



NEWSLETTER

ISSUE 02/2021

WHY TO READ?

- ADNOC L&S HSE WORKSHOP
- JOURNEY TO MARCAP'S 25 YEARS HISTORY
- DRIVING BUSINESS WITH KPIs
- PER ASPERA SPECS DISCLOSURE
- CREW DASHBOARD





PRESIDENT & CEO MESSAGE

Dear Marcap Family,

Happy Eid to you and your families. It's during times of difficulty like this past year, when we cherish our families, communities and colleagues the most. So I would like to take this opportunity to extend to you, respected members of my team, a token of my deeply felt appreciation.

Throughout the pandemic, we worked together to keep one another safe. And as economic and business challenges arose, we put in extra effort to keep rising costs at bay, and to support our business functions in these unprecedented times. I'm proud to say that, looking back, the Marcap team displayed creativity, resoluteness and resilience throughout.

The best teams are those who stick together through thick and thin. After 25 years at the helm of this company, I can confidently say that Marcap's staff truly are the best kind of team. I continue to value your performance, your input and great ideas. As we mature together as a company, we will reach greater heights and greener pastures.

Happy Eid once again. I send my best wishes to your families, and hope that you remain safe

Sincerely Yours, Samer Qiblawi



ADNOC L&S HSE LEADERSHIP WORKSHOP

100% HSE is an unaltered motto for all companies working closely with ADNOC. It will be fair to consider ADNOC L&S workshop as the main HSE event of this summer for marine contractors to reconfirm the commitment to ZERO Injury, Incidents, and Pollution.

The major Oil & Gas client in UAE is strictly observing compliances with HSE policies at the working place and introducing various campaigns to approach this subject. Cascading the practices is helping all the contractors to be aware and implement new solutions.

MarCap is honoured to be invited to a high-level event organized for the top management. Moreover, Marcap has been chosen as a speaker with the assigned topic of “Competency Assurance”. During the last 3 years, it was the second time when Marcap was not only sending their representatives but actively participating and sharing its experience.



100% HSE

There were 3 attendees from the MarCap side: Mr. Samer Qiblawi, President & CEO, who was presenting the topic. Mr. Sameh Qiblawi, Director – Administration, and Mr. Muhammad Habib Ur Rehman, Manager HSEQ. ADNOC gave the opportunity for the virtual presence as well, so that was used by those team players who could not attend it physically.

So many other important topics were raised: “Leadership & People Welfare”, “Technology HSE Applications & Automation”, “Assets Integrity & Supply Chain Management”, “Training and Development”. These subjects were illuminated by Zakher Marine, Stanford, Bourbon, Allianz, and other speakers. The workshop was also including brainstorming between team members.



We are strongly convinced that such types of events are raising awareness and focus on HSE. Sharing the insights and demonstrating the best practices helping all of us to choose and adopt the best. At the end of the day, everyone benefits from that and we are moving in the right direction to our ZERO goal and 100% HSE.



ADNOC L&S organized a great initiative of HSE leadership Workshop for all of its Marine Contractors on July, 7th 2021. MarCap was honoured to share its "Competency Assurance System" that ensures 100% HSE presented by a President & CEO Mr. Samer Qiblawi. This workshop was a great opportunity to exchange experiences and the best practices among the leading Marine Companies.



THROWBACK LONG MARCAP HISTORY

As this year is a milestone for us, we would like to recall our memories and share our photos soaked in emotions. So many moments we shared, so many people have been on board for years. Our team is constantly growing. Could you imagine that we started as 3 people only?

We love celebrations as it is a big part of success. Not only hard work and achievements but the ability to recognize them, to tap your back and tell yourself that you are doing a good job.



We witnessed families built and children born and growing, becoming students and specialists. We like gatherings including family members of our employees. We are all involved in a connection that helps us to stick to each other in good and bad times.



Here, in Marcap, we believe that atmosphere at the working place is incredibly important. We spend half of our lifetime in the office, serving the world and utilizing our skills.



Everyone deserves to be happy at work, so why not make it happen? Encourage your colleague to smile, give the feeling of safety and comfort to your subordinate, appreciate someone's job, and sooner or later you will get it back. And all of that makes the difference!

DRIVING MARCAP'S BUSINESS WITH KPIs

"What gets measured gets done" is a common quote in the practice of business and employee performance management. A company, a line manager, or an employee is setting objectives and KPIs around a desired business or performance outcome, the chances of that outcome happening are much higher, mainly because the company or individuals are committed to manage and measure their performance with Key Performance Indicators (KPI).

A KPI is a measurable value that determines how effectively a company or employee is achieving its corporate and individual objectives. MarCap manages its business and employee's performance by having corporate objectives and KPIs cascaded down to the individual level. MarCap management believes that KPIs provides direction for strategic and operational business improvement.

Over the years, MarCap's top management drove its business with KPIs set for all employees that helped focus attention on what really matters most. Through the determined efforts from MARCAP's HR team and collaboration from line managers, objectives and KPIs across the organization are tied with the company's strategies.

Setting an employee's objectives aligned with MARCAP's organization KPIs ensures that employee's daily work activities are well aligned with the corporate objectives and targets of the company.



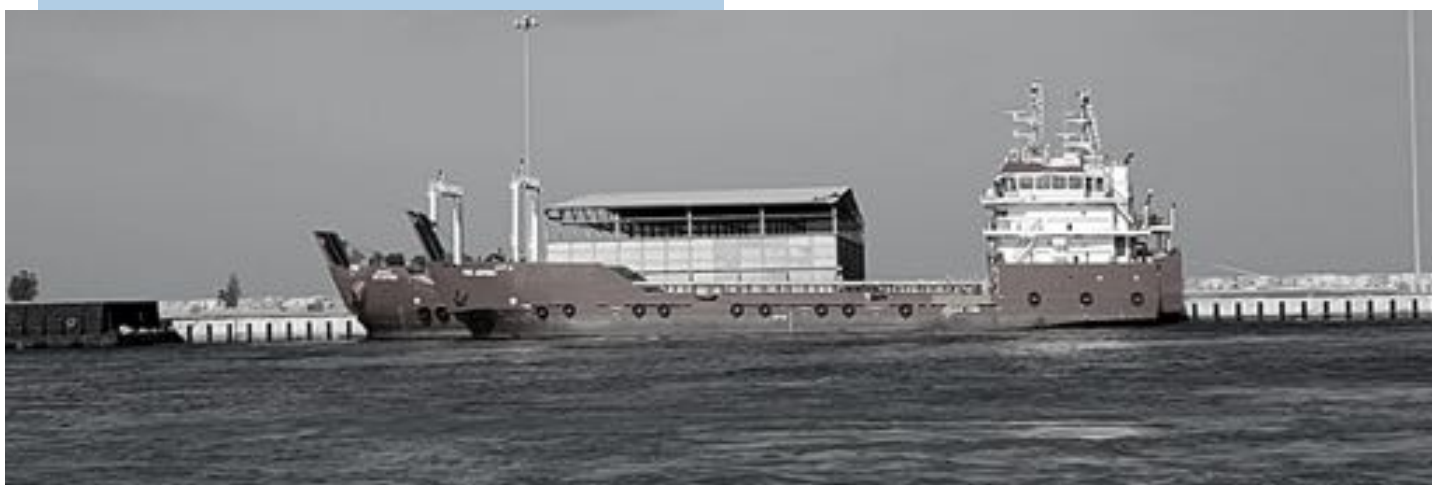
By Juan Paolo Arao, MBA, Rpm
Talent and Performance Management Consultant

PER ASPERA

- LANDING CRAFT
- TOTAL LENGTH 63M
- 510 M2 DECK AREA
- 10 KNOTS SPEED

As much as we endeavour not to, Hardship has manifested its way to become a part of life. However, it is undeniable that it is also the hardship that sharpens the edges of people and things to conquer their battles victoriously. That is very comparable to our vessel Per Aspera, which interestingly means “through hardship”.

Per Aspera has a total length of 63m, qualified for accommodating cargo on her 510m2 deck area and running approx. 10 knots to serve her charterers.



This high-end Landing Craft which is ADNOC approved for operations in the oil fields and islands has been assisting cargo operations on a long term and spot jobs for different clients which made her very flexible and adaptive to change as per clients' various standards and regulations. This made her journey precise as the hull's edges have been sharpened by the hardships and now is proudly cruising to perfection. We are so excited and thrilled to see how our Per Aspera gushes through the waves towards the calm seas sighted ahead!

By Cyrhyll Joise Osorio,
Executive – Commercial and Business Development

PER ASPERA SPECS DISCLOSURE

PARTICULARS

Type	Landing Craft Tank
Class	American Bureau of Shipping
Year Built	2015
IMO No	9746449
Call Sign	A6E2497
Flag	UAE
Port of Registry	Abu Dhabi

MEASUREMENT

Length Overall	62.80 m
Length BP	58.50 m
Beam Moulded	14.63 m
Depth Moulded	4.50 m
Draft (Max)	3.67 m
Deadweight (Max Draft).	1,504.8 T

TONNAGE

GRT	1,312 T
NRT	393 T

CARGO DECK

Clear Deck Area	510 m2
Deck Strength	8 MT/m2
Deck Cargo Capacity	Minimum 700 MT
Deck Covering	Hardwood sheathing of 75mm
Containers	68 TEU

STORAGE CAPACITY

Fuel Oil (Ship)	316.1 m3
Fuel Oil (Cargo)	917.6 m3
Fresh Water (Ship)	320.0 m3
Drill Water	309.8 m3
WB	476.3 m3

CARGO DISCHARGE CAPACITY

Fuel Oil	1 x 150 m3/hr@60 m head
Fresh Water	1 x 80 m3/hr@60 m head
Drill Water/SWB	1 x 100 m3/hr@60 m head

ACCOMMODATION

Berth	04 x 01 man
	09 x 02 men
Total	22 men

SAFETY EQUIPMENT

Complies with SOLAS, Class Requirement and Flag Administration Requirement

LSA	For full complement
Life Raft	4 x 25 men
Rescue Boat	1x6men, Vanguard, davit launched

MANEUVERING & PROPULSION SYSTEM

Marine Engine	2 x Mitsubischi S6R-T2MPTK,605kw@1,800 rpm
Total BHP	1,623 BHP
Gearbox	2 x Twindisk MG5506, ratio 5.04:1
Propeller	2 x FPP, Ni-Al Bronze Type Propellers, 4 bladed in Kort Nozzle
Bow Thruster	1 x Nakashima TFN-300, 336kW, Tunnel Type FPP, 5T Thrust

ELECTRIC POWER GENERATION

Main Generator	2 x Cummins HCM434-C1 rated 150kW/415V/3Ph/50Hz
Emergency Generator	1 x Cummins 6BT5.9D (M) rated 80Kw/415V/3Ph/50Hz

PERFORMANCE

Service Speed	Approx. 10 knots
Endurance	Approx. 30 days

DECK EQUIPMENT

Anchor Windlass	2 x 5.62T@15m/min
Anchor Chain	275 m x 36 mm (Ø)
Anchor (Bow)	2 x 1,770 kg anchor
Ramp Door	9.5m (L) x 7.50m (W), SWL: 100 T
Ramp Windlass	2 x 5.62 T @15m/min
Crash Rail	Both side with passage way
Deck Crain (Optional)	Foundation provision for the installation of SWL: 25T @25m reach

NAVIGATION AND COMMUNICATION EQUIPMENT

GMDSS	Area 3
VHF DSC	2 x Furuno FM-8900S
MF/HF SSB (with DSC)	1 x Furuno FS-1575
EPIRB	1 x Kannad Auto EPIRB
SART	2 x Kannad Rescuer 2 SART
GPS	1 x Furuno GP-170; 1 x Furuno GP-33
Navtex Receiver	1 x Furuno NX-700B
Portable GMDSS VHF	3 x Ocean Signal V-100
Inmarsat C	2 x Furuno Felcom-18
Radar (with ARPA)	Furuno FAR-2117
Radar	Furuno FR-1945
Gyrocompass	1 x Anschutz STD22
Magnetic Compass	1 x Daiko Keiki SR-150PK
Autopilot	1 x Anschutz Nautopilot NP60
Echo Sounder	1 x Furuno FE-700
Speed Log	1 x Furuno DS-80
AIS	1 x Furuno DS-80
ECDIS	1 x Furuno FA-150

MISCELLANEOUS

Complies with MARPOL I, III, IV, V

Oily Water Separator	1 x 1.0m3/hr; 1 x 0.5m3/hr
Sewage Treatment	1 x 19 persons, ST-20U, Hansun (Shanghai) Marine Technology
Water Maker	1 x 5 t/day

QHSE



HSE AWARDS

In line with the company's directive to inculcate HSE culture as a way of living, the crew onboard MarCap vessels are strongly encouraged to participate in reporting a potential Safety Observation and HSEQ improvement Suggestions on monthly basis. For the first quarter of the Year 2021 from January to March, we are elated to announce that the award winners and contributors are primarily from ratings.



This serves as an encouragement that HSE is actively incorporated into the daily activities of everyone on board, where everyone makes a difference, regardless of rank or seniority. Hence, we are pleased to announce the following outstanding Marcap crew for their HSE contribution:

APRIL 2021:

- Best HSE Observation - Rajesh Kumar Pratap Chand, Oiler / MarCap 2
- Best HSE Observation - Mohamed Ahmed Agami, Bosun / MarCap 202
- Safe Worker of the Month - Subramaniyan Moonam Thody, Cook / MarCap Supporter

MAY 2021:

- Best HSE Observation - Mofizur Rahman, Oiler/ MarCap 1
- Best HSE Observation - Bintang Mandala Sakti, Bosun / MarCap Supporter
- Safe Worker of the Month - Sujeewa Chandimal Don Seem, AB / MarCap 202

JUNE 2021:

- Best HSE Observation - Phillip Dave Mahilum Zamora, AB / MarCap 2
- Best HSE Observation - Mark Lester Capua Gomez, AB / MarCap 202
- Safe Worker of the Month - Ahmad Nizamuddin Dabir, Crane Operator/ MarCap 1

FOCUS ON HSE

As long as physical visits in this Pandemic are not always possible, the President & CEO of MarCap, Mr. Samer Qiblawi along with Manager - HSEQ, Mr. Habib Ur Rehman are practising virtual visits. MarCap 202 was visited during the last month to verify compliance to HSE policies including prevention against pandemic, safety observation reporting, promoting safety culture and awards.



There is always an opportunity to address key areas such as employees morale, personal hygiene & housekeeping, crew welfare and crew leave rotation arrangements.

ADNOC SHARED THE BEST PRACTICES



MarCap leadership always believes in going beyond legal and industrial practices. With the Current unprecedented time where stress is unavoidable due to pandemic or travel restrictions. MarCap President & CEO took the unique initiative to communicate via video message on Stress management across our fleets and proved that Marcap management always stands behind you in this critical time. We are thankful to the client for considering this as one of the best practices among contractors.

- Stress-out video message from the CEO of the company shared to the vessels, which shows the commitment of the senior management toward the onboard mental health issues arise from the pandemic

Marcap

HAPPINESS 2021

JOB RECOGNITION & APPRECIATION FROM THE CLIENT

MarCap 202 crew was officially recognized by our respectful client ADNOC. MarCap is proud to have the best men on board and also extends its gratitude.



"Dear MarCap 202 Crew

I really appreciate all your help in getting our medical team to approach their destination ahead of schedule as a result of that our medical team succeeded to send all swab kits to AUH on the same day. Your positive attitude has had a terrific influence on the way the entire staff is obligating to help things run smoothly, and I really appreciate your professionalism and proficiency in servicing ADNOC offshore company".

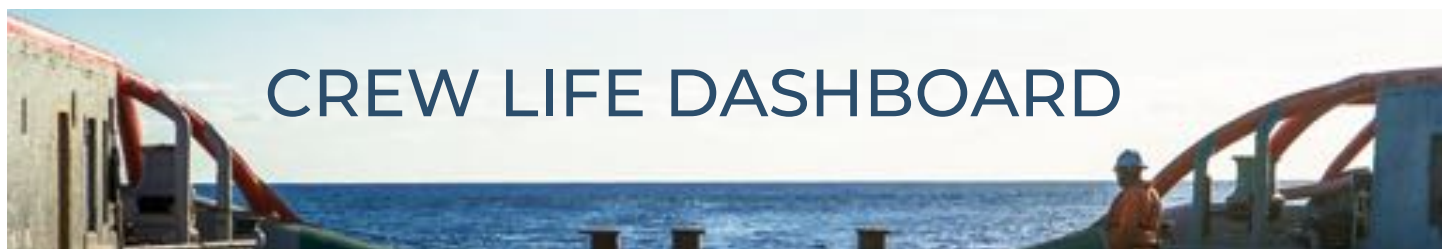


Best performance recognition was received from ANDOC Engineer in regards to MarCap Bosun Mr. Rogelio Reyes performing on MarCap 2. The same was delivered to our valuable crew member along with another voucher and appreciation certificate.



Dear All Crew members!

We highly appreciate your good performance and dedication to work. Stay Safe and Healthy!



Life on board is much more different than life on land. We are trying to close the gap. It is not so easy during social distancing times, however, we try our best.



Here we are, sharing some crew life snapshots during our monthly crew welfare practice: "Treat not with words, but with a good meal".



ZODIAK WISHES



Monthly birthday celebration 'ZODIAK PARTY' turned into gifts and personal happy birthday cards sent from the President & CEO. Here's wishing 'Happy Birthday!' to all our colleagues from Aries, bypassing Taurus to Gemini.

ARIES (March 21st - April, 19th):

- Mr. Azhar Ikram, Assistant Manager - Finance
- Mr. Subair Karippayil, Driver
- Ms. April Jei Ann Valenzon, Assistant - Crewing



TAURUS

TAURUS (April 20th - May, 21st):

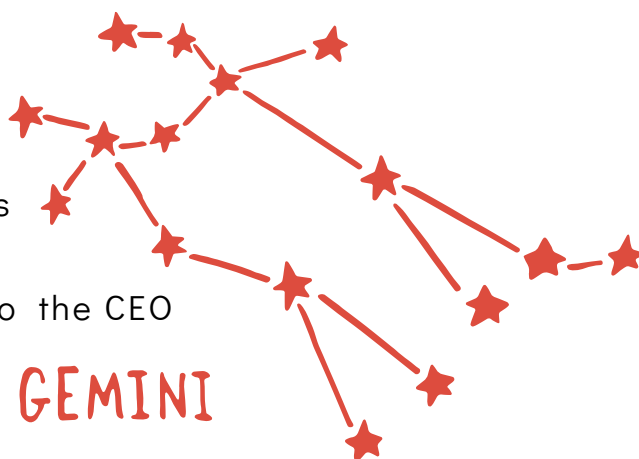
- Mrs. Vincy Bijukumar, Assistant - Crewing
- Mr. Ramakant Arerkar, Finance Manager
- Dr. Olga Yegorova, Consultant
- Mr. Iulian Constantinescu, Corporate Trainer



ZODIAK WISHES

GEMINI (May, 21st - June, 21st):

- Mr. Abdallah Chehab, Director - Operations
- Mr. Khaled Abdullah, Port Captain
- Ms. Elena Skorokhod, Executive Assistant to the CEO
- Mr. Sheyin Shanavas, Accountant
- Mr. Ramullah Mohamed Sadik, Office Boy



MESSAGE BOARD



PROMOTIONS, CERTIFICATES & NEW JOINERS

MarCap management always encourages employees to polish their skills and enhance their knowledge in the relevant field for career development. MarCap staff also takes the self-initiative to keep themselves updated with the latest industry knowledge. The same is supported by MarCap management during organizational training need assessment.



We would like to extend our warm welcome to Mr. Mohammed Rabie Ali Abdelhalim. HE has joined us in May 2021 as an "Agency & Government Relations Representative" in the Crewing & PR department. He has brought 09 years of experience as public relations expert, Agency & government relations expert, as well as a shipping Agent.

We congratulate Mr. Habib Ur Rehman for completing continuing professional development and gaining the Certificate on the subject of "OSH World Safety Day 2021"





WE ARE HOME ON WATER



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APRIL-JUNE