



**WE ARE HOME
ON WATER**

ISSUE Q1-2/2023

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2023 THE YEAR OF SUSTAINABILITY >> WELCOMING MARCAP EMDAD 3 >>
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DEAR MARCAP FAMILY, FRIENDS, AND PARTNERS



As I reflect on my 25 years of leadership at Marcap, I'm filled with pride and joy. I have had the honour of growing Marcap from three people to over 300 amazing souls that make up the strong community that it is today. Through the years, we've overcome obstacles, ridden successful waves, and built a community that has become more than just a team of employees. We've become a family – a strong unit that has pulled together during even the most challenging times.

As we move forward intrepidly into the future catching the excellent momentum in the offshore market and diversification of our services, I am thrilled to introduce the new CEO of our

company – Mr. Flemming Jensen who will accompany me and our board of directors in making Marcap yet greater. His knowledge, enthusiasm and extensive experience in the marine industry make me confident that he is the right person to take Marcap to the next leg of our journey. With his unique approach and creative ideas, he will drive our company to uncharted frontiers, and I urge everyone to support him wholly.

I want to reassure our clients and stakeholders that Marcap is in good hands under the guidance of Mr. Flemming, who has a track record of success and resilience in the industry.

We promise to continue our commitment to excellence, innovation, and unwavering dedication through every stage of this next chapter.

In conclusion, I would like to thank each of you who had a hand in making Marcap the success story it is today and encourage us to focus our energies and strengths towards the new dawn that awaits us. Let's warmly welcome our new CEO to the family and join forces to take our company to greater heights, where charting new waters is the norm and surpassing our expectations is a given. Thank you for being part of this journey, and I look forward to more achievements with all of you.

President, **Samer Qiblawi**



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SHIP MANAGER OF THE YEAR

Marcap
Claims Victorious Triumph
at Esteemed Robban
Assafina Award
Ceremony



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We are honoured and thrilled to receive the award from the respectable Robban Assafina Establishment.

To our incredible Marcap team, we extend a heartfelt appreciation for your tireless efforts and continuous pursuit of excellence. It is your hard work and creative ideas that contribute to driving our success and taking our company to new heights. Our team at Marcap is committed to providing excellent services, and to ensuring that every vessel we manage exceeds owners' expectations.

We are deeply grateful to all of our stakeholders, partners, clients, and suppliers who have placed

their trust in us over the years. Your unwavering support and commitment to excellence has truly been the driving force behind our ongoing success.

Moreover, we want to congratulate all of the award nominees for keeping the bar high and pushing us all to achieve greater heights. Dear Columbia Shipmanagement Saudi, Marine Core And Chartering LLC and Mediterranean Management Group Ltd., it was an honour to be nominated together with you.

With this award in our safe hands, we are more dedicated than ever to achieving bigger and better things. Thank you to everyone who helped make this incredible achievement possible.



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SHIP MANAGER OF THE YEAR

From Strength to Glory: Decoding Marcap's Winning Formula



Marcap has been nominated in not just one, but two prestigious categories – "Top Service Provider in Marine & Offshore" and "Ship Manager of the Year." This is no small achievement. We set our sights on winning the latter, and by surpassing all expectations, we succeeded. To be recognized as the Ship Manager of the Year is an honour we deeply appreciate, and we're eager to share our best practices that contributed to this victory.

At Marcap, excellence permeates every facet of our operations. We've achieved remarkable success in several key areas, including business process flow, management and team development, maintaining a 100% commitment to health, safety, and the environment, optimizing operations practices, continuously improving crewing strategies, and mastering the art of marketing our services. In this article, we shed light on a selection of

exercises that have allowed us to consistently enhance our performance and showcase our unwavering commitment to excellence.

Our first practice is the implementation of a Balanced Scorecard System. We recognize the importance of aligning our business strategy with our visionary goals and corporate values. By ensuring every division and department within Marcap is dedicated to these objectives, we create a synchronized effort that drives us forward.

Next, Key Performance Indicators (KPIs) play a crucial role in our pursuit of greatness. We firmly believe that what gets measured gets done, and by actively setting



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objectives and measuring performance outcomes against these KPIs, we ensure accountability and drive results like never before.

Competency Assurance is another foundational practice at Marcap. We strive to ensure that all our employees possess the necessary skills and competencies to excel in their respective roles. By revisiting their job specifications, aligning with our mission, vision, and objectives, and focusing on both functional and behavioural competencies, we ensure our

safe and reliable vessel operations while safeguarding equipment integrity.

These initiatives have yielded tremendous results for Marcap. We are extremely proud of our high employee retention rate, a testament to the fulfilling and engaging work environment we have cultivated. Our flawless crew rotation process speaks volumes about our commitment to continuously meet and exceed expectations. Maintaining a perfect 100%



team members are equipped to handle even the most critical situations with confidence and expertise.

One unique initiative we've employed to uplift morale and motivation is our Happiness Program. This program acts as a constant reminder from management that every individual within Marcap is valued and important. It fosters a sense of unity and purpose, which transcends into our day-to-day operations.

Additionally, our Planned Maintenance System (PMS) ensures that our operators department along with the seafarers can seamlessly plan, execute, and document vessel maintenance in compliance with industry regulations and manufacturer requirements. This approach guarantees

record in health, safety, and environmental audits is an accomplishment we value deeply. Finally, our strong brand presence serves as a testament to the unwavering quality of our services.

At Marcap, we're continuously striving to be the best in the industry. By delivering exceptional vessel management solutions, we not only fulfil the needs of our clients but surpass their expectations. We treat chartered vessels as if they were our own, understanding the significance of safeguarding their assets to extend their life cycles. Through constant improvements, we continue to raise the bar, ensuring that Marcap remains at the forefront of the industry.



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65m
LONG

DP2
VESSEL

FIFI 1

85 tons
BOLLARD PULL

MARCAP EMDAD 3 SISTER BOND

The 65-meter AHTS shares many similarities with her sister, boasting a Bollard Pull of 85T, a classed 2 Dynamic Positioning Vessel, and Classed 1 Fire Fighting Vessel, proving a reliable and efficient vessel, designed to serve in a myriad of ways.

Since last year, both Marcap EMDAD3 and Marcap EMDAD5 have been diligently serving a major oil company in Saudi Arabia, and have been gladly invited to continue their services. Marcap Family is tremendously grateful for this opportunity and will exhaust every effort available to demonstrate our vessel's exceptional capabilities.

We take great pride in our fleet and are incredibly pleased to welcome another set of sisters to our ever-growing group. We trust that Marcap EMDAD 3, together with Marcap EMDAD 5, will continue to excel in their performance, showcasing their high-grade abilities, and providing an unmatched service, which beyond any doubt will mirror the Marcap Family's commitment to excellence in the industry.

• ► By Cyrhyll Joice,
Executive – Commercial and Business
Development



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MARCAP EMDAD 3

PARTICULARS

Type	• → Anchor Handling Tug Supply Vessel
Class	• → Bureau Veritas
Notation	• → BV-I X Hull X MACH, Supply vessel, Anchor Handling, Fire-fighting 1, Oil recovery ship, DYNAPOS AM/AT R, Unrestricted navigation
Year Built	• → 2015
IMO No.	• → 9724415
Official No.	• → 335727

MEASUREMENT

Length Overall	• → 65.00 m
Length BP	• → 58.50 m
Beam Moulded	• → 16.00 m
Depth Moulded	• → 6.20 m
Draft (Design)	• → 5.00 m
Draft (Scantling)	• → 5.20 m
Deadweight	• → Approx. 1650 T

TONNAGE

GRT	• → 2301 T
NRT	• → 690 T

MANEUVERING & PROPULSION SYSTEM

Main Engine	• → 02 x 2,200 kW, Niigata 6MG28AHX
Total HP	• → 6,000 BHP
Propeller	• → 02 x CPP
Bow Thruster	• → 2 x 10T, Kawasaki KT-88B3
Stern Thruster	• → 1 x 8T, Kawasaki KT-72B3
Bollard Pull	• → Approx. 85.9 T
Stern Roller	• → SWL: 250T, 4.4m length x 1.7m diameter

ELECTRIC POWER GENERATION

Main Generator	• → 03 x Caterpillar C18 rated 450kW/415V/50Hz
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Emergency Generator	• → Cummins CCFJ99-E rated 99kW/1500rpm
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PERFORMANCE

Speed (Max)	• → Approx. 13.0 knots
Speed (Economic)	• → Approx. 12.0 knots

CARGO DECK

Clear Deck Area	• → 435 m ²
Deck Loading	• → 7T/m ²

DYNAMIC POSITIONING

DP(2) System	• → Kongsberg
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STORAGE CAPACITY

Fuel Oil	• → 590.0 m ³
Fresh Water	• → 420.0 m ³
Drill Water / WB	• → 580.0 m ³
Mud / Brine / RO	• → 400.0 m ³
Dry Bulk	• → 150.0 m ³
Foam	• → 14.0 m ³
Dispersant	• → 22.0 m ³

ACCOMMODATION

Berth / Cabin	• → 8x1 men • → 5x2 men • → 8x4 men
Total	• → 50 men

DECK EQUIPMENT

Anchor Windlass	• → 2 x 10T x 9m/min, electro hydraulic
Anchor & Chain	• → 2 x AC-14 HHP stockless anchors
Towing Winch	• → 250 T Brake, 150 T Pull
Capstan	• → 02 x 10T
Tugger Winch	• → 02 x 10T

Shark Jaw	• → SWL: 250 MT
Deck Crane	• → 2T @ 15m

NAVIGATION AND COMMUNICATION EQUIPMENT

GMDSS (Area 3)	
EPIRB	• → 1 x McMurdo E5
SART	• → 2 x McMurdo S4
GPS	• → 1 x Furuno GP-150
Navtex Receiver	• → 1 x NX-700B
Radar	• → 1 x Furuno FAR-2117, Furuno FR-8062
Gyrocompass	• → 3 x Anschutz
Magnetic Compass	• → 1 x Lilley & Gilie MK 2000S
Auto Pilot	• → 1 x Navitron NT 888G
Echo Sounder	• → 1 x Furuno FE-700
AIS	• → 1 x Furuno FA-150
BNWAS	• → 1 x Navitron NT991
Speed Log	• → 1 x DS-80
ECDIS	• → 1 x FMD-3200

FIRE FIGHTING

Fire Fighting System	• → Class 1
Emergency Fire Pump	• → 1x45m ³ /hr @ 60m head

SAFETY EQUIPMENT

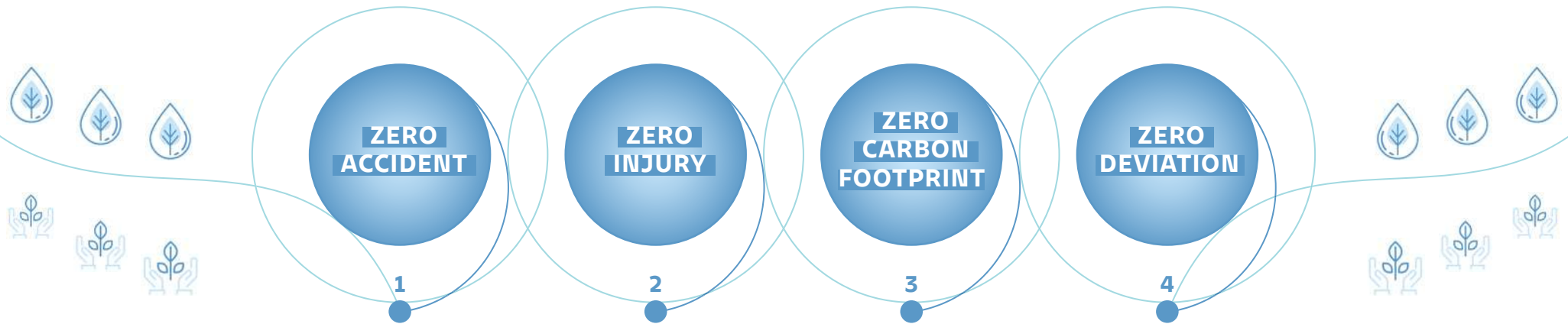
Rescue Boat	• → As per SOLAS
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MISCELLANEOUS

Sewage Treatment Plant	• → 1 x 50 men
Fresh Water Maker	• → 1 x 10 T/day
Oily Water Separator	• → 1 x 1m ³ /hr, 15 ppm

MARCAP SUSTAINABILITY PLAN 2023

In response to the sustainability initiative set out by the UAE government for the year 2023, Marcap has designed a Sustainability Plan 2023. The plan is centered around its Goal Zero Program that has a focus on achieving **4 main aspects**:



This article takes a closer look at Marcap's Sustainability Plan 2023 as we try to answer: "How is Marcap looking to achieve these goals?"

Firstly, Marcap plans to consistently contribute towards a sustainable industry and support the Corporate Social Responsibility (CSR) effort that increases its positive impact on society, the environment, and people. The company has an unwavering dedication to providing equal opportunities to all members and candidates regardless of nationality, gender and age. Marcap is up to the initiation of efforts related to benefiting the whole industry paying special

attention to the marine workforce always prioritizing the crew safety and mental well-being. Moreover, it is the company's uncompromised motto to conduct business ethically both internally and externally.

Other approaches to achieving the Goal Zero Program include reducing waste in every possible way and maximizing the reuse of materials. Underscoring our



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SUSTAINABILITY 2023

commitment is our pledge to continuously address reducing the size of waste from our operations while eliminating our carbon footprint. As part of Marcap's effort to achieve Zero Deviation, we've initiated a progressive safety awareness campaign, encouraging a proactive approach to safety and providing zero harm as everyone's responsibility. To reduce the impact on climate and reduce emissions, Marcap is committed to adopting a series

that anything is possible, which gives full confidence. Marcap keeps both feet on the ground to ensure a smooth and fruitful path forward, recognized by the records it breaks when fulfilling its sustainability obligations.

Setting objectives for any organization is incredibly important, as it gives everyone a clear direction and a specific target to work towards. Once everybody

WHO ARE WE?

- **WE ALL CARRY** A PIECE OF THE LOAD EACH WITH THEIR OWN TALENT
- **WE KNOW** THAT EVERYTHING IS POSSIBLE
- **WE KEEP** BOTH FEET ON THE GROUND
- **WE MOVE** STRAIGHT FORWARD
- **WE ARE** RECOGNIZED BY THE RECORDS WE BREAK

of actions that promote environmental conservation while making use of biodegradable materials.

Each member of the team plays a vital role in achieving the Goal Zero Program at Marcap, where all hands are carried with their talent and will be paramount to answering the call of the Sustainability Marcap Plan 2023. The company deeply believes

in the team is aware of the objectives set out by the company, everyone gets the momentum, alignment, and drive they need to achieve the set objectives. The objectives become the backbone of what the company stands for, and how they are going to manage social and environmental concerns efficiently hence also guiding everyone in the company to aim to meet the organisational objectives.

“

Setting objectives for any organization is incredibly important, as it gives everyone a clear direction and a specific target to work towards. Once everybody in the team is aware of the objectives set out by the company, everyone gets the momentum, alignment, and drive they need to achieve the set objectives. ”

• ► **By Abdallah Chehab,**
Director – Operations



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MARCAP. TEAMWORK. CORPORATE VIDEO 2023



Since its inception in **1996**, Marcap is continuously growing and moving towards a brighter future. Every year we see our team getting bigger and stronger.



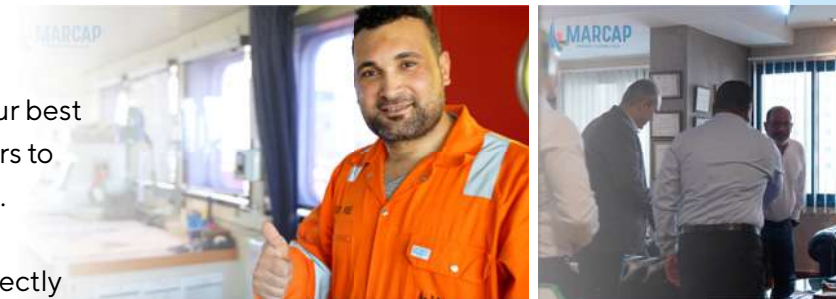
Employees retention rate shows great results both among office personnel and crew, our frontliners. The statistics proves that we are on the right track which is our common achievement. We work as a team; we stick together in good and bad like a real family does. And I can't imagine Marcap any other way. We believe that the overall success depends on each person in the organization, so the value and importance of everyone is recognised. We share the responsibilities and celebrate achievements together.

Communication is essential for good teamwork. Our industry's extra challenge is that our assets and teams are scattered all over the region. Each vessel is sailing somewhere in the sea, and tools need to be created to maintain communication with the fleet. Marcap is successfully utilizing modern technologies to overcome this challenge, so any issue can be dealt with quickly.

Marcap. We are home on water doing our best to create good conditions to our seafarers to protect their physical and mental health.

In our dictionary, client satisfaction is directly connected with employee's satisfaction. A well-trained happy team performs better towards company objectives and reflects its values. And thus, client satisfaction.

I am very proud of Marcap family working as a highly qualified team with dedication to our procedures and aim for 100% HSE.



• ► **Samer Qiblawi**, President

*The **video** is available on Marcap website and YouTube Channel



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FEATURED QUOTES

Samer QIBLAWI
interview
for The Energy Year

”
WE LOOK AT NEWCOMERS
NOT AS COMPETITION, BUT
RATHER AS POTENTIAL
PARTNERS
”

TO WHAT EXTENT ARE PARTNERSHIPS KEY TO GAINING MARKET SHARE GIVEN THE CURRENT OFFSHORE MOMENTUM?

The marine sector is experiencing a good momentum, which is aligned with the ramping up of the hydrocarbons sector. Countries such as the UAE, Saudi Arabia and Kuwait are determined to hit their production targets in the next four to five years, which guarantees a steady uptick in offshore operations across the GCC. Qatar also has its foot on the gas, trying to capitalise on the changing global gas dynamics.

This range of opportunities is also drawing newcomers to the market. When a foreign company enters the UAE, it needs a local gate opener to guide the way, a local firm that complies with the country's requirements, standards, and business culture. In this sense, we can be a partner of choice for many of these companies. We look at newcomers not as competition, but rather as potential partners.



”
WE ARE
INCREASING
OUR FLEET AND
LOOKING INTO
NEW MARKETS
”



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FEATURED QUOTES

Samer QIBLAWI
interview
for The Energy Year

”
IN TERMS OF WORK, 60% OF OUR
VESSELS ARE IN THE UAE,
35% IN SAUDI ARABIA
AND 5% ELSEWHERE

WHAT GROWTH STRATEGIES HAVE YOU TAKEN IN LINE WITH MARKET DEMAND?

We increased our fleet, adding around seven to eight vessels to our portfolio. We have a total of 25 assets, and we are aiming to increase our fleet by a further 50% by the end of 2023. We have ambitious expansion plans, but they are, at the same time, conservative. When it comes to asset acquisition, we are looking at unique types of vessels that are built and engineered for this area. These are shallow-draught vessels, with good fuel consumption and with versatile capabilities as well. However, we are looking to grow our share and presence in the market through a combined strategy of acquisitions, chartering and partnerships.

WHAT RELATIONSHIP DOES MARCAP HAVE WITH REGIONAL NOCS AND HOW ARE YOU UPGRADING YOUR INTERNAL PERFORMANCE?

In the UAE our major client is ADNOC – represented by ADNOC L&S. At the same time, we work with other entities such as Total Energies and NPCC. We have

a good rapport with NOCs, and this is also seen in Saudi Arabia, where we work with Aramco and KJO as our major clients. In terms of work, 60% of our vessels are in the UAE, 35% in Saudi Arabia and 5% elsewhere. Apart from solidifying our presence in the UAE we are also looking to expand to other markets. The Red Sea is an interesting area, as well as the Mediterranean – Egypt, Lebanon, and Cyprus.

As for our short-term goals, we are now focusing on improving our internal business process. In this journey, we are elevating our training level and capabilities, channelling experience and knowledge to our team. We have also started an awareness programme to raise understanding of sustainability including CO2 reduction. This goes together with energy efficiency. We are looking to add monitoring systems for fuel consumption, and seeing how we can reduce the fuel's environmental impact. Lastly, when it comes to assets, we are increasing our fleet and looking into new markets.



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ENHANCING COLLABORATION:

AUDITS AND STAKEHOLDER MEETINGS



**At Marcap
we believe in
establishing**

**strong relationships with our clients and
understanding their needs on a deep level.**

That's why our doors are always open for meetings, brainstorming sessions, and collaboration aimed at finding innovative solutions for business optimization.

We are honoured to have a visit from our respectful client, ADNOC L&S as it allowed us to exchange experiences, share best practices, and nurture a creative environment. Through these fruitful interactions, we can continuously evolve and deliver exceptional services.

We understand the importance of audits for the sake of continuous improvement and ensuring the highest standards in our operations. Audits serve as a valuable opportunity to identify any gaps, re-examine our

systems with a fresh perspective, and receive expert recommendations for further enhancements. In the first two quarters of this year, Marcap has proudly accommodated three significant audits: OHSAD, ADNOC L&S, and a site visit from MOHRE. Their feedback provides us with guidance as we strive to excel in our field and meet the evolving needs of our clients.



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25TH OF JUNE DAY OF THE SEAFARER

**To all the Seafarers out there,
Marcap Family wants you to know that you
are more than just professionals to us.**

You are the heroes who work tirelessly behind the scenes. Your unwavering commitment and courage in the face of difficult conditions remind us all of the true meaning of dedication and selflessness.

And on this special day, we want to express our deepest feelings of pride and admiration for all that you do. You are the backbone of our company, and your passion and drive towards your work inspire us all to be better. Through your hard work, we can continue to build a brighter future for us all.

So, dear seafarers, we wish you all the best on this day and every day. May you be blessed with good health, uplifting moments with your loved ones, and an unending supply of enthusiasm. You are our heroes, our frontliners, and we salute you.



CREW MENTAL HEALTH

PART II

EFFICIENCY & HSE INFLUENCE

In the previous issue, we considered the main factors affecting crew mental health; we offered simple infographics showing early warning signs and maintenance of a healthy mind that might be applied not for seafarers only but for office people as well. As announced in our prior edition, here we are continuing the topic showcasing the bond between Mental Health, Safety and Efficiency.

Human Factor remains decisive when we talk about HSE onboard. This is one of the reasons why Marcap is rising a Red Flag on the subject of Mental Health and dedicating many articles to enlighten this challenge.

As any vessel is still operated by people, their reaction, attentiveness, a clear mind, and energy level are important for the positive dynamic in productivity. When we have a healthy and strong team on board, it contributes a lot to business in many ways. The right attitude for keeping seafarers in a good healthy condition indeed will pay back to your business.



How does Mental Health contribute to the Seafarer's efficiency?

- 1 ► **Awareness** of their own Potential
- 2 ► **Coping** Stress easier
- 3 ► **Increase** Crew Productivity
- 4 ► **Ensure** 100% HSE
- 5 ► **Enhance** Work–Life Balance



How does it reflect on Business?

- 1 ► **Eliminates** Accident Ratio
- 2 ► **Reduces** Interruption in Project Completion
- 3 ► **Minimizes** the Downtime
- 4 ► **Improves** Vessel Condition
- 5 ► **Enhances** Vessel Performance



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As we can conclude based on the above, it is in any business's interest to keep their employees mentally healthy and to create the conditions for them accordingly. People are not machines, they need rest and care, proper sleep, and peace of mind.

Any company is going to face challenges to keep the high level of involvement and care of its seafarers. It requires extra financial investments, more physical efforts, planning as vessels are not always available

in ports, additional time, brainstorming, ideas and surveys. Nevertheless, it is always worth it. In Marcap we are observing the results and the crew retention rate confirms the same.

There is always room for perfection, and we are committing to developing a better system and enhancing the conditions for our Seafarers. The way forward to complete this task concluded in several points below:

- ▶ **INVOLVEMENT.** Increase management visibility on board by increasing the site visits.
- ▶ **ENGAGEMENT.** Start the counselling procedure from the 1st day new joiners step into Marcap.
- ▶ **RECOGNITION.** Discuss, evaluate, and adopt the suggestion&ideas of the crew to improve their life and HSE.
- ▶ **PIONEERING.** To research&implement new mental health campaigns onboard.
- ▶ **SUSTAINABILITY.** Continue to take Marcap mental health initiatives/tools i.e. (one-to-one counselling, medical care, mental care, rewards & recognition, sports&physical activities, etc.).



The right **attitude**
for keeping
seafarers in a good
healthy condition
indeed will pay
back to your
business

ON BOARD TRAINING

A SOUND MIND IN A SOUND BODY “

A COMPLEX APPROACH
HELPS TO ACHIEVE
AN OVERALL HIGH LEVEL
OF ENERGY AND KEEP
THE BODY IN A GOOD SHAPE
WITH 15–20 MINUTES
PER DAY ONLY

Physical exercise is an essential part of life, no matter where you are. For those working on board vessels, it is especially important to engage in regular physical activity. This not only helps maintain physical fitness but also plays a vital role in ensuring good mental health, the topic we are focusing on with high attention. Any bodily activity alleviates stress and increases the feeling of well-being.

The nature of work on board vessels requires seafarers to often engage in strenuous physical activities, such as lifting heavy loads and climbing ladders. However, this alone cannot maintain optimal levels of physical fitness.

Marcap has assigned a professional coach who is regularly visiting available vessels to transfer knowledge of simple but powerful exercises. Studies have shown that regular physical practice can help prevent a wide range of health issues, including heart disease, obesity, and even depression. A complex approach offered by Julian Constantinescu helps to achieve an overall high level of energy and keep the body in a good shape with 15–20 minutes per day only without exhausting yourself, without any need for additional equipment or too much space.

For ship crews, physical exercise programs can be implemented onboard to help prevent

illnesses and injuries while at sea. Physical activity can be incorporated into daily routines easily by performing stretching exercises in the morning and evening.

Overall, physical exercise is an essential component in maintaining a healthy body and mind, especially for seafarers who spend much of their time aboard vessels. A consistent exercise routine can boost morale, increase productivity, and help prevent incidents. It's time we start paying attention to the importance of physical exercise and take steps towards improving our health and well-being.



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THE POWER OF CREW ENGAGEMENT

Engaging with the crew is crucial for maintaining a strong focus on HSE. By actively involving the crew members in discussions and decision-making processes related to safety protocols and environmental initiatives, you can create a stronger HSE culture. This engagement fosters a sense of ownership and responsibility among the crew, encouraging them to not only follow the guidelines but also take an active role in identifying potential risks and hazards on board. It's all about creating a collaborative and supportive environment where everyone feels empowered to contribute to the overall safety and well-being of the crew and the environment. So, keep the lines of communication open, encourage feedback, and foster a culture of continuous improvement.



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Photo 1 ▼
Crew in-house
Induction

Photo 2 ▼
Saudi Marcap Top
Management Vessel
Visit

Photo 3 ▼
OPS & HSE Visit
Onboard

Photo 4 ▼
Welfare Visit



3



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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 half of the Year 2023 from **January-June**, 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. We are pleased to announce the following outstanding Marcap crew for their HSE contribution:



► Heriyanto Syarif



► Abdul Nazeem Khan



► Ricky Swandi Sinaga



► Jow Galatia Bacas



► Jaypee Dasig Sazon



► Jonathan Napay

JANUARY 2023:

BEST HSE OBSERVATION:

- ┆ **Sadhan Roy**, Cook/Marcap Supporter
- ┆ **Mark Lester C. Gomez**, AB/Marcap 202
- ┆ **Ikbal Baharuddin**, Motorman/TAM 2

SAFE WORKER:

- ┆ **Heriyanto Syarif**, AB/Marcap 2
- ┆ **Mustapha Kurdli**, Bosun/Marcap Danny
- ┆ **Abdul Nazeem Khan**, AB/TAM 1

FEBRUARY 2023:

BEST HSE OBSERVATION:

- ┆ **Ricky Swandi Sinaga**, Bosun/AD Astra
- ┆ **Niki Victor**, Chief Engineer/Marcap Aida
- ┆ **Jow Galatia Bacas**, Cook/ Per Aspera

SAFE WORKER:

- ┆ **Jaypee Dasig Sazon**, Bosun/Marcap Danny
- ┆ **Abdul Rifail Arkiang**, AB/Marcap Nisreen
- ┆ **Jonathan Villegas Napay**, Bosun/Marcap SIBA

MARCH 2023:

BEST HSE OBSERVATION:

- ┆ **John Rey D. Balayo**, Oiler/Marcap 202
- ┆ **Raed El Naghi**, 2nd Officer/Marcap 203
- ┆ **Kasun Buddika P.**, AB/Marcap Supporter

SAFE WORKER:

- ┆ **Rajesh Kumar Pratap C.**, Oiler/Marcap 2
- ┆ **Mohammed A. Aldarurah**, AB/Tam 1
- ┆ **Andis Surya Saputra**, Motorman/Tam 2



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HSE AWARDS

APRIL 2023:

BEST HSE OBSERVATION:

- ┆ **Irfan Husain**, AB/Marcap 1
- ┆ **Yusuf Galla**, AB/Marcap Aida
- ┆ **Nomaan Kamal**, 3rd Engineer/Marcap Nisreen

SAFE WORKER:

- ┆ **Anoop Kumar**, AB/Marcap Danny
- ┆ **Suraj Rajesh Maurya**, AB/AD Astra
- ┆ **Nanang Rizal Dirgantara**, Chief Officer/Per Aspera

MAY 2023:

BEST HSE OBSERVATION:

- ┆ **Fauzi Ahyak**, Bosun/Marcap Supporter
- ┆ **Abdul Nazeem Khan**, AB/Tam 1
- ┆ **Walid E. A. Shabana**, Chief Officer/Marcap 203

SAFE WORKER:

- ┆ **Alamin Sekh Asraful Sekh**, AB/Marcap 2
- ┆ **Ahkil Balu Baby Baby**, AB/Marcap 202
- ┆ **Andis Surya Saputra**, Motorman/Tam 2

JUNE 2023:

BEST HSE OBSERVATION:

- ┆ **Zakariah Salih**, Chief Engineer/Marcap Aida
- ┆ **Ali Elsayed M. Ibrahim**, 2nd Officer/Per Aspera
- ┆ **Mofizur Rahman**, Oiler/Marcap 1

SAFE WORKER:

- ┆ **Jaypee Dasig Sazon**, Bosun/Marcap Danny
- ┆ **Nuwan Kumara Thuduwa**, AB/Marcap Siba
- ┆ **Bayuandyanwan Abdillah**, Chief Officer/Marcap Nisreen



► Irfan Husain



► Yusuf Galla



► Nomaan Kamal



► Anoop Kumar



► Suraj Rajesh Maurya



► Nanang Rizal Dirgantara



► Abdul Nazeem Khan



► Walid E. A. Shabana



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HAPPINESS 2023

FEB 14 Valentine's day Love takes many forms. While it can be conveyed through grand gestures, something as unassuming as a heart-shaped cookie can also be used to express it. Marcap recently expressed its love for its employees by presenting them with these delightful cookies as a Valentine's Day surprise. It is simply translating the language of love into action. There is nothing more pleasing than being cherished and respected by one's company.



MAR 8 Women's day Despite operating in a male-dominated environment, marcap women are committed to prosperity and distinctiveness. Congratulations to Marcap for recognizing and supporting the potential of women in the workplace. It's one method of empowering them. Marcap is pleased with the progress these women have made. To say that they are strong would be an understatement. This year, managers presented Marcap's women with flowers as a gesture of appreciation for their accomplishments. To all women, you are competent, and you are willing.



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HAPPINESS 2023

- ► By **Nerah Samputon**,
Receptionist



MAR 17 Corporate kayaking Studies show that being close to water has benefits for mental health and that aerobic exercise releases brain chemicals that can improve moods.

This year, Marcap has taken a unique approach to unwind and prepare for the Ramadan season. Onshore employees took on the challenge of kayaking to experience a glimpse of life offshore during work hours.

Those who have tried kayaking have undoubtedly been filled with endorphins. Whilst kayaking, not even a single person could be seen with a frown on their face. Sometimes, we must break free from our professional habits and indulge in some fun.

We appreciate Marcap for providing this opportunity and more.



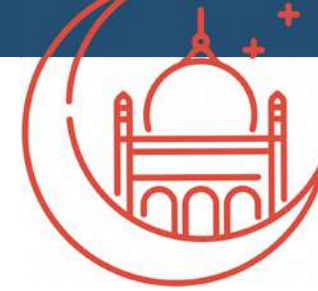
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RAMADAN

CORPORATE SPIRIT



The holy Month of Ramadan is always a special time of kindness, respect, and cherishing traditions. It is a time when people engage in spiritual practices such as prayer, reflection, and giving to charity.



In the corporate world, Ramadan is an opportunity to bring people together and foster a sense of community. This year Marcap hosted an Iftar event and EMDAD kindly invited all Marcap Family for a corporate Suhoor. These events provide an opportunity for colleagues to bond, break bread together, and simply have informal talks. It is a moment to appreciate the sense of community, connect with each other, and celebrate the achievements made as a team. →



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RAMADAN

CORPORATE SPIRIT



→ For Muslim crew members onboard vessels, Ramadan takes on even greater significance. Ramadan creates a unique set of challenges for seafaring believers, as they must navigate the rules of Islam while performing their duties at sea. Treating your crew with double respect and support during this period is our main responsibility here, in Marcap.



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HAPPY BIRTHDAY!

JANUARY



- **MR. MUHAMMAD HABIB – UR – REHMAN**,
MANAGER – HSEQ
- **MR. MUTAZ SALAH**, AGENCY & GOVERNMENT
RELATIONS REPRESENTATIVE
- **MR. WAEEL AHMED SALEH**, SAFETY OFFICE (SAUDI)
- **MR. ZIAD MAJZOUB**, MANAGER – SHIP REPAIR

FEBRUARY



- **MR. NIBAL SAEED**, HEAD –
CREWING & GOVERNMENT RELATIONS
- **MS. ASMA ALSHAMMARI**,
OFFICE ADMINISTRATOR (SAUDI)
- **MR. MOHAMED SHEREEF THORAPPA**,
ASSISTANT – PUBLIC RELATIONS
- **MS. MARYIA KASTSIUCHENKA**,
ACCOUNTANT

Dear Colleagues!

We send you warm congratulations.
Wish you to grow wiser with experience,
and Marcap Family will do its best to support
your development. Keep up your good work!



MARCH



- **MR. MOTASEM ALSALEM**, MARCAP STORE ASSISTANT
- **MS. JENNY LYN GATCHALIAN**, ASSISTANT,
COMMERCIAL & BUSINESS DEVELOPMENT
- **MR. MAHMOUD SALIM**, MANAGER – COMMERCIAL
AND BUSINESS DEVELOPMENT
- **MR. BRYANT ANTHONY PALAFOX**,
OFFICER – OPERATIONS ADMINISTRATION
- **MR. IZAHAK PARAMBIL**, DRIVER
- **MR. ALI KAYED KEBLAWI**, CREWING MANAGER
- **MS. ATHEER MOHAMED RASHED**, OFFICER ADMINISTRATION
- **MR. AZHAR IKRAM**, MANAGER – FINANCE



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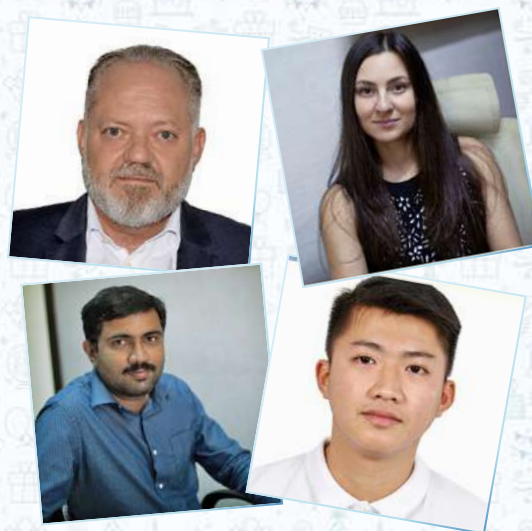
APRIL



- **MS. ANFAL MOHAMED RASHED BIN,**
OFFICER – ADMINISTRATION
- **MR. MOHAMED NOOR AL AMIN,** DRIVER (SAUDI)
- **MR. SUBAIR KARIPPAYIL,** OFFICER – LOGISTICS
- **MS. APRIL JEI ANN VALENZON,**
ASSISTANT – HUMAN RESOURCES
- **MR. FAHAD AYIDH AL QAHTANI,**
GOVERNMENT RELATIONS OFFICER (SAUDI)
- **MS. VINCY BIJUKUMAR,** CREWING OFFICER



MAY



- **MR. RAMAKANT MADHUSUDAN AKERKAR,**
FINANCE MANAGER (SAUDI)
- **MR. FLEMMING JENSEN,** CEO
- **MR. ABDULKAREEM AL – ANAZI,**
SENIOR COORDINATOR (SAUDI)
- **MS. ELENA SKOROKHOD,** MARKETING
MANAGER & EA TO THE CEO
- **MR. SHEYIN SHANAVAS,** OFFICER – ACCOUNTS
- **MS. JHON PHIL LIBED,** IT SUPPORT ENGINEER

JUNE



- **CAPT. KHALED ABDULLAH,** FLEET MANAGER/PORT CAPTAIN
- **MR. IKRAMULLAH SADIQ,** DRIVER
- **MR. LIDETU ASRAT BEYENE,** GUEST HOUSE IN CHARGE
- **CAPT. ABDALLAH CHEHAB,** DIRECTOR – OPERATIONS



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MESSAGE BOARD

NEW JOINERS

We are thrilled to extend a warm welcome to:



Mr. Flemming Jensen who joined us in the capacity of the CEO



Ms. Mariam Mohamed Ismail Mohamed Alzaabi who joined Saudi Marcap in the capacity of Assistant – Purchasing



Ms. Maryia Kastsiuchenka who joined us in the capacity of Accountant



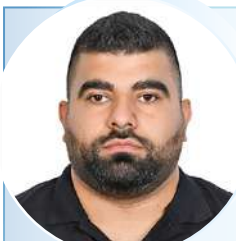
Mr. Faisal Ali Alanzai who joined Saudi Marcap in the capacity of Safety Officer



Mr. Jhon Phil Estuesta Libed who joined us in the capacity of IT Support Engineer



Mr. Anas Jaffar Ashkar who joined us in the capacity of Coordinator – Marine



Mr. Mario Boutros Nakouzi who joined us in the capacity of DPA/CSO



Mr. Clinton Joy who joined us temporary as Accounts Assistant



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MESSAGE BOARD



WE WOULD LIKE TO CONGRATULATE MS. ELENA SKOROKHOD, OUR MARKETING MANAGER & EA TO THE CEO,

who has recently achieved her Certificate of Completion of "LinkedIn Marketing Fundamentals." It's truly inspiring to find talented individuals such as Elena committed to professional development, and we are proud to have her on board.



WE WOULD ALSO LIKE TO CELEBRATE MR. NIBAL SHEIKH SAEED, OUR HEAD OF CREWING & GOVERNMENT RELATIONS

who has marked his long-term commitment to Marcap with an impressive 25-yearlong service award Certificate. The dedication and tireless efforts that Mr. Nibal has shown throughout his tenure have undoubtedly contributed to the significant growth and success of our organization.



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**WE ARE HOME
ON WATER**



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JANUARY – JUNE