



Q3 2024

OCT 2024

NEWSLETTER

SAFETY TALK

MTM SHIP MANAGEMENT PTE LTD



MESSAGE FROM THE MANAGING DIRECTOR

Dear Colleagues

Welcome to the Q3 edition of Safety Talk 2024. There are interesting articles compiled by the teams ashore which provide good insights on various topics like navigation, security, new fuel regulations, training and crew welfare. Do enjoy reading them. However, I would like to see more contributions from ships. My colleagues at sea are encouraged to participate in this regard. Hopefully we get to see something from our ships in the last edition of 2024.

DPA has released the 1st SMS revision of 2024. This revision was larger than previous revisions due to inclusion of procedures required for various tasks under the Sire 2.0 regime. The KST to reflect the changes is being prepared and will be shared with you.

Good progress has been made this year in crew training under the AMTM program launched in Jan 2024. We hope to complete this training by end of 2024. Work is in progress to launch AMTM 2.0 which should consist of safety videos being made by our ships.

With regards to SIRE 2.0, the teams ashore have worked hard in developing the systems and processes through SMS amendments and ship soft development over the last one year. Extensive trainings have been carried out for shore and sea staff. The good news is that we were ahead of the curve & fully prepared to go live when required. On 12th September, OCIMF has declared the official launch of SIRE 2.0. We did our first official inspection under this new regime on vessel MTM Singapore. The inspection result was very good. Kudos to the ship and shore teams that made this possible. All of you have made me proud. Let us continue to work as a team to achieve good results on the upcoming inspections to provide good commercial viability for our owners and charterers.

Right ship score on the bulk carriers today is 4 out of 5. Bulk carriers team please ensure there are no incidents, no accidents and no injuries on board our ships and all PSC inspections to be very good. With this, we can aspire for a score of 5 out of 5 by Q1 2025. Let us do it!

Our retention rate of crew has reached 94 % and this is encouraging. Thank you for the support, trust and faith in MTM. Please continue serving MTM with pride. On the shore side, there have been minor changes on some of the important placements at management level. This includes Mr. Govind Seshan who joined our JV ship management company in Mumbai as General Manager and Capt. Leysam Luis as President of the Manila office. Capt. Leysam Luis will take over Capt. Jose Librodo who is retiring on 30th September 2024.


Safety of our crew is my number 1 priority. A safety poster has been developed as part of our continuous effort and initiative taken to enhance safety of our crew [as shown below]. This initiative will be rolled out and shared to all ships very soon.

Lastly, I wish all of you at sea and ashore a very happy Q4 2024 with good health and happiness. Remember safety first & safety always.

Best Regards
Rajiv Singhal

SAFETY POSTER

MTM SAFETY COMMANDMENTS



1. Daily toolbox meeting - I will ensure this is done before commencing work.
2. Stop work culture -I will not hesitate to use stop card for safety.
3. Overside & Gangway work - I will not commence work without a permit, life vest, Rescue harness and anti- falling device.
4. Enclosed space - I will not go inside any enclosed space without a permit, personal gas meter and EEBD.
5. I will not go inside COT on tankers and Vertical ladders on Bulk carriers without permit, personal gas meter, EEBD & Rescue harness with AFD.
6. Manifold - I will always wear PPE as per PPE matrix on tankers.
7. Mooring stations - I will not go to stations without Mooring team Management meeting.
8. Working Aloft - I will not work aloft without a permit and safety harness.
9. Pilot ladders - I am aware the risk is high and ensure proper rigging.
10. Engine room – I will always wear Helmet & Earmuffs.
11. Cabin Fires – I will unplug all gadgets before leaving the cabin.
12. Hot work – I will not do any hot work without permit and office approval.
&
13. Bunkering - CE will complete the bunker transfer plans and discuss with all the crew involved in bunkering well in advance.
14. Cranes on Bulk carriers – CO will ensure areas are positively cordoned off in working areas of cranes to avoid crew walking under them.
15. Illumination on Deck – Captain to ensure all Deck lights are working for safety of crew in ports.
16. Look out – Captain to ensure no distraction policy is strictly complied on Bridge during navigation.

OUR AIM: NO INJURY, NO ACCIDENTS AND NO SPILLS.

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“SAFE NAVIGATION”



“Prudent navigation is a Navigator’s skill, executed in a way that he doesn’t have to use his skills” Capt. Cook.

Simply speaking, a prudent navigator plans and executes vessel’s passage in such a way that his/her vessel is never in a situation where extreme Navigational skills are required to maintain vessel’s safety.

Taking a cue from these golden words, Master should ensure that following activities are well planned, executed and understood by all navigating officers and watch-keeping ratings: -

- a. Detailed “Berth to Berth” passage planning, including marking of “Baseline” & ECA limits on the chart. Chief Engineer must participate in passage plan meetings.
- b. Distraction on the Bridge - Distraction on the Navigational bridge is one of the most significant navigational hazards. Master must ensure that electronic gadgets like laptops, i-Pads, music devices etc are not carried on the Bridge.
- c. Lookout – OOW and the Lookout duty personnel must maintain good lookout by sight / hearing and by using all available means on the Navigational Bridge. “Sole Lookout” on the Bridge should only be allowed as per SMS procedures & only after a prudent assessment of the traffic & weather condition.
- d. The conditions requiring “CALL MASTER” & minimum “CPA/TCPA” to be maintained during various stages of the voyage should be clearly understood by all watch-keepers.
- e. The status of Bridge equipment shall be assessed & recorded during every watch.
- f. Radars & ECDIS equipment should be adequately tuned to optimize their usage.
- g. AIS input into Radar & ECDIS should be carefully selected during various stages of the voyage. In open seas with fewer or no traffic, AIS input to Radar / ECDIS should be considered & verified.
- h. Pilotage waters – Most navigational incidents occur in congested waters, especially while under Pilotage. Bridge Team’s overreliance on Pilot is one of the significant reasons for navigational incidents. Master and Bridge Team must study the port approaches and carry out a detailed Master-Pilot Information exchange prior undertaking the passage.

REMEMBER, NO OTHER WORK IS MORE IMPORTANT THAN NAVIGATIONAL WATCH-KEEPING!!

*By: Capt. Mayank Mishra
General Manager, HSSQE - Group DPA/CSO/EMR*

CYBER SAFETY AT WORK SPACE

We come to work every day, often following the same routine, unaware of the cyber dangers and implications that we face. Keeping you and your organization safe is part of your job responsibility. Raise your awareness by making small changes in the office, you can prevent any cyber-attacks or breaches.



MAINTAIN A TIDY DESK

If you have important files, passwords scribbled down and account details laying around your desk, you're exposing confidential information. Why would someone want my login details? Shocking realization – your details could be the gateway for hacker to gain access to company's information. This could lead to a major consequence and could have a life changing effect on your organization.

AUTHORIZED PEOPLE ONLY

Do not allow non-employee / non-registered visitor access to the office vicinity. Likewise, you should not expect anyone to let you into the building without any form of identification. Always escort visitors and ensure they register beforehand. Be aware there is potential risk in breach of confidentiality when a third-party gains access to the secured office space.



CTRL ALT DEL lock your computer whenever you leave your seat. Do not leave your computer accessible, there may be a possibility where documents, files, contacts and confidential information will be compromised.



BEFORE CLICKING ON ANY LINKS/ATTACHMENTS

With a lot of emails coming into your inbox every day, it is easy to be tricked into clicking on an attachment or link that you think is from a trusted source. With phishing emails becoming more realistic and convincing, you should practice prudence before taking any action.

AVOID PUBLIC WIRELESS NETWORKS

Publicly available Wi-Fi networks can pose significant privacy risks. Unlike your home Wi-Fi, which is encrypted, public networks are vulnerable to monitoring, meaning that anyone within range with the right tools can potentially access your online activities, including websites you visit, text messages, and login information. Scammers often set up seemingly innocent free Wi-Fi networks to steal personal data. If you connect to a network with no password or suspicious names like "Free WiFi," it might be a trap designed to capture your personal information.



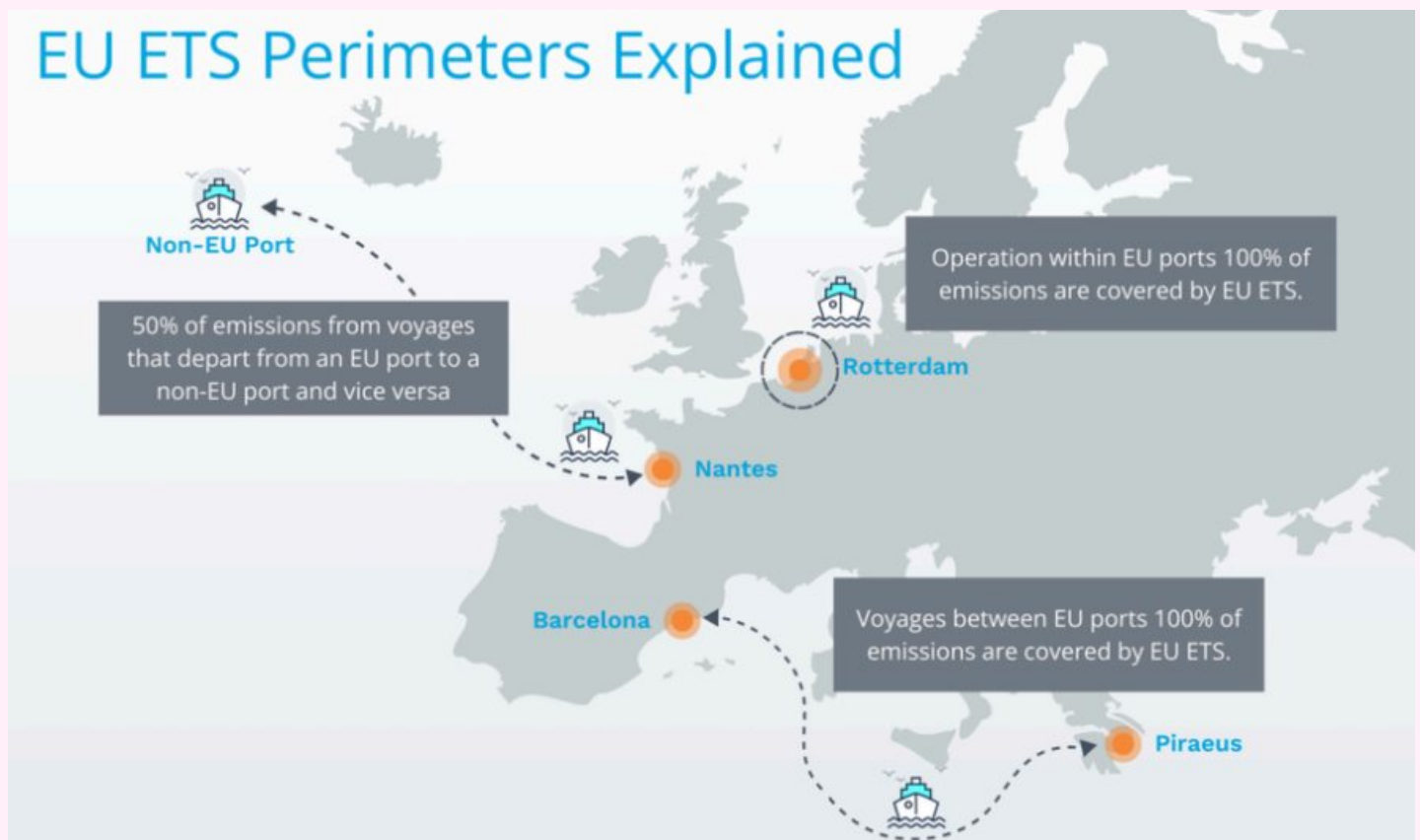
REPORT ANYTHING SUSPICIOUS TO YOUR IT TEAM

Whether it is an email attachment, an email from someone suspicious looking for information, or your computer's performance being slow or unusual – always consult the IT team. The IT support team leverage on these insights to maneuver our strategies and seek continuous improvement.

CARBON CHARGES- NAVIGATING THE EU ETS & BEYOND

The European Union Emissions Trading System (EU ETS) is a key part of the EU's strategy to combat climate change of global warming by greenhouse gases (GHG). It places a price on GHG emissions, aiming to incentivize industries to curtail their greenhouse gas emissions. GHG consists of CO₂ (Carbon dioxide), CH₄ (Methane) and N₂O (Nitrous Oxide). Maritime shipping has been included in the system from 1 Jan 2024.

For each ton of fuel burnt, there is approximately 3 tonnes of GHG emissions. For voyages that start or end outside EU, 50% of GHG emissions is considered, and for stays within EU ports and for intra EU voyages, 100% of GHG emissions is considered for EUETS charges which is known as EUA (European Union Allowance).



Shipping companies must monitor, report, and verify (MRV) their GHG emissions and purchase EUAs to cover their emissions. EUA pricing is dynamic and depends on market demand and supply.

A simple illustration:

For a typical voyage from Port Klang-Amsterdam-Aarhus-Karlshamn-Jorf lasfar port, around 2000 EUAs are expected to be accumulated for a 20,000 DWT vessel. 2000 EUAs is equivalent to 150,000 USD as per current rate of EUA (1 EUA is equivalent to 72 Euro). MTM Ship Management is billing the vessel owners every end of voyage and vessel owners are billing accordingly to their charters/customers.

We are sending a verified EUA certificate to owners within 7 days of end of every voyage. Enerva Marine is assisting us to verify the fuel consumption, distance, cargo and various timings provided on the EUA certificate, which they get from the daily noon reports provided by vessels.

EU ETS Current Progress

MTM vessels have completed close to 250 EU voyages as at 31st August 2024 and accumulated 35,500 EUAs; which is close to USD2.8 million.

What is Expected from Vessel?

- **Accurate Fuel Consumption Monitoring:** Ship staff are required to monitor and log fuel consumption in noon reports meticulously for each day. Remember that accuracy of fuel consumption directly impacts the accuracy of emissions reporting. Ensure that fuel oil flowmeters for main engine, aux engine and boiler are working. For volumetric flowmeters, ensure that correct density and correction calculation are done to compute the consumed fuel in metric tonnes. Vessel should report to office immediately if they find any flowmeter not working or flowmeter showing incorrect figures. Vessels must also ensure to report the correct fuel type – HFO, LFO and MGO. Be mindful that VLSFO grade can also be HFO. RMA A to K are specific grades of Heavy Fuel Oil (HFO) as defined by the International Organization for Standardization (ISO) under the ISO 8217 standard for marine fuels. If grades are not available, then only consider the viscosity.
- **Accurate Timings, Cargo & Distance Figures:** Vessel should report time zone in every noon report. Also, the accurate data of report time, cargo and distance (GPS & through speed log) should be entered in daily noon reports.
- **Creating & Exporting noon reports to office on time:** We can expect some delays because of time zones; however, delays should not be more than 2 days. We need to provide verified EUA certificate to vessel owners within 7 days of end of each voyage leg.
- **Data Correction for Data issues raised by Enerva:** Please correct the data errors and re-export the corrected noon reports as early as you can. EUA certificate cannot be generated for a voyage unless the data errors are resolved.
- **Documents Required by Enerva:** Enerva will ask for various documents to verify the data reported in daily noon reports at end of every voyage leg. We request vessels to respond to them at their earliest and provide required documents.
- **No changes in Previous noon reports without advising the office:** If vessel needs to make any changes in previous noon reports unless required by data errors of Enerva, vessel should always advise the office about same with reason for the change.
- **Fuel Consumption Efficiency:** Ship staff should continue to adopt fuel-efficient practices. Initiatives such as following regular PMS routines on machineries, following guidelines as per SEEMP I/ Energy management plan, using voyage optimization, and having energy saving behavior can significantly reduce emissions, cutting costs on purchasing allowances.

Remember, EU ETS is just a tip of the iceberg; IMO is soon going to include carbon taxes for GHG emissions for the all the voyages worldwide. So, the data accuracy in noon reports is of prime importance and should be taken very seriously. Under or over reporting of fuel oil consumption or any inaccuracy in noon report data can lead to dire consequences such as legal cases by charterers, fine imposed by EU etc.

Ship staff play a vital role in ensuring compliance with these regulations, and your efforts in monitoring fuel consumption, recording data, and adopting efficiency measures are appreciated.

For any specific questions or guidance, please reach out to vessel performance team -Shashank Ajmani shashank.ajmani@mtmsm.com and Josephine Jennifer Lenceia josephine.lenceia@mtmsm.com.

*By: Shashank Ajmani
Vessel Performance Manager*

FUELEU MARITIME

Background

EU Green Deal is committing EU member states to a trajectory for the continent to be climate neutral by 2050. Thereby reducing emissions by at least 55% by 2030 compared to 1990 levels. Impacts all sectors of EU economy, with maritime sector fully included in EU ETS, FuelEU and going forward expected to reduce EU net greenhouse gas emissions by 57% by 2030.



Basic principles

- Reducing the GHG intensity of fuels used onboard over time compared to a 2020 baseline. Covering CO₂, CH₄ & N₂O on well to wake basis.
- Ships > 5000GT, flag neutral, journeys to and from EU ports and at EU berths.
- ISM ship manager responsible for compliance with FuelEU Maritime as against either owners or ISM manager for EU-ETS.
- Further, Zero-Emissions at berth requirements from 2030 for container and passenger ships. Incentivized until 2030, penalized from 2030.
- Flexibility and pooling mechanisms to aid compliance
- Financial penalties for non-compliance.

GHG Intensity Reduction Targets

Year	2025	2030	2035	2040	2045	2050
Average target reduction in %	-2%	-6%	-14,5%	-31%	-62%	-80%

Key dates for FuelEU Maritime



- FuelEU Maritime takes a goal-based and fuel-technology-neutral approach. There will be a financial penalty for under-performance relevant to each quantum of non-compliant energy.
- Over-performance will be rewarded with compliance surplus which can be banked*(Article 20) or pooled**(Article 21).

*Article 20 establishes the penalties to be incurred if compliance has not been achieved.

**Article 21 establishes the principles for the allocation of penalties to support renewable and low carbon fuels in the maritime sector.

Impact

EU ETS compliance cost will start higher, whereas FuelEU Maritime penalties (based on LFO) will gradually catch up and overtake between 2035 and 2040. FuelEU sets limit for the yearly average greenhouse gas intensity of the energy used onboard by a ship during a reporting period. Penalty calculated based on the extent of under-or over-performance against the target for the year.

With new compliance regulations it is important to be aware of the requirements and regulatory framework.



KST (KNOWLEDGE SHARING TOOL)

KST (Knowledge sharing tool) in MTM Ship Management PTE LTD was introduced to ensure that crew aboard our vessels and on leave are consistently learning from the best practices implemented in the industry. The learning is from the incidents, Near misses, PSC and Sire observations for promoting safety and operational excellence. It helps to gain a deeper understanding of what transpired, identify areas for improvement, assess potential preventive measures, and recommend precautions to avert future occurrences.

KST is distributed to all ships within the company via email to study the slides and convene with relevant personnel on board to discuss the presented topics.

KST is also uploaded in the crew web portal so that all personnel can access the complete library of KSTs via the MTM Crew Portal. Crew members can log in using their unique ID number created by MTM and their date of birth.

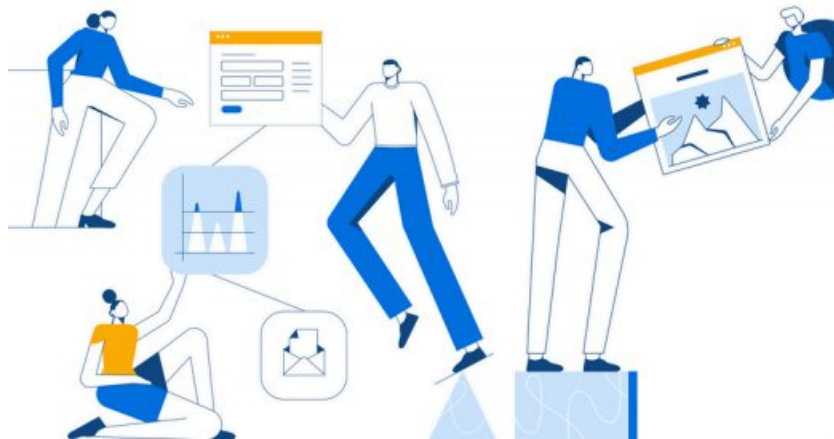
After logging in, they can navigate to the KST section to access all available KSTs for their knowledge enhancement.

The portal can be accessed through the following link:

(<https://portal.mtmsm.com/Crew/Account/Login>) - (/CREW/CWP/ KST.)

The list of KST topics for 2024 includes:

- Behavioral Based Safety
- Cargo Operations
- Damages to Property
- Equipment Failures
- Fire
- Mooring
- Navigation
- People's Safe Working Practices
- Pollution Prevention
- Port State Controls (PSC)
- Security
- Ship Inspection Report Programme (SIRE)



As illustrated by the topics listed above, KST encompasses more than just incidents. Subjects like behavioral characteristics are also addressed, recognizing the diverse cultural backgrounds of our crew members. Our KST initiatives foster mutual understanding and respect among all onboard.

All in all, the KST has been very important to the develop the necessary knowledge for all be it sea going or shore staff. KST is an essential tool for any organization looking to enhance collaboration, streamline knowledge management, and foster a culture of continuous learning. It empowers teams to work smarter, not harder.

By: Kavi Diwan

Group Training Manager & Vetting

CATERING TRAINING BY NWC (12-17 AUG 2024)

The specialized training program focusing on Indian culinary arts was recently held in Manila for chief cooks and messmen by Senior Manager (NWC) Mr. Gurdip Singh. NWC is paving the way for a future where culinary arts can thrive, offering authentic and delightful experiences to patrons. The efforts of NWC and its commitment to professional development were clearly evident, and such initiatives are essential for the continuous growth and adaptability of the catering sector. As the culinary landscape continues to evolve, such training programs will play a crucial role in ensuring that professionals are well-equipped to meet the challenges and opportunities ahead.

Objectives of the Training

The primary objective of the training was to equip participants with advanced techniques in Indian cuisine while also emphasizing the importance of hygiene, food safety, and efficient kitchen management. With the growing demand for diverse culinary experiences, especially in Indian cooking, the program aimed to elevate the competencies of those responsible for preparing and serving meals onboard our good vessels.



Key Highlights

- **Interactive Workshops:** The training featured hands-on workshops where participants engaged in the preparation of basic and authentic Indian dishes. Emphasis was placed on mastering classic techniques such as Gravy Preparation, Tandoori cooking, curry preparation, Veg and Non-veg, pulses Dessert and the art of making various types of Indian bread such as Parathas, naan and roti.
- **Hygiene and Safety Practices:** Given the current global health scenario, the training stressed the importance of maintaining high hygiene standards and food safety practices in the kitchen. Attendees learned about safe food handling, storage techniques, and sanitation practices essential for catering services followed by required paperwork onboard, inventory management.
- **Menu Development:** Participants worked in teams to develop innovative and balanced menus that cater to diverse dietary preferences, including vegetarian and gluten-free options. This encouraged creativity and a better understanding of customer preferences.



The feedback received from participants was overwhelmingly positive. Many expressed the value of both the practical skills gained and the networking opportunities created through this training. As one participant stated, *"This training has not only improved my Indian cooking skills but has also opened my eyes to the best practices in the industry"*.

By: Gurdip Singh
Senior Manager NWC

CREW WELFARE

With over 80% of global trade being transported by the shipping sector, seafarers' commitment and knowledge are crucial to the industry's success. Crew welfare is a top priority because these people spend months at sea and face particular difficulties. In the shipping sector, crew wellbeing is crucial, and this article explores the steps being taken to guarantee the welfare of people who maintain international trade.

UNDERSTANDING CREW WELFARE

The term "crew welfare" refers to a wide range of elements that support seafarers' social, psychological, and physical well being. It consists of:-

- **Health and Safety:** Providing adequate medical attention, a healthy diet, and secure working environments.
- **Mental Health:** Taking care of stress, loneliness, and the psychological effects of extended sea travel.
- **Work-Life Balance:** Establishing reasonable work schedules and rest times.
- **Communication:** Encouraging distant relatives and friends to get in touch.
- **Professional development:** Offering chances for training and career progression.



THE IMPORTANCE OF CREW WELFARE

Investing in crew welfare is not just a moral imperative but also a business necessity:

1. **Safety:** Crew members who are well-rested and in good health are less prone to make mistakes that could result in accidents.

2. **Efficiency:** Ship operations run more effectively when seafarers are happy and motivated.

3. **Retention:** Shipping companies are better able to draw in and hold on to highly qualified personnel when they implement good welfare standards.

4. **Compliance:** Many aspects of crew welfare are mandated by international regulations like the Maritime Labour Convention (MLC).



CURRENT CHALLENGES

The shipping industry faces several challenges in maintaining crew welfare:

1. **Mental Health:** Being away from home for extended periods of time and communicating little might cause anxiety and depression.

2. **Fatigue:** Long hours and irregular work patterns might lead to constant fatigue.

3. **Cultural Differences:** Diverse personnel may cause misconceptions and communication problems.



INDUSTRY INITIATIVES

To enhance crew welfare, a lot of shipping firms and associations are taking action:

- **Mental Health Programs:** Offering counselling services and providing education on mental health issues.
- **Technology:** Better internet access on board to facilitate family and friend contact.
- **Nutrition:** Arrange meals that are varied in terms of culture and balance.
- **Training:** Increased security and courses for career advancement.
- **Work-Life Balance:** More careful compliance of rest hour laws and better scheduling.

THE ROLE OF TECHNOLOGY

Technological developments are essential to improving crew welfare:

- **Telemedicine:** Enabling online consultations for medical advice.
- **E-learning:** Providing chances for on-the-job training while at sea.
- **Virtual reality:** Providing engaging experiences to fight loneliness and boredom.
- **Automation:** Reducing workload and improving safety in certain operations.



PROSPECTS FOR THE FUTURE

Crew welfare will probably continue to be a primary concern as the maritime sector develops. Potential future trends could be:

- Increased focus on mental health assistance
- More family-friendly policies, including shorter contract lengths
- Increased focus on diversity and inclusion in crewing practices
- Ongoing technical advancements to enhance marine life



CONCLUSION

Crew welfare is an essential component of an ethical and sustainable maritime business, not merely a marketing slogan. Seafarers' quality of life should continue to improve as more businesses see the connection between their well-being and operational efficiency. The shipping industry has the ability to guarantee a future that is safer, more efficient, and more humane for everyone by placing the well-being of those who tirelessly work to move global trade forward.

*By: Capt. (Dr.) Shashank Jahagirdar
Managing Director - Country Head (Mumbai)*

STRIKING SUCCESS: MTM SG TEAM-BUILDING EVENT



Team-building events are essential for fostering camaraderie and boosting morale within any organization. Recently, MTM Singapore hosted a bowling team building event that not only brought out the competitive spirit in everyone but also strengthened our team bonds.

The event took place on July 12th at K Bowling Club, with over 50 employees from various departments participating. We also have the honour to have Mr Elias Frangoulis and Mr Yiannis Frangoulis from Helix Shipping to join us in this awesome event.

The relaxed atmosphere of the bowling alley allowed colleagues to interact outside of their usual work environment. It was great to see everyone cheering each other on and the event really brought the team closer together. The friendly competition and shared laughter helped break down barriers and build stronger relationships.



By the end of the evening, it was clear that the event had achieved its goal. Employees left with smiles on their faces and a renewed sense of camaraderie. The positive energy carried over into the workplace, with teams collaborating more effectively and communication improving across departments.

Overall, our bowling event was a striking success. It not only provided a fun break from the daily grind but also strengthened our team bonds. We look forward to organizing more such events in the future to keep the team spirit high.



*By: Jesmin Ong
Executive Assistant*

NWMMI TEAM BUILDING

Next Wave Maritime Management Inc. (NWMMI) had the honor of hosting the esteemed management teams of MTM and Vineta, two of our valued clients and partners in the maritime industry. In an effort to foster camaraderie and strengthen our partnerships, the HR department organized a bowling activity held in Makati. This event brought together all NWMMI staff and managers from MTM and Vineta, creating an enjoyable and engaging atmosphere. Teams were led by the distinguished delegates and the management team of NWMMI.

The activity not only served as a fun and competitive outlet but also reinforced the bonds within and between our teams, setting the stage for continued collaboration and success.

After three exciting rounds, the winning team was announced, led by MTM's Managing Director, Capt. Rajiv Singhal, who along with his team members, scored an impressive 1,626 points. The individual Male and Female High Score Awards went to Capt. Jose Remo Librodo with 452 points and Ms. Gina Bunoan with 404 points, respectively.

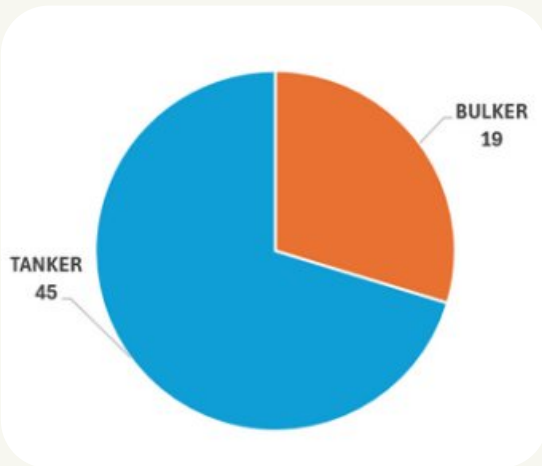
The event was highly enjoyable and achieved its goal of creating lasting memories and a stronger sense of camaraderie among all participants.



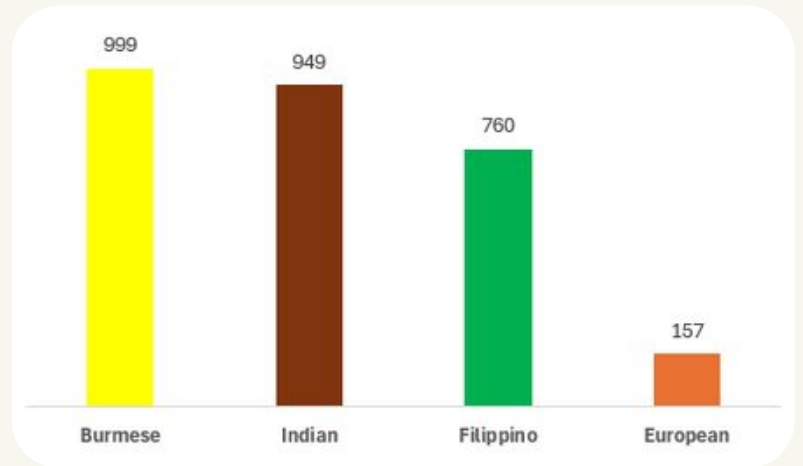
*By: Capt. Jose Librodo
President (NWMMI)*

MTMSM UPDATES

FLEET SIZE



CREW ONBOARD



SHIP STAFF PROMOTION



CAPT ARUNKUMAR SHIVKUMAR
JOINED 2029



CAPT KYAW KYAW SOE
JOINED 2013



CAPT AVTAR SINGH
JOINED 2014



CE SANGEETH SREEPADAM
JOINED 2022



CE THEIN OO
JOINED 2018



1AE BHONE MYINT NAING
JOINED 2012



1AE THET MAUNG MAUNG
JOINED 2011



CE MOE MYINT SHEIN
JOINED 2017

MTMSM UPDATES

SHIP STAFF PROMOTION



CE ANATOLIJS ZENOVJEVS
JOINED 2019



1AE GIORGI BASILADZE
JOINED 2019



CE MICHAEL SOL PARAGAS DELEONIO
JOINED 2009



1AE KHRISTIAN CASTILLA VILLANUEVA
JOINED 2015

NEW JOINER IN MUMBAI



RUCHIKA NAIK
PURCHASE MANAGER
AUG 2024

NEW JOINER & PROMOTION IN MUMBAI (TMTM)



GOVIND SESHAN
GENERAL MANAGER
JOINED JUL 2024



CAPT BHAVIN GOHIL
FROM SR. MARINE SUPERINTENDENT
TO MARINE MANAGER
SEP 2024



PRAVEEN TIWARI
FROM ASST. TECHNICAL MANAGER
TO TECHNICAL MANAGER
SEP 2024

MTM SHIP MANAGEMENT

VISION

To achieve excellence in Ship Management.

MISSION

MTM's mission is to provide high quality value-added services to the customers through operational excellence with dedicated & empowered people working together. We promote continuous improvement of our systems, standards and culture to enhance customer satisfaction. We aim to deliver safe & reliable services with zero incidents & no spills.

We provide environmentally responsible services & solutions to the Owners after evaluating all cost-effective technology available to meet and exceed environmental regulations.

CORE VALUES

- **COMMUNICATION** - We encourage open communication and value feedback to build a healthy work culture and ensure employee satisfaction and engagement.
- **TEAMWORK** - We are stronger together as a team and work collaboratively.
- **ACCOUNTABILITY** - We believe in delivering our best and holding ourselves accountable for results.
- **TRUST** - We build open and honest relationships with transparency in decision making and fearless communication.
- **EQUALITY** - We treat people with a standard of performance that is consistent and equal.
- **APPRECIATION** - We recognize and appreciate our employees to create a unique company culture and strengthen employee relations.

MTM GROUP OFFICES WORLDWIDE



Safety Talk Design & Layout by: Jesmin Ong

To contribute or be featured in the next issue, send your articles & photos to jesmin.ong@mtmsm.com