RINA), ongoing, due 31Dec2025

7. UK Emissions Trading Scheme for Maritime UK Emissions Trading Scheme for Maritime: Interim Response states start date to be 1 July 2026.

https://north-standard.com/insights-and-resources/resources/news/uk-emissions-trading-scheme-for-maritime-interim-response-states-start-date-to-be-1-july-2026
Roxana Fleet: CMSM App2.1 SEEMP Part II.3 UK MRV plan is prepared, pending application by 01July2026
Roks Fleet: CMSM App2.1 SEEMP Part II.3 UK MRV plan is prepared, pending application by 01July2026

8. Prohibition of PFOS in fire-fighting foams https://www.lr.org/en/knowledge/class-news/16-25/

During the first attendance for the Renewal or Annual Survey, the surveyor will check compliance of the fire-fighting foams on board and close the related Actionable Item by confirming this in the survey report.
By the 1st survey on or after 1st January 2026, shipowners, ship managers and ship operators must ensure:
► They have evidence that fire extinguishing media of PFOS free or have arranged for the disposal of any prohibited fire extinguishing media
► Any replacement fire extinguishing media or equipment has been suitably type approved
► They update the vessel's inventory of hazardous materials after removal of any PFOS containing fire extinguishing media as applicable.

Roxana Fleet: Summary Compliance Table

Vessel Name	Deck Low Foam	Foams Cans	Fire Extinguishers	Actions/Notes
Asprouda	Compliant	Compliant	Compliant	OK
Aligote	Compliant	Compliant	Compliant	OK
Altesse	Compliant	Compliant	Compliant	OK
Athiri	Compliant	Non - Compliant	Compliant	Foam Cans replacement required
Aramon	Compliant	Compliant	Compliant	OK
Marvel	Compliant	Compliant	Non-Compliant (Orfeo wheeled extinguishers 3pcs)	3pcs wheeled extinguishers to be replaced
Melody	Compliant	Non - Compliant	Non-Compliant (Orfeo wheeled extinguishers 3pcs)	Foam Cans replacement required & 3pcs wheeled extinguishers to be replaced
Magic Star	Compliant	Non - Compliant	Non-Compliant (Norfolk wheeled extinguishers 3pcs)	Foam Cans replacement required & 3pcs wheeled extinguishers to be replaced
Malbec	Compliant	Non - Compliant	Non-Compliant (Norfolk wheeled extinguishers 3pcs)	Foam Cans replacement required & 3pcs wheeled extinguishers to be replaced
Miracle	Compliant	Non - Compliant	Non-Compliant (Norfolk wheeled extinguishers 3pcs)	Foam Cans replacement required & 3pcs wheeled extinguishers to be replaced

Roks Fleet: Compliance Table

Vessel Name	Foams Cans	Fire Extinguishers	Fire Extinguishers
Adventurer	Non - Compliant	Compliant all extinguishers NON COMPLIANT (5pcs Proja 9ltr and 2pcs ABS 150ltr)	Replacement: MOBIAK Foam Cans, 2pcs wheeled extinguishers & 5pcs 9ltr Proja
Commander K	Compliant	Replacement of 3pcs 9ltr extinguishers	Replacement of 3pcs 9ltr extinguishers
Batman	Non - Compliant	Compliant all extinguishers NON COMPLIANT (5pcs Proja 9ltr and 2pcs ABS 150ltr)	Replacement of 3pcs 9ltr extinguishers
Discoverer	Compliant	Compliant all extinguishers NON COMPLIANT (5pcs Proja 9ltr and 2pcs ABS 150ltr)	Replacement of 3pcs 9ltr extinguishers
Revenger	Compliant	Compliant all extinguishers NON COMPLIANT (4pcs Mobiak 9ltr and 1pc Jinshigan 9ltr)	Replacement of 3pcs 9ltr extinguishers

All correspondence and statements from all makers have been collected and properly archived.

9. Onboard lifting appliances and anchor handling winches, Amendments to SOLAS II-1

► Existing lifting appliances are required to be tested, thoroughly examined, permanently marked and provided with documentary evidence regarding their SWL no later than the date of the first renewal survey on or after January 1, 2026.
► Existing anchor handling winches are required to be tested and thoroughly examined no later than the date of the first renewal survey on or after January 1, 2026.

https://www.dnv.com/maritime/insights/topics/new-solas-regulation-for-lifting-appliances-overview/

Roxana Fleet: Incompliance, Survey will be requested at first Renewal survey after 01Jan2026, pending.
Roks Fleet: In compliance, Survey will be requested at first Renewal survey after 01Jan2026, pending.

10. **Flashpoint requirements. Amendments to SOLAS Chapter II-2 aim to enhance the safety of ships using oil fuel. Enter into force on 01st January 2026**

The minimum 60 degrees Celsius (°C) flashpoint limit in SOLAS Regulation II-2/4.2.1.1 is not new, but the regulations designed to prevent the supply of oil fuel in breach of this limit are. In November 2022, the IMO MSC 106 adopted amendments to SOLAS requiring bunker suppliers to provide ships with a declaration prior to bunkering, stating that the flashpoint of the actual oil fuel batch is in conformity with the flashpoint requirements of SOLAS. They also clarify that the required information "may be included in the Bunker Delivery Note (BDN) according to MARPOL Annex VI/18". These SOLAS amendments will enter into force on 1 January 2026.

Scope of application: all ships (when bunkering).
https://gard.no/insights/imo-updates-fuel-oil-sampling-guidelines/

Roxana Fleet: DMS CP20 par 4,8,13.7 is in compliance (flash point included in BDN), under investigation Fleet Info-reminder pending.
Roks Fleet: DMS CP20 par 4,8,13.7 is in compliance (flash point included in BDN) under investigation, Fleet Info-reminder pending.

11. Canadian Arctic and Norwegian Sea become SOx ECAs from 1 March 2027

From this date, amendments to MARPOL Annex VI Regulations 14.3.6 and 14.3.7, as amended by IMO Resolution MEPC.392(82), will prohibit ships operating within either the Canadian Arctic ECA or Norwegian Sea ECA from using fuel oils with a sulphur content exceeding 0.1% m/m unless an approved equivalent arrangement is used such as Exhaust Gas Cleaning Systems.

https://www.lr.org/en/knowledge/class-news/05-25/

Roxana Fleet: Fleet Info, DMS update, release Dec25

Roks Fleet: Fleet Info, DMS update, release Dec25

The Hong Kong Convention certification

► The Hong Kong Convention (HKC) on ship recycling enters into force on 26Jun25 and requires all internationally trading ships of 500 GT and above to have on board an International Certificate on Inventory of Hazardous Materials (ICIHM) at the latest by 26Jun30.

► Hong Kong Convention certification

The Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships (HKC) enter into force on 26Jun25 and requires existing ships of 500 GT and above to have on board an International Certificate on Inventory of Hazardous Materials (ICIHM) at the latest by 26Jun30 or before going to recycling if this is earlier.

Not only ships flying the flag of a state that has ratified the HKC, but also those flying the flag of non-party states must comply with the HKC, when entering the waters of a party to the HKC. In accordance with Article 3.4 of the HKC, this is to ensure that no favorable treatment is given to ships sailing with the flag of non-party states to the HKC. Therefore, even if the flag of a ship has not yet ratified the HKC, ships that are trading internationally must obtain an IHM Statement of Compliance (SoC).

Many ships already have an approved IHM and an IHM certificate confirming compliance with the EU Ship Recycling Regulation (EU SRR) and/or an IHM certificate or SoC confirming compliance with the HKC. These ships are additionally required to obtain an ICIHM (or SoC).

According to Regulations 5.2 and 10.5 of the HKC, the implementation of the HKC should be harmonized with other applicable statutory IMO instruments. ROs authorized by the relevant flag administration for issuance of the ICIHM (or SoC), will harmonize the issuance of the ICIHM (or SoC) with other statutory surveys. This means the first main class renewal survey after 26 June 2025 and before 26 June 2030, unless the flag administration instructs otherwise.

► How to obtain an ICIHM (or SoC)

The process of obtaining an ICIHM (or SoC) depends on whether a ship already holds an approved IHM certificate or SoC for either the EU SSR and/or the HKC. Based on each ship's specific status, relevant Retroactive Requirements (RRs) apply and operators should sort out with their ROs how to obtain the required ICIHM (or SoC).

As a statutory requirement, the IHM Part I must be continuously updated and maintained. Hence, to remain compliant with the HKC, operators must:

- Maintain and update the IHM Part I regularly,
- Assign an IHM Designated Person (IHM DP) responsible for the IHM maintenance activities,
- Update the IHM if new or removed materials affect hazardous content,
- Ensure ship particulars are always current.

Ship owners/managers should implement an IHM maintenance procedure as part of the Safety Management System (SMS).

The designated IHM DP is responsible for coordinating the collection of Material Declarations (MDs) and Supplier Declaration of Conformities (SDoCs) from suppliers whenever new products are purchased and installed on board as fixed items within the scope of the IHM Part I.

Whenever new hazardous materials are brought on board, the IHM Part I must be updated accordingly. Similarly, if existing hazardous materials are removed or if their quantities change, the IHM Part I must be revised. Additionally, the IHM cover page must be updated when there is a change in the ship's name, flag, owner or manager.

The IHM certificate/SoC will refer to the latest IHM applicable at the time of the certificate issuance.

► Ship recycling

From 26Jun25 onwards, ships destined for recycling must hold an International Ready for Recycling Certificate (IRRC). To obtain the IRRC, the IHM Parts I, II and III must be prepared and approved by RO or by the ship's the flag administration.

Additionally, a ship-specific ship recycling plan must be prepared by the ship recycling facility which should hold a valid Document of Authorization for Ship Recycling.

Applicable requirements may vary depending on the location of the ship's flag at the time the decision is taken for recycling.

For Roxana fleet:

All ships, except **Malbec**, hold an International Certificate on Inventory of Hazardous Materials (HKC Convention).

Malbec currently holds a Statement of Compliance on IHM (HKC Convention), which will be upgraded to an International Certificate at the next IHM renewal audit, due on 06Jan26.

For ROKS fleet:

All ships, except Adventurer, hold an International Certificate on Inventory of Hazardous Materials (HKC Convention).

Adventurer currently holds a Statement of Compliance on IHM (HKC Convention), which will be upgraded to an International Certificate at the next IHM renewal audit, due on 13Jan26.

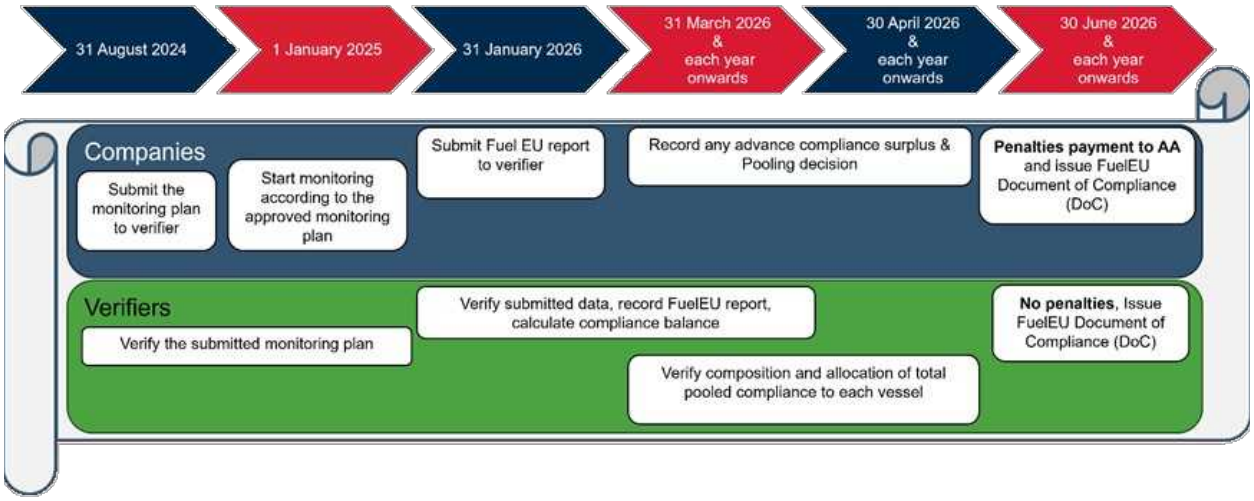
FuelEU maritime

The **FuelEU Maritime Regulation and Alternative Fuels Infrastructure Regulation (AFIR)** have been formally adopted.
They have been published 22Sep23, in the official journal of the European Union and entered into force 20 days after their publication in the official journal, i.e. 12Oct23.
Both texts can be found here: https://eur-lex.europa.eu/TodayOJ/fallbackOJ/I_23420230922en.pdf
Further technical aspects are still to be addressed by Delegated/Implementing Acts for FuelEU Maritime.

1 The main objective of the FuelEU maritime initiative, as a key part of the EU's Fit for 55 package (ETS, IMO, AFIR, ETD, FuelEU and RED), is to increase the demand for and consistent use of **renewable and low-carbon fuels** and reduce the greenhouse gas emissions from the shipping sector, while ensuring the smooth operation of maritime traffic and avoiding distortions in the internal market.
The new legislation
► sets maximum limits on the yearly greenhouse gas intensity of the energy used by a ship, including CO2, CH4, and N2O reduction targets on a full well to wake calculation.
► provides the legal framework for ship operators and fuel producers and helps kick-start the large-scale production of sustainable renewable and low-carbon maritime fuels, thus aims to put maritime transport on the trajectory of the EU's climate targets for 2030.

2 Main provisions of the FuelEU maritime initiative
The new regulation contains the following main provisions:
► measures to ensure that the greenhouse gas intensity of fuels used by the shipping sector will gradually decrease over time, by 2% in 2025 to as much as 80% by 2050
► a special incentive regime to support the uptake of the so-called renewable fuels of non biological origin (RFNBO) with a high decarbonisation potential
► an exclusion of fossil fuels from the regulation's certification process
► an obligation for passenger ships and containers to use on-shore power supply for all electricity needs while moored at the quayside in major EU ports as of 2030, with a view to mitigating air pollution in ports, which are often close to densely populated areas
► a voluntary pooling mechanism, under which ships will be allowed to pool their compliance balance with one or more other ships, with the pool – as a whole - having to meet the greenhouse gas intensity limits on average
► time limited exceptions for the specific treatment of the outermost regions, small islands, and areas economically highly dependent on their connectivity
► revenues generated from the regulation's implementation ('FuelEU penalties') should be used for projects in support of the maritime sector's decarbonization with an enhanced transparency mechanism
► monitoring of the regulation's implementation through the Commission's reporting and review process

3 Key dates & Obligations



4 BIMCO FuelEU Maritime Clause for Time Charter Parties

BIMCO has announced on the 25Nov24 the adoption of its new FuelEU Maritime Clause for Time Charter Parties at a meeting of its Documentary Committee.

References

https://www.bunkerspot.com/global/63716-global-bimco-adopts-fueleu-maritime-clause

BIMCO FuelEU maritime clause for TCs

BIMCO Fuel EU maritime seminar 09-10Dec25 and 18-19Dec25.

5 Further references

- ► Regulation on the use of renewable and low-carbon fuels in maritime transport (FuelEU Maritime initiative), 25 July 2023
- ► FuelEU Maritime initiative, text of the provisional agreement, 23 March 2023
- ► Council General Approach, 2 June 2022
- ► Fit for 55 (background information)
- ► European Green Deal and Fit for 55 (timeline)
- ► European Climate Law, 30 June 2021

EU ETS update - Timeline for Compliance

EU ETS Directive Application

The EU Directive 2023/959 (amending Directive 2003/87/EC) will apply:

- ► From **1 January 2024 to cargo and passenger ships of 5000 GT and above.**
- ► From **1 January 2027 to offshore ships of 5000 GT and above.**

Amendments to regulation (EU) 2015/757 – EU MRV

The extension of EU ETS Directive to maritime transport requires additional reporting requirements. This was facilitated by Regulation (EU) 2023/957, amending Regulation (EU) 2015/757 which was published in the European Journal on 10 May 2023.

Monitoring

► By **1 October 2023,** the European Commission (EC) shall adopt delegated acts for the inclusion of **CH4 and N2O** emissions and the greenhouse gas **(GHG) emissions from offshore ships.**

Additional delegated acts shall be adopted for the monitoring and reporting of the aggregated emissions data at company level and the submission to the administering authority.

► By **31 December 2023 or the soonest possible before 1 April 2024**, shipping companies should submit to their responsible verifier the updated **monitoring plans (MPs)** according to the EC delegated and implementing acts for each of their ships.

► By **1 April 2024**, shipping companies shall for each of their ships submit to their responsible administering authority an MP that has been assessed by the verifier.

► By **6 June 2025**, the responsible administering authority shall approve the MP based on the assessment of the verifier.

For applicable ships which have not previously been subject to the requirements of Regulation (EU) 2015/757 prior to 1 January 2024, the shipping company will be required to submit an MP to their administering authority **within three months** of the ship's first call in a port of an EU member State. The administering authority shall approve it **within four months.**

Reporting

► **From 1 January 2024,** shipping companies shall monitor and report emissions for cargo and passenger ships of 5000 GT and above in accordance with the revised MP.

► **From 1 January 2025**, companies shall monitor and report emissions for the following additional vessel types:

- Offshore ships of 5000 GT and above
- Offshore ships and general cargo ships below 5000 GT but not below 400 GT.

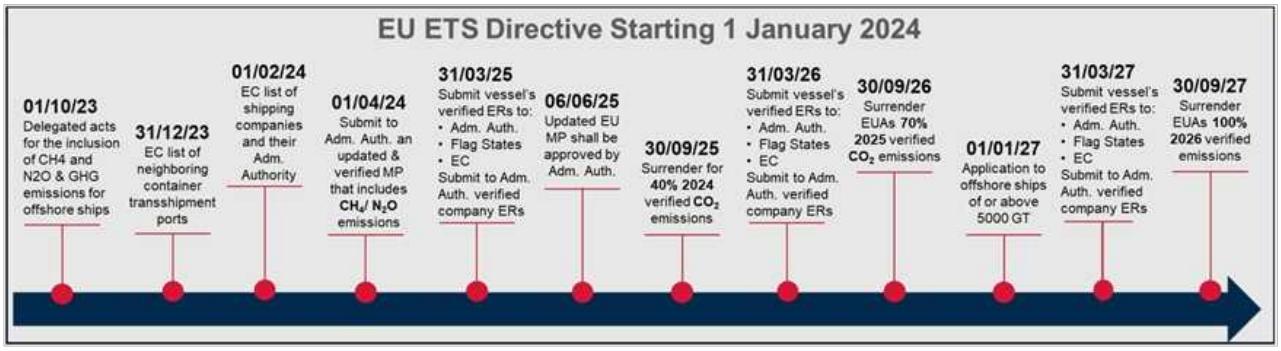
► **From 31 March 2025** and each year after, companies shall, for each ship under their responsibility, submit to their administering authority, flag states concerned and the European Commission, an emissions report for the entire monitoring period of the previous year which has been verified as satisfactory by their verifier.

► For the **monitoring period of 2023**, the deadline for submission of the emissions report remains **30 April 2024.**

► **From 31 March 2025** and each year after, shipping companies shall submit to their administering authority a verified emissions report at company level (aggregated emissions data under ETS).

Shipping companies must continue reporting their greenhouse gas emissions. The administering authority may request companies to submit their verified emissions reports and the aggregated emissions data at company level prior to 31st of March, but not earlier than **28th of February** of each year.

EU ETS Directive 2023/959 (Amending Directive 2003/87/EC)



Surrendering of Allowances
Starting from **2025**, shipping companies shall surrender by 30 September of each year, EUAs corresponding to their verified GHG emissions of the previous monitoring year. There will be a gradual phase-in of the required allowances to be submitted.
► By **30 September 2025,** surrender of EUAs corresponding to **40% of 2024** verified **CO2 emissions.**
► By **30 September 2026,** surrender of EUAs corresponding to **70% of 2025** verified **CO2 emissions.**
► By 30 **September 2027**, surrender of EUAs corresponding to **100% of 2026** verified **CO2, CH4 and N2O emissions.**

Biofuels

Biofuel is a type of **renewable energy** source derived from microbial, plant, or animal materials like vegetable oils, animal waste, crop residues, sewage from wastewater treatment and food waste from industry and households. Examples of biofuels include ethanol (often made from corn in the United States and sugarcane in Brazil), biodiesel (sourced from vegetable oils and liquid animal fats), green diesel (derived from algae and other plant sources), and biogas (methane derived from animal manure and other digested organic material).
Biofuels can be solid, liquid, or gaseous. They are most useful in the latter two forms as this makes it easier to transport, deliver, and burn cleanly.

Today there is a wide range of biofuels, including **FAME, HVO, pyrolysis oils, e-fuels and alcohols such as ethanol and methanol.** Many of these, such as ethanol, FAME and HVO, have already been adopted by the automotive industry.
Currently, most biofuels used in shipping are types of biodiesel: **fatty acid methyl esters (FAME) or hydro-treated vegetable oils (HVO)**. Both primarily use plant oil feedstocks such as rapeseed, soybean and palm oil, but it is possible to use waste and residue fats as well.
► **FAME -** currently, the most prominently used biofuel in marine applications. Feedstock should be compliant with the EN 14214. Mostly intended to be used as a blend. Should not be stored for longer than six months as it is susceptible to oxidation, which can leave deposits that may eventually block filters and has a short degrading time.
► **HVO** (or renewable diesel): Compliant with the EN 15940. Very stable and can be stored for long periods as it is not susceptible to oxidation or microbiological growth. Can be used as drop-in fuel or blended with conventional fuels.

Biofuels are not only for marine applications. Demand for FAME is influenced by its use in the on-road transportation sector. The higher the national bio-based diesel mandate, the lesser capacity can be utilized by the marine sector. There is also competition with the aviation industry as hydro processed esters and fatty acids synthetic paraffinic kerosene (HEFA-SPK) fuel is anticipated to be the principal aviation biofuel used over the short to medium term.

The use of biofuel in a Diesel engine is nothing new, the first successful Diesel engine test was carried out in 1897 by Rudolph Diesel on straight peanut oil. Their key advantages are that they are already compatible with modern ship engines and require no Capex. They present lower emission factors than traditional fossil fuels, depending on formulation and blend. Importantly, burning biofuels requires no technical adjustments, added safety measures or design changes to existing ships, making switching to biofuels an immediately actionable solution. Typical outcomes of pilot projects so far are very promising, with no issues related to combustion, engine condition, stability and with a clear condition of engine cylinders via scavenge drain analysis while using the biofuel.

MEPC 78 has approved the Unified Interpretation on Regulation 18.3 of MARPOL Annex VI simplifying the use of biofuels on board ships in relation to the NOx emission **(MEPC.1/Circ.795/Rev.6),** which clarifies:
► The use of the biofuel by introducing the 10% limit by volume of possible NOx emission increase to the fuel up to 30% mixture by volume, if there is any modification to engine parts/components, should meet the requirements of
regulation 18.3.1 of MARPOL Annex VI, it is therefore considered to be fuel oil of blends of hydrocarbons derived from petroleum refining and verification of the NOx impacts is not required
► For more than 30% mixture, should meet the requirements of regulation 18.3.2 of MARPOL Annex VI, and will be subject to a new NOx certification.
► However, even if the mixture rate exceeds 30% by volume, if there is no modification to the NOx critical components or settings/operating values, no further NOx certification is required so far as it meets the 10% increase limit.
This interpretation is included in a Revision 6 and 7 of **MEPC.1/Circ.795.**

MEPC80 has approved interim guidelines on the use of biofuels under regulations 26, 27 and 28 of MARPOL Annex VI (DCS and CII), that clarifies how certified sustainable biofuels can be used to improve a ship's CII rating.
The key points are:
► Biofuels must be certified by relevant international certification scheme, meeting its sustainability criteria. Reference is made to ICAO's Approved Sustainability Certification Schemes and the CORSIA Sustainability Criteria.
► Must provide a well-to-wake GHG emissions reduction of at least 65% compared to the well-to-wake emissions of fossil MGO of 94 gCO2e/MJ (i.e., achieving an emissions intensity not exceeding 33 gCO2e/MJ) according to that certification.
► May be assigned a Cf equal to the value of the well-to-wake GHG emissions of the fuel according to the certificate (expressed in gCO2eq/MJ) multiplied by its Lower Calorific Value (LCV, expressed in MJ/g) for the purpose of regulations 26, 27, and 28 of MARPOL Annex VI for the corresponding amount of fuels consumed by the ship.
► For blends, the Cf should be based on the weighted average of the Cf for the respective amount of fuels by energy.
► A Proof of Sustainability or similar documentation from a recognized scheme should be provided along with the Bunker Delivery Note, to facilitate the verification of the reported biofuel consumption.
► For biofuels not certified as "sustainable" or not fulfilling the well-to-wake emission factor criterion above should be assigned a Cf equal to the Cf of the equivalent fossil fuel type.
► In any case, the CF value of a biofuel cannot be less than 0.
For details pls refer to:
► **MEPC.1/Circ.905 Interim guidance on the use of biofuels under regulations 26, 27 and 28 of MARPOL Annex VI**
► **Carbon Offsetting and Reduction Scheme for International Aviation (CORSIA) approved sustainability certification schemes**

All bunker transactions for biofuels are only made via ISO 8217:2017 basis its General Clause 5: The fuel composition shall consist predominantly of hydrocarbons primarily derived from petroleum sources while it may also contain hydrocarbons from: synthetic or renewable sources such as Hydrotreated Vegetable Oil (HVO), Gas to Liquid (GTL) or Biomass to Liquid (BTL); co processing of renewable feedstock at refineries with petroleum feedstock. Example: ISO 8217:2017 RMG 380 with the exception of FAME levels (as per contractual agreement 30 or 50% etc.).

DNV's white paper provides an overview of the current use of biofuels in shipping, including detailed insights around global fuel supply, feedstock, bunkering locations, and uptake in other industries.

The white paper also outlines key technical and operational considerations for using two key biofuels – FAME and HVO – as a 'drop-in' fuel on vessels, recommending a number of steps that should be taken before their use.

The report provides a breakdown of biofuels as a GHG compliance measure, showing how they can provide significant benefits with respect to CII, EU ETS, and FuelEU Maritime regulations, as well as upcoming IMO mid-term GHG measures.

Singapore Shipping Association(SSA) Biofuel FAQ was launched in Aug25 See link.
https://www.ssa.org.sg/wp-content/uploads/2024/09/FAQ-on-Bio-Fuels-August-2024-3.pdf

Other References
► **DNV white paper on biofuels**
► **MEPC.1/Circ.795, Unified interpretations to Marpol Annex VI**
► **MEPC.1/Circ.905 Interim guidance on the use of biofuels under regulations 26, 27 and 28 of MARPOL Annex VI**
► **Carbon Offsetting and Reduction Scheme for International Aviation (CORSIA) approved sustainability certification schemes**
► **EU Renewable Energy Directive 2018**

New SOLAS requirements for Lifting Appliances

The IMO has introduced SOLAS Regulation II-1/3-13 through Resolution MSC.532(107), setting new requirements for lifting appliances and anchor handling winches. These updates will take effect on 01Jan26, ensuring enhanced safety and operational standards across the maritime industry.
The SOLAS amendments are supplemented by the IMO MSC.1/Circ.1663 Guidelines for Lifting Appliances.

Application
The new regulation applies to a wide range of lifting appliances, including those:
- ► Used for cargo loading, transfer, or discharge
- ► Used for raising and lowering hold hatch covers or moveable bulkheads
- ► Used as engine-room cranes
- ► Used as stores cranes
- ► Used as hose handling cranes;
- ► Used for launch and recovery of tender boats and similar applications
- ► Used as personnel handling cranes.

Generally, the requirements also apply to lifting appliances with a safe working load below 1,000 kg, unless the flag administration grants specific exemptions. However, certain lifting appliances — including those used on offshore construction ships — are outside the scope of this regulation.

Requirements for new lifting appliances (installed on or after 01Jan26)
Before entering service, new lifting appliances must undergo certification, which includes:
- ► Plan appraisal and material verification
- ► Inspection and testing during fabrication
- ► Verification of component certification (including loose gear)
- ► Load testing and thorough examination once installed on board.

Lifting appliances certified or classed under Lloyd's Register's Code for Lifting Appliances (CLAME) framework will be compliant with the new SOLAS requirements.

Requirements for existing lifting appliances (installed before 01Jan26)
Under SOLAS Regulation II-1/3-13.2.4, lifting appliances installed before 1 January 2026 must undergo load testing and thorough examination, as per the IMO guidelines. These appliances must be permanently marked and include documentary evidence of the safe working load (SWL). Existing certificates issued under other international instruments — such as ILO Convention No. 152 - will be acceptable for compliance. If valid certificates are missing (e.g. for engine-room cranes), owners must determine the appropriate SWL for test load verification.
In instances where onboard lifting appliances do not have valid certificates of test and thorough examination under another international instrument acceptable to the flag Administration, the SWL should be determined by the owners, in accordance with the IMO guidelines (paragraph 3.2.1.6) and evidence of the SWL provided.
At the first Cargo Ship Safety Construction Renewal Survey or Passenger Ship Safety Survey conducted after 01Jan26, surveyors will verify that:
- ► All applicable lifting appliances are certified in accordance with an acceptable standard.
- ► All lifting appliances are properly marked with safe working load (SWL) and other information essential for the safe operation of the lifting appliance (e.g. maximum or minimum slewing radius or boom angle).
- ► All loose gear is clearly and permanently marked with its unique identification (serial no.), the SWL and any additional marks required for safe use.
- ► All lifting appliances and associated loose gear were load tested and thoroughly examined by a competent person.
- ► All lifting appliances are provided with an operation and maintenance manual.

Note: An acceptable standard includes certification under any IACS member code, ILO Convention 152, or any other international standard recognised by the flag administration. If no prior certification is found, lifting appliances must undergo load testing and thorough examination by a competent person, as defined by the Administration, during the renewal survey.

Maintenance, operation, inspection, and testing for all lifting appliances
According to SOLAS Regulation II-1/3-13.3, all lifting appliances and loose gear must be operationally tested, thoroughly examined, inspected, operated and maintained in line with the IMO guidelines.
Owners must adhere to manufacturer recommendations, industry standards, and operational profiles while ensuring that lifting appliances are part of the onboard maintenance program. Maintenance and operational manuals must be available on board — where missing, the IMO guidelines provide methods for reconstructing them.
All personnel operating lifting appliances must be properly trained, qualified and familiarised in handling the equipment.

Intervals between periodical thorough examinations

While the new SOLAS regulations do not explicitly define survey range windows, some flag administrations permit their use, whereas others have expressly prohibited them, members are recommended to check it out with their Flags.

It's important to note that certain local authorities and ports may not recognize survey range windows, particularly due to ILO Convention 152 requirements. In such cases, owners may be required to complete lifting appliance certification before the end of the advertised survey window.

For further information LRS class news 12/2025
https://maritime.lr.org/l/941163/2025-07-02/chq5c/941163/1751462044SHBe9iRG/12_25_class_news.pdf

For our fleet:
In line with the above requirements, the applicable survey for all lifting appliances will be requested and carried out at the first Renewal Survey after 01Jan26.

UK ETS - Extension to Maritime Sector Confirmed from 01Jul26

A joint interim response of the UK Government, the Scottish Government, the Welsh Government and the Department of Agriculture, Environment and Rural Affairs for Northern Ireland.

In a decisive move to accelerate decarbonization of shipping, the UK Emissions Trading Scheme (UK ETS) is set to expand into the maritime sector. Following a public consultation in late 2024, the UK ETS Authority has issued its Maritime Interim Response (July 2025), confirming the core framework of the new regime. The initiative will take effect on 1 July 2026, marking a significant shift in how emissions from ships operating in UK waters will be regulated.

Scope and Coverage

The scheme will apply to ships of 5,000 gross tonnage (GT) and above, covering:

- ► Domestic voyages between UK ports, including same-port sailings.
- ► In-port emissions, even from ships engaged in international voyages, to promote decarbonization at berth.

Government non-commercial activities (e.g., naval, coastguard, research) will be exempt. Importantly, the scope extends beyond CO_2 to include methane and nitrous oxide, measured on a CO_2-equivalent basis.

Compliance Framework
Operators will need to prepare and have approved an Emissions Monitoring Plan (EMP), report verified annual emissions by 31 March, and surrender allowances by 30 April of the following year.
Key features include:

- ► One EMP and one Annual Emissions Report per operator (not per ship).
- ► Approval of EMPs by UK ETS regulators (not verifiers).
- ► Sustainable fuels to be zero-rated under an initial Tank-to-Wake approach.
- ► UKAS-accredited verification required for all reporting.
- ► Enforcement through civil penalties.

Point of Obligation
The Registered Owner will by default bear compliance responsibility, unless the ISM Company assumes it through a legally binding agreement.

Strategic Implications
This expansion reinforces the UK's commitment to aligning with – and potentially going beyond – international climate measures. While initial coverage focuses on domestic and in-port emissions, the Authority is considering future inclusion of international voyages if global IMO measures prove insufficient.

Support for Industry
Accredited verification bodies, including RINA, are already preparing services for UK ETS compliance—covering EMP review, emissions verification, and ongoing regulatory monitoring—ensuring operators can adapt smoothly to the new requirements.
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The Road Ahead
With less than a year before the scheme's launch, ship operators should:

- ► Identify impacted ships.
- ► Draft and submit compliant EMPs.
- ► Integrate methane and nitrous oxide monitoring.
- ► Prepare internal systems for timely data collection and verification.

The countdown to Jul26 has begun, and early preparation will be key to avoiding costly non-compliance.

Human Resources Management

Promotions Roxana Shipping/ Roks Maritime

Name	Rank	Promotion Date	Photo	Name	Rank	Promotion Date	Photo
Fadin Savelii	O.S.	8/10/2025		Tepliakov Vladislav	Wiper	8/12/2025	
Sorokin Mikhail	O.S.	8/12/2025		Krivets Egor	Wiper	7/22/2025	
Brediuk Vladislav	Deck Cadet	7/26/2025		Viatkin Kirill	4th/Eng	9/3/2025	
Valeishin Viktor	4th/Off	8/9/2025		Lanevskii Aleksandr	Wiper	8/12/2025	
Khromin Vladislav	Wiper	8/3/2025					

Familiarization Roxana Shipping/ Roks Maritime

NAME	RANK	SHIP	FAMILIARIZATION DATE	PHOTO
Dmitry Dobrovolskiy	Master	M/T Magic Star	**25/09-01/10/2025**	

Promotions Roxana Shipping/ Roks Maritime

Name	Rank	Promotion Date	Photo	Name	Rank	Promotion Date	Photo
Strom Vladislav	2nd/Off	9/21/2025		Kolos Ilia	5th/Eng	8/12/2025	
Ponimaskin Vasilii	3rd/Off	7/13/2025		Sapronov Anatoly	A/B	9/21/2025	
Trushchenko Vladislav	3rd/Off	7/13/2025		Turik Denis	A/B	7/21/2025	
Blokhin Ivan	4th/Off	9/26/2025		Aksiutchenko Daniil	O.S.	7/13/2025	
Shalimov Nikolai	2nd/Off	9/21/2025		Shubaro Denis	O.S.	7/13/2025	
Babakulov Konstantin	4th/ Eng	9/21/2025		Kanarovskii Igor	O.S.	9/26/2025	

Mrs. Sofia Gkika's employment

We are pleased to advise you that Mrs. Sofia Gkika, has joined ROKS Maritime Inc. as of 14Jul25, in the position of Technical Coordinator, directly reporting to the Technical Dept. Manager, Mr. Nikolaos Stamoudis.

Sofia graduated in 2009 from the University of the Aegean in Chios with a BSc in Shipping, Trade, and Transport. She continued her studies at the same university, earning an MSc in International Finance and Financing in 2011. In 2014, she further broadened her academic background by completing a distance learning program in Logistics and International Transportation through the National and Kapodistrian University of Athens.

She began her professional career in 2012, working in the Technical Departments of various shipping companies. In 2014, she joined the Technical Department of a major shipping company, initially working as a Technical Support Assistant, while in 2022 she was promoted to the role of Technical Support Officer.

The professional experience and skills of Mrs. Gkika will definitely add value in our team and will help us meet the short- and long-term objectives set out by the company.

Sofia, welcome on board!

Mrs. Katerina Nikologlou's employment

We are pleased to advise you that Mrs. Aikaterini Maria Nikologlou, has joined ROKS Maritime Inc. as of 01Aug25, in the position of SQM Coordinator and Executive Management Secretary, directly reporting to Capt. Dimitris Damdimopoulos & Capt. Vitaly Bekirov, and Mr. Takis Koutris respectively.

Katerina graduated in June 2022 from the University of Piraeus with a BSc in Maritime Studies. She began her professional career shortly after, in July 2022, taking on the role of MSQ Specialist at a major shipping company.

The professional experience and skills of Mrs. Nikologlou will add value in our team and will help us meet the short- and long-term objectives, set out by our Company.

Katerina, welcome on board!


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