

# Stolten

THE CORPORATE MAGAZINE OF STOLT-NIELSEN LIMITED | AUGUST 2015



- | Ship of the Year 2014:  
*Stolt Quetzal and Stolt Groenland*
- | SHEQ: Communicating and empowering safety
- | Norwalk: the end of an era



## A message from the CEO

With the help of low bunker prices and reduced operating costs, Stolt Tankers made money for the second quarter in a row this year! It looks like 2015 is going to be a profitable one for Stolt Tankers, the first time since 2009! The movement of oil prices is not within our control, but our operating costs are. Mark Martecchini and his team in Shipowning have, through diligent work, done a tremendous job in getting our costs down. Most importantly, our off-hire time is down. That is the good news. The bad news is that the demand for our services in tankers is not improving enough. The volumes in our trade lanes are simply not strong enough to make this a sustainable recovery. I am not surprised, as we read daily about the slowdown in Asia, particularly in China. We see it ourselves in all our divisions. There are less volumes being moved, which is a reflection of the weakness in manufacturing, which in turn is reflected in the weakness in GDP. With the orderbook for newbuildings at over 30%, we expect a challenging period going forward for the parcel tanker trade.

Since 2007, our asset base in the terminal division has grown from less than US\$500 million to over \$1 billion. We have achieved this by acquiring existing terminals in the market, building new terminals and adding storage capacity to our terminal network. We will continue to expand Stolthaven Terminals but the emphasis now is very much on operational excellence. Stolthaven's President, Guy Bessant, with his newly announced organisational structure, is focusing on delivering improved results safely and at profitable margins. No small task, but I am confident he will deliver.

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In early July, I went to Houston to visit the tanker team in our new Houston office. We have a 'new team' in a new location with a new organisational and operational structure! Granted, it's not without

challenges, but it is very exciting. We have people who have moved from Norwalk to Houston, joined by new people we have recruited from the local market – all in great spirits and very motivated. I should explain why I put *new team* in quotation marks. The average tenure of the 20 people who moved from Norwalk to Houston is over 14 years, so it is not exactly right to call them new, but they are unquestionably new in their current positions and compared with those who previously held the jobs!

From Houston, I flew to Norwalk to say farewell to those who chose to retire rather than relocate to Houston. To say goodbye to people who have worked for our Company for between 20 and 42 years is tough. We had a lovely dinner accompanied by speeches with many nice words and resulting in many moist eyes. Again, thank you to each one of you for the tremendous work that you have done for our Company over the years. Best wishes for all the good things yet to come.

I am certain there has been a bit of talk in the hallways and around coffee pots about recent senior level departures at Stolt-Nielsen. The fact is, people leave us for a variety of reasons, both personal and professional, and that will never change. As an example, before the collapse in 2008 when the industry was booming, we were losing experienced people left and right. Other companies needed talent and they were paying handsomely – even excessively – for it. Of course, Stolt-Nielsen has been a target of recruiters for as long as I can remember. In this business, having a 'Stolt-Nielsen education' is a valuable reference on a CV. That said, for those who left during the boom, I suspect that more than a few of them wish they had stayed.

Yet, the important question is not why people leave; the important question is why people come to Stolt in the first place and why most tend to stay. Most of all, I

believe it is the quality, dedication and professionalism of the people who are already here that attracts other like-minded people. But it is also the quality of our processes and policies, our hard assets and our systems. Ultimately, it is the culture of Stolt-Nielsen that draws talent to us and makes this Company what it is.

We will continue to recruit and train young intelligent people so that we have a full pipeline of qualified people ready to step up when openings occur. Our Company is not about individuals. Change is good.

One more story from my last visit to Houston. While visiting the 'new' tanker team, I also visited our terminal. Captain Daniel Strydom, Terminal Manager at Stolthaven Houston, drove me around the facility to show me the latest upgrades and technical improvements he and his team are working on. When we came to the jetty, *Stolt Confidence* (2011 co-winner of Ship of the Year) was just berthing. Daniel asked if I wanted to visit the ship and, of course, I did. I always try to visit ships when I am in port.

Usually the ship knows at least a couple of hours in advance that they will be receiving visitors from ashore. Not this time. As soon as the gangway was secured, I stepped aboard. What a sight! The 19-year-old ship looked brand new. A smiling crew in impeccable uniforms greeted me. They registered me and took me through a safety briefing before leading me to Captain Tormod Solland, who was aboard *Stolt Confidence* when the ship won SOTY honours three years ago. I visited the bridge, the galley, the engine room and the control rooms. Wherever I went, everything was clean and tidy and people were smiling. Not because I was visiting, but because that is the way the ship is run daily. Nothing could have made me more proud. The professionalism of the crew

was reflected in how the ship looks. This is the culture of Stolt-Nielsen.

Speaking of Ship of the Year, my congratulations to the officers and crews of *Stolt Quetzal* and *Stolt Groenland*, winners for 2014. We now present separate SOTY awards to the best of our regional and deepsea fleets, in recognition of the very different demands of shortsea and deepsea operations. I salute all the runners-up and nominees. In the regional category, *Flamenco* was placed second and *Tsubaki* third, followed by *Momiji* (co-SOTY 2011), *Kittiwake* (SOTY 2009), *Ajisai*, *Sanderling*, *Transporter*, *Aguila* and *Suisen*. In the deepsea category, *Sagaland* was placed second and *Vinland* (SOTY 2010) third, followed by *Inspiration*, *Norland*, *Strength*, *Emerald* (SOTY 2006), *Capability*, *Jade* and *Mountain*. The 2014 competition marked the ninth year of the SOTY awards and *Stolt Quetzal* is the first ship to have earned the title not only twice, but back-to-back. It's also interesting to note that five of the 20 ships nominated last year – 25% of the nominees – were former SOTY winners.

For all the talk of global warming, we have not felt its impact in Norway this summer. As I am writing this message, it is raining and 11° Celsius outside. I hope that most of you get some time off this summer and spend it resting together with your family.

**Niels G. Stolt-Nielsen**  
Fiskerhytten  
July 2015

## In this issue...

### FEATURES

- 3 Ship of the Year 2014: *Stolt Quetzal* and *Stolt Groenland*
- 14 Communicating and empowering safety  
Patrick J. Russi
- 20 Reach, Engage and Nurture: *mySTCtanks*  
Melanie Pylorides
- 23 Norwalk: the end of an era

### NEWS

- 2 Safety and environmental awards for Stolt Tankers
- 2 Stolt Tankers acquires three ships for European regional fleet
- 12 STC depot in Moerdijk officially opens
- 13 Taking Stolthaven to the next level
- 16 Joint venture opens the way for new opportunities in LNG
- 17 New Stolthaven General Managers at Moerdijk and Singapore
- 18 Judy Parker appointed Regional Controller – United States
- 19 SSK celebrates 10 years in business

### REGULARS

- 22 Share Price Performance
- 26 Stolt Around the World

# Stolten

Volume XL No. 2

Editor Valerie Lyon

Cover: Ship of the Year 2014: *Stolt Quetzal* and *Stolt Groenland*  
fly the flag.

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## Safety and environmental awards for Stolt Tankers

Stolt Tankers has once again excelled at the Chamber of Shipping of America's Annual Safety Achievement Awards, with a total of 58 vessels rewarded for their safety and environmental records.

There was also particular recognition for *Stolt Helluland*, *Stolt Sagaland* and *Stolt Vestland*, which received the Top Honors award for their outstanding rescue at sea of hundreds of migrants in distress while attempting to cross the Mediterranean. *Stolt Capability* received the Citation of Merit for her record of safe operations.

A total of 58 Stolt Tankers ships received the Devlin and Environmental Achievement Awards for their safety performance, for two or more years without a lost time injury and good environmental performance and Port State Control records. Taken together, Stolt Tankers ships achieved an impressive 494 years of service without a lost time injury.

The awards were presented by Rear Admiral David R. Callahan, Commander, Eighth, US Coast Guard District in New Orleans, at the CSA Annual Safety Achievement Awards Luncheon held in New Orleans on May 28. More than 180 people, representing over 75 companies, attended the annual industry-sponsored event. James P. Varley, Vetting Superintendent based in Houston, accepted the awards on behalf of Stolt Tankers BV.

The Jones F. Devlin Award and the Safety Achievement Award, both sponsored by the CSA since 1968, recognises the skills and dedication of the men and women who are responsible for safe vessel operations. Devlin certificates are awarded to all manned merchant vessels that have operated for two full years or more without a crew member losing a full turn at watch because of an occupational injury.

The Safety Achievement Award recognises vessels for performing outstanding feats of safety, which may include rescue, assistance to distressed vessels, transfer of ill or injured persons under difficult sea conditions or demonstrations of safety and ship operations which have contributed to saving a life or a ship.



Rear Admiral David R. Callahan presents the CSA awards to James P. Varley.

The award is for actions in which the vessel and crew as a whole were involved, rather than individual achievement.

owners and operators the opportunity to recognise the accomplishments of their seafarers and shoreside staff as good stewards of the marine environment.

The Environmental Achievement Awards offer

### TOP HONORS

#### 2014

*Stolt Helluland*  
*Stolt Sagaland*  
*Stolt Vestland*

### CITATION OF MERIT

*Stolt Capability*

### ENVIRONMENTAL ACHIEVEMENT AWARDS 2014

*Stolt Achievement* 3  
*Stolt Aguila* 5  
*Stolt Ajisai* 3  
*Stolt Ami* 6  
*Stolt Avocet* 8

*Stolt Azami* 2  
*Stolt Basuto* 6  
*Stolt Bobcat* 4  
*Stolt Breland* 4  
*Stolt Confidence* 2  
*Stolt Courage* 2  
*Stolt Creativity* 2  
*Stolt Distributor* 3  
*Stolt Efficiency* 2  
*Stolt Effort* 3  
*Stolt Egret* 9  
*Stolt Endurance* 2  
*Stolt Fuji* 4  
*Stolt Fulmar* 8  
*Stolt Glory* 3  
*Stolt Groenland* 4  
*Stolt Helluland* 5  
*Stolt Innovation* 4

*Stolt Kestrel* 6  
*Stolt Kikyo* 6  
*Stolt Kingfisher* 3  
*Stolt Kite* 7  
*Stolt Kittiwake* 13  
*Stolt Momiji* 4  
*Stolt Mountain* 5  
*Stolt Norland* 2  
*Stolt Pelican* 5  
*Stolt Perseverance* 6  
*Stolt Petrel* 6  
*Stolt Quetzal* 2  
*Stolt Razorbill* 2  
*Stolt Redshank* 2  
*Stolt Sagaland* 2  
*Stolt Sakura* 4  
*Stolt Sanderling* 2  
*Stolt Sandpiper* 3

*Stolt Sapphire* 6  
*Stolt Sea* 3  
*Stolt Skua* 2  
*Stolt Span* 3  
*Stolt Spray* 8  
*Stolt Stream* 2  
*Stolt Strength* 2  
*Stolt Suisen* 5  
*Stolt Sun* 2  
*Stolt Teal* 5  
*Stolt Transporter* 7  
*Stolt Tsubaki* 3  
*Stolt Vestland* 7  
*Stolt Viking* 3  
*Stolt Vinland* 10  
*Stolt Voyager* 5

## Stolt Tankers acquires three ships for European regional fleet

Stolt Tankers BV has agreed to acquire three 5,800 dwt fully stainless steel parcel tankers from Odfjell Tankers AS. The vessels, built in 1997–1998 and sister ships of three tankers already operated by Stolt Tankers, are expected to join the Stolt-Nielsen Inter-Europe Service by the end of August.

“We are pleased to have acquired these well-priced, high-quality assets, which enhance the scale efficiency of our fleet of European regional parcel tankers,” said Hans P. Feringa.

He added: “The ships are a perfect fit with our current fleet, the contract portfolio we serve and our goal of providing our customers with the quality, reliability and service flexibility that their supply chain needs demand.”

The three ships are highly specialised, with 20 duplex stainless steel tanks, Ice Class 1A and



nitrogen generators. They are sister ships to Stolt Tankers' R5 class, which consists of *Stolt Razorbill*, *Stolt Kingfisher* and *Stolt Pelican*.

*Stolt Razorbill*, sister ship to the three 5,800 dwt parcel tankers set to join Stolt Tankers' fleet.

# Stolt Quetzal and Stolt Groenland



## **Two Ships of the Year? Isn't that like giving two films the Oscar for Best Picture? Actually, we think of it more like the Oscars for Best Actor and Best Actress.**

The Ship of the Year (SOTY) competition was created in 2006 because healthy competition is good and helps to raise standards, because rewarding outstanding performance is important and, well, because it's fun.

Beyond that, the SOTY competition has been an excellent learning experience. One of the things we've learned is actually something that we already knew, which is that the Stolt Tankers fleet is really two fleets. On the one hand there is our deepsea fleet, and on the other hand our regional ships. Granted, they are fully integrated and both staffed and managed by the best people in the business – but different, nonetheless. The challenges of operating in SNIES or SNICS are distinctly different from the challenges faced by our deepsea ships. So, why not SOTY awards for the best of both our regional and deepsea fleets? That is precisely what we have done for 2014, and will continue to do going forward.

The Ships of the Year for 2014 are *Stolt Quetzal* (for the second year in a row) and *Stolt Groenland*. Built at the Sasaki Shipyard and delivered in June 2009, the 12,220 dwt *Stolt Quetzal* operates in the Stolt-Nielsen Inter Caribbean Service (SNICS). The ship is named for a brightly coloured family of birds common in Mexico and Central America. The 43,480 dwt *Stolt Groenland*, which was built by STX Norway Florø AS and delivered in December 2009, operates globally in the STJS deepsea service.

Taking second place among the regional ships was *Stolt Flamenco*, followed by *Stolt Tsubaki* in third place (also for the second year in a row). Among the deepsea ships, *Stolt Sagaland* was placed a close second and *Stolt Vinland* (SOTY 2010) was third. The 2014 competition marked the ninth year of the SOTY awards and *Stolt Quetzal* is the first ship to have earned the title not only twice, but back-to-back.

*Stolt Groenland* and *Stolt Quetzal* each received award certificates identifying them as Ship of the Year for 2014, special SOTY flags to fly until next year, US\$5,000 each for their communal onboard funds, the articles in this issue of *Stolten* magazine, and the admiration and respect of the entire Stolt Tankers organisation. As first runners-up, *Stolt Sagaland* and *Stolt Flamenco* received award certificates and \$2,000 prizes for their communal funds. *Stolt Vinland* and *Stolt Tsubaki* received award certificates and \$1,000 prizes.

The other regional nominees, in descending order of their final scores, were: *Momiji* (co-SOTY 2011), *Kittiwake* (SOTY 2009), *Ajsai*, *Sanderling*, *Transporter*, *Aguila* and *Suisen*. The deepsea nominees were *Inspiration*, *Norland*, *Strength*, *Emerald* (SOTY 2006), *Capability*, *Jade* and *Mountain*.

The Ship of the Year competition is about recognising and, more importantly, raising Stolt Tankers' standards of performance in safety, customer and port state vetting, audit results, offhire, claims and cost efficiency. The 2014 SOTY competition once again honours the professionalism, dedication and enthusiasm of our officers, crews and shore personnel, whose efforts enable Stolt Tankers to deliver safely and reliably the services that our customers expect and upon which they rely.

Mark Martecchini  
Interim President, Stolt Tankers



# The roots of performance

The place was the same: Singapore. But seven years had passed – almost to the day. In 2008, *Stolten* had come to visit Ship of the Year *Stolt Falcon*. Now it was deepsea Ship of the Year – *Stolt Groenland*. It requires

a bit of luck to win Ship of the Year honours, as almost every prior winner has acknowledged. But no ship wins on luck alone. It takes dedication and teamwork.

And for *Stolt Groenland*, at least part of that dedication and teamwork – and its 2014 SOTY victory – can be traced to another time and another ship ...

But first things first.

“The Captain is the leader and has responsibility for all lives on the ship,” says Vladimir Bondarenko, Master of *Stolt Groenland*. “My first responsibility is the safety of the crew and protection of the environment. We have procedures for all jobs on the ship and if everyone stays within the procedures, we will all be happy.”

A more succinct expression of the fundamental requirements for winning Ship of the Year is hard to imagine.

But leadership must never be confused with dictatorship, adds Bondarenko. “You

– a career in itself – before joining Stolt Tankers as a Master on *Stolt Osprey* in 2001. He subsequently sailed on several Stolt-Nielsen ships, including *Stolt Protector* for five years, before becoming Master of *Stolt Groenland* in 2010.

Bondarenko is a firm believer in the value of permanent crew. “A permanent crew keeps a vessel in good condition. This vessel, *Stolt Groenland*, is my baby. I care for it because I know I am coming back. And the permanent officers and crew share that commitment.”

While Bondarenko was happy on learning that *Stolt Groenland* had won SOTY recognition, he says: “That’s not what we are working for. We are working for what is good for the Stolt Company. Our goal is to do our jobs well, pass inspections, avoid incidents and produce a good business result by working together as a team.”

Among the key members of that team is Chief Engineer Iurii Esin, who also joined *Stolt Groenland* in 2010. And it is here that our plot thickens. On *Stolten*’s first visit to Esin’s office aboard ship, one of the faces looks familiar. It is that of Second Engineer Dmitrii Lukianets, who quickly points out that the Chief Engineer should look familiar, too. And, indeed, on closer inspection, he does.

In fact, both Esin and Lukianets were aboard *Stolt Falcon* when *Stolten* visited the ship in 2008, as Second Engineer and Fourth Engineer, respectively. What’s more, *Stolt Groenland*’s Electrical Engineer, Yury Kotov, is also a veteran of *Stolt Falcon*. And if that weren’t enough, Captain Bondarenko’s sharing partner, Captain Andrey Zatsepin, shared the duties of Master on *Stolt Falcon*. And Zatsepin’s Chief Engineer, Ildar Yafasov, was promoted to Chief Engineer while serving on *Stolt Falcon*!

It is quickly decided that this ‘insidious’ group on *Stolt Groenland* needs a name. The *Stolt Falcon Brotherhood* is immediately proposed, ratified and adopted!

After visiting *Stolt Groenland*, *Stolten* contacted the vacationing Captain Zatsepin via email. Zatsepin has the distinction of being the only Captain to have served aboard two different SOTY winners – *Stolt Falcon* (2007) and *Stolt Groenland* (2014). A 1986 graduate of Far Eastern High Engineering



Deepsea Fleet Winner:  
*Stolt Groenland*



Captain Vladimir Bondarenko.



Captain Andrey Zatsepin.

must have a good SMT and they must be good leaders, too, because they must lead the departments – engine room, deck, and so on.”

Bondarenko is unquestionably ‘old school’. Having graduated from Far Eastern High Engineering Maritime College (now Maritime State University) in Vladivostok 1980, he spent the next 21 years at Primorsk Shipping

Maritime College, he joined Stolt Tankers in 2006 as Captain on *Stolt Falcon*. He has been aboard *Stolt Groenland* since 2012. Zatsepin's talent as a Captain is rivalled by his modesty, as he credits both wins to the strengths of the ships' SMTs and crews. "One team, one crew, one victory," says Zatsepin, who also credited the contributions of Chief Officers Alexander Faradeev and Pavel Kumanin, who served on *Stolt Groenland* in 2014.

Chief Engineer Esin agrees that the success of the ship is very much a result of its strong and permanent SMT, which has now been together for about five years. "The cooperation is very good. We are always building and planning for the future, and we try to do our best."

Esin graduated from the Far Eastern High Engineering Maritime College in 1989. After a decade at Primorsk Shipping Company, he joined *Stolt Osprey* in 2000 as an Oiler. For the next ten years he worked exclusively on K36s – *Stolt Condor*, *Stolt Heron* and, of course, *Stolt Falcon*. In fact, he was part of the team that put *Stolt Falcon* on the beach for recycling, a sad experience he hopes never to repeat.

Esin has high praise for Captain Bondarenko, with whom he has served for the past five years. "My first contract as Chief Engineer was with Captain Bondarenko and he always helped me – like with the SIRE and CDI inspections, he showed me what to do."

“

*This vessel, Stolt Groenland, is my baby. I care for it because I know I am coming back. And the permanent officers and crew share that commitment.* CAPTAIN VLADIMIR BONDARENKO

While safety always comes first, Esin also pays close attention to the business of running the ship. "Maintaining control of spare parts consumption saves money. Every month we do a spare parts inventory. I look at the report and sometimes I ask: 'Why are you ordering what you already have?' Sometimes there is a good reason, but you must always keep your eyes open."

Esin looks back fondly on his days aboard *Stolt Falcon*. "We had good teachers on *Stolt Falcon*," he says, adding that the training he and others received working with Chief Engineers Vladimir Orloff and Yury Pavluk has made a direct contribution to the performance of *Stolt Groenland*.

Esin's sharing partner, Chief Engineer Ildar Yafasov, was also on vacation when *Stolten* was aboard *Stolt Groenland*. Yafasov graduated from the Far Eastern High Engineering Maritime College in 1988 and started his career in the Far Eastern Shipping Company (FESCO). He joined Stolt Tankers in 2000 as a Third Engineer on *Stolt Falcon*. He was promoted to Chief Engineer on *Stolt Falcon* in 2004 and subsequently

served on *Stolt Integrity* before joining *Stolt Groenland*.

"Many good words have been said by my colleagues on *Stolt Groenland* and I would have no trouble putting my signature under all of them," says Yafasov. "But I want to share our victory with the first Captain Vyacheslav Slavin (now Marine Safety Superintendent), Chief Engineer Mikhail Kotelnikov (now Superintendent of *Stolt Groenland*) and Chief Officer Alexander Isayev, who put the first stones into the platform of our success."

*Stolt Falcon Brotherhood* member Second Engineer Dmitrii Lukianets is a 2006 graduate of the Maritime State University of Vladivostok. After joining *Stolt Eagle* as a trainee, he became Fourth Engineer on *Stolt Falcon*, then went to *Stolt Island* before joining *Stolt Groenland*.

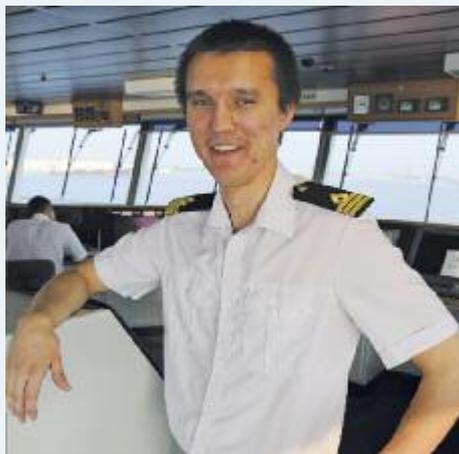
"On *Stolt Falcon*, it was teamwork all the time, and we have that here, too – any problem is everyone's problem," says Lukianets. "Maybe one guy has a solution for a problem and you have another solution. Then you talk and you come up →



*Stolt Falcon Brotherhood* members (l. to r.) Electrical Engineer Yury Kotov, Chief Engineer Iurii Esin and Second Engineer Dmitrii Lukianets.



Chief Engineer Ildar Yafasov.



Chief Officer Alexey Chelakov.



Pumpman Rodolfo Magpali shows off his *Stolt-Nielsen* 25-Year Service Award.



Third Officer Konstantin Kuleshov.

→ with an even better solution. That's teamwork."

Of course, the challenges aboard *Stolt Groenland*, built in 2009, differ from those on *Stolt Falcon*. "*Stolt Falcon* was 30 years old. It was a simpler ship, but the condition meant much more maintenance. I have now been on *Stolt Groenland* for five years and I still don't know everything about the automation and electronics. On *Falcon*, there was always a lot of pipework; here it is more about adjustments and fine-tuning."

For Lukianets, winning SOTY was largely coincidental. "For me, I'm just trying to do the best job I can, just like we did on *Stolt Falcon*. And if you win Ship of the Year, so be it."

Second Engineer Alexander Tumanov is a 2008 graduate of the Maritime State University. After briefly serving with another tanker company, he joined *Stolt Norland* as Fourth Engineer. Now on his second contract aboard *Stolt Groenland*, he has also served aboard *Stolt Breland*, *Stolt Courage* and *Stolt Mountain*.

"Stolt makes all the conditions and rules for

a safe life at sea," says Tumanov. "It is important that you have the correct routine, correct planning and, when necessary, that you take the correct action."

"At the officers' conferences, there are learning sessions where you get to meet other people and upgrade your knowledge – it's very good training and an opportunity to improve yourself," adds Tumanov.

Chief Officer Alexey Chelakov is a 2009 graduate of the Maritime State University in Vladivostok and one of seven top students invited to train with Stolt Tankers. After serving as a cadet in 2005, he joined the Company as a Deck Officer Trainee in 2009. Since then, Chelakov has served on eight Stolt-Nielsen ships. When asked how *Stolt Groenland* compared with those other ships, Chelakov, who joined *Stolt Groenland* only recently, is surprisingly matter of fact: "In my opinion, any of the ships I've been on could have won Ship of the Year. And that is because our standard is the Stolt standard. Yes, we do our best to be the best, and we are proud of being Ship of the Year. But you must earn that pride by proving you are the best,

by being recognised as the best by everyone in the world. And Stolt is."

Second Officer Vladislav Porechnyi went to work for Primorsk Shipping after graduating from the Maritime State University of Vladivostok in 2012. He switched to Stolt Tankers the next year, joining *Stolt Mishref*. After a contract with *Stolt Groenland* starting in late 2013, he moved to *Stolt Ocelot* as Second Officer, but is now back on *Stolt Groenland*, 'where I hope to stay', he says.

"Different ships have different styles, but I told the Captain I like it here," adds Porechnyi. "I never heard the Captain [Bondarenko] shout; he is always calm. Forty-five years is a big bank of experience. I can't even imagine how much knowledge the Captain has. We all respect that, and what you respect, you are willing to learn from and follow."

Second Officer Maksim Panasiuk graduated from Maritime State University of Vladivostok in 2006, after serving as a cadet on *Stolt Osprey* in 2005. He joined *Stolt Aspiration* as a Deck Officer Trainee and later served on a number of Stolt-Nielsen ships, including *Stolt Breland*, sister ship to *Stolt Groenland*, where he was on his first voyage.

"This is a very good ship, with a very good Captain and a very good SMT," says Panasiuk. "We follow Company procedures every day, step by step, with safety always first.

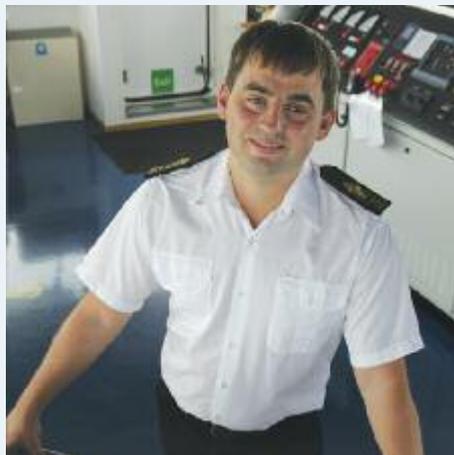
"If you need help, the Captain is there at all

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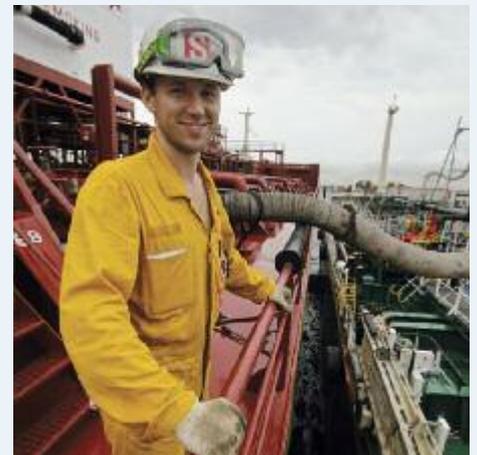
*Maybe one guy has a solution for a problem and you have another solution. Then you talk and you come up with an even better solution. That's teamwork.* SECOND ENGINEER DMITRII LUKIANETS



Able Seaman Christopher Calogoc.



Second Officer Maksim Panasiuk.



Third Engineer Dmitry Chirkov.



Second Engineer Alexander Tumanov.



(l. to r.) Messman Jervie Ocampo, Chief Steward José Escasa and Messman Marcelino Campang.

times – 24 hours a day, his door is open for everybody, no problem,” he adds, echoing Porechnyi’s praise of Captain Bondarenko. “The Chief Officer also helps me with my studying, so I have two good bosses.”

Pumpman Rodolfo Micua Magpali joined Stolt Tankers in 1988 as an Able Seaman. In his 27 years with the Company, he has worked on many ships with many different crews – but he is happy to be aboard *Stolt Groenland*. “This is an all-automatic ship, so there is no pump room and no manual valves to worry about. Everything is in the Cargo Control Room, so for me as a Pumpman, it is very quiet and easy.”

The atmosphere on board is equally attractive. “The spirit here is good. The people are understanding and we have good relationships – we work as a team. Safety is number one. We do the job carefully.”

Oiler Jeffrey Ubante Faraon has been with Stolt Tankers since 2007, when he joined *Stolt Bright* as an engine room trainee. He has been a crew member of *Stolt Groenland* since 2010, and he hopes to come back. “Every

“

*The people are understanding and we have good relationships – we work as a team. Safety is number one. We do the job carefully.*

PUMPMAN RUDOLFO MICUA MAGPALI

SMT has a different style, but I like the style here. There is good cooperation, especially about procedures and safety. Before we do a hard job, our SMT always has a meeting to talk about the safety of the job.”

Able Seaman Christopher Estubio Calogcog joined Stolt-Nielsen in 2009 and was aboard in 2014. “When I heard the ship was Ship of the Year, I was very glad,” says Calogcog, who hopes to be promoted to Pumpman on *Stolt Groenland*. “The Captain and the officers here are OK – the style is good. Rules and procedures come first.”

Chief Steward José Joel Altamira Escasa has been with Stolt-Nielsen for 25 years and is serving his second contract on *Stolt Groenland*, a ship with which he would like to

stay. “I like the two Captains – they’re easy to talk to, easy to work with. I can be honest with them and talk directly without hesitation,” he says.

Messman Marcelino Sandro Campang, also a 25-year veteran of Stolt Tankers, nods in agreement. Messman Jervie Adriano Ocampo, on board *Stolt Groenland* for his third contract, after joining the Company from Maersk, says: “The Captain [Bondarenko] here is good – I have never seen him get mad. People are different, we all know that, but here the atmosphere is very good.”

The atmosphere aboard *Stolt Groenland* is, indeed, very good. And, at least in part, she has the spirit of 2007 Ship of the Year *Stolt Falcon* to thank for that.



Bosun Manuel Espejo Jr. and Able Seaman Alvin Pilapil.



Secnd Officer Vladislav Porechnyi.



Junior Ordinary Seaman August Echipare Jr.

**Stolt Groenland crew list 2014**

NAME	RANK	NAME	RANK	NAME	RANK
Vladimir Bondarenko	CPT	Ivan Zagriadskii	4ENG	Francisco B. Flores	OS
Andrey Zatspein	CPT	Artem Kramskoi	JR4ENG	Jecco P. Militar	OS
Alexander Faradeev	CHOFF	Dmitry Dolgov	EOTR	Glendon P. Ponsica	OS
Pavel Kumanin	CHOFF	Yury Kotov	ELEC	August M. Echipare	JROS
Denis Balakhnin	2OFF	Vitalii Kupera	ELEC	Tomasito V. Amorte	JROS
Maxim Khotskiy	2OFF	Lurits Ian P. Batangon	DCDTS	Jilbert R. Ruaya	FTR
Nikolay Lesik	2OFF	Emerson G. Cruspero	ECDTS	Giovanni C. Ulang	FTR
Vadim Voloshchuk	2OFF	Gregorio B. Cortez	BOSUN	Elbert S. Galve	OILER
Vladimir Korobkin	3OFF	Reynaldo S. Tria	BOSUN	Jeffrey U. Faraon	OILER
Ivan Lopatin	3OFF	Rolando B. Trinidad	BOSUN	Rolando T. Rivero	OILER
Vladislav Porechnyi	3OFF	John D. Hermo	PMAN	Michael Angelo M. Cabizares	WIPER
Roman Tikhanchev	3OFF	Rodolfo M. Magpali	PMAN	Rene Dion M. Tongcua	WIPER
Ilya Radushnov	JR30FF	Ronaldo S. Mojica	PMAN	Johnrey B. Rojas	JRWIPER
Dmitrii Ula	JR30FF	Andres K. Oca	PMAN	Reynaldo N. Amante	CHSTWD
Iurii Esin	CHENG	Valentin R. Regala	PMAN	Ismael V. Contreras	CHSTWD
Ildar Yafasov	CHENG	Christopher E. Calogcog	AB	Marcelino S. Campang	MM
Oleg Barsukov	2ENG	Manuel I. Espejo	AB	Jervie A. Ocampo	MM
Dmitrii Lukianets	2ENG	Florante F. Garcia	AB	Francis B. Silot	MM
Dmitry Chirkov	3ENG	Ryan Mark S. Gonzales	AB	Antonio C. Trinidad	MM
Evgenii Kireev	3ENG	Noellando N. Parsacala	AB	Benedick M. Villanueva	MM
Alexander Tumanov	3ENG	Joel S. Salazar	AB		
Nikolai Kubarev	4ENG	Ronel B. Villaremo	AB		

# Déjà Stolt Quetzal

Back-to-back SOTY winner for 2013 and 2014 – the only ship ever to do it! And the only ship ever to explicitly *plan* to do it, by incorporating SOTY as a goal in its Ship Commitment Plans for 2013 and 2014. But the real question is,

*how did they do it?* *Stolten*, having made two visits to *Stolt Quetzal* in as many years, believes the success of this ship can be summed up in one word: *motivation*.

“We owe this award to the officers and crew of *Stolt Quetzal*,” says Captain Arsell Ballesteros. “The most important motivation is to believe in yourself – that is our motivation. And their dedication and hard work delivered the results.”

While winning demands a team effort, everyone familiar with *Stolt Quetzal* acknowledges the leadership of Captain Ballesteros, and his instrumental role in the ship’s performance and winning back-to-back Ship of the Year awards. Ballesteros graduated *magna cum laude* from the University of Cebu Maritime College and Training Centre, and was one of three of about 1,000 students selected to join Stolt Tankers. Starting as a Junior Third Officer in 2002, he was promoted to Third Officer in 2003, Second Officer in 2004, Chief

environment on board and the challenges that come with it. “They love the ship and our dedication to performing to the highest standard,” says Ballesteros. “And so they keep coming back.”

He adds: “Winning Ship of the Year was much more difficult the second time, because we felt more pressure to prove that winning in 2013 was not a fluke. It was a win-win for *Stolt Quetzal* and for the Company, because we proved to management that when you follow procedures, when you are consistent about safety culture and the prevention of pollution, the result will be the same.”

Captain Arceles S. Cutad relieved Captain Ballesteros shortly after *Stolten*’s visit to the ship. Cutad joined Stolt Tankers in 1990 as Radio Officer/Purser. He later pursued a fast track course for Deck Officer at the Asian Institute of Maritime Studies in the Philippines, and returned to sea as Deck Cadet on *Stolt Victor* before becoming a Third Officer in 2002. He served as a Chief Officer for eight years before becoming a Captain on *Stolt Quetzal* in 2014, after serving as a Trainee Master under Captain Ballesteros.

“The mentoring and motivation I received from Captain Ballesteros was very effective,” said Cutad. “His leadership, hard work and dedication are the main reasons for *Stolt Quetzal*’s back-to-back win of Ship of the Year.”

Among those who helped achieve the win is Chief Engineer Rey Emperado, who gets high marks from Ballesteros: “One of the best, very smart. He has made a very big contribution to the performance of Team Quetzal.”

Emperado graduated from John B. Lacson Foundation University in 2000 with a BS in marine engineering and was immediately selected by Stolt Tankers. After serving in the Asian fleet on *Stolt Sunrise*, *Stolt Accord* and *Stolt Dorset* (later *Bright World*), he transferred to the Stolt-Nielsen Inter-Europe Service (SNIES) in 2007, where he joined *Stolt Gannet* as Third Engineer, before being promoted to Second Engineer on *Stolt Kite* in 2009.

“After that I was assigned to the take-out team for *Stolt Quetzal*, when the ship was delivered from the yard in June 2009,” says Emperado. Unfortunately, while the delivery itself was uneventful, things got off to a rough



Regional Fleet Winner:  
**Stolt Quetzal**



Captain Arsell Ballesteros.



Captain Arceles S. Cutad.

Officer in 2007 and Captain in 2009 aboard *Gulf Jalmuda*, one of the ships operated by Gulf Stolt Ship Management (GSSM). From there he served as Master aboard *Stolt Ayami* and *Stolt Hill*, before joining *Stolt Quetzal* in 2011.

As *Stolten* reported last year, Ballesteros has a reputation for being a ‘strict’ Master. Because of that reputation, *Stolt Quetzal* tends to attract officers and crew who like the

start for *Stolt Quetzal*. Emperado's hand was crushed – and he has an impressive scar as a reminder – while the engine room team was working on the ship's turbocharger. Then there was a grounding in Houston.

But when he rejoined *Stolt Quetzal* in 2011, Emperado found a different Captain – Arsell Ryan Muñoz Ballesteros – and what was fast becoming a very different ship.

“I had heard some things about the Captain – that he was strict, that he runs everything by the book,” says Emperado. “To me, that seemed like a good thing. And it was true, because that's when the improvement on the ship started.

“The arrival of Sergey (Kuzin, Superintendent, Ship Management – Americas) also made a big difference – you could feel the support from shore,” he adds.

How does he explain winning back-to-back SOTY awards? “Everything is possible if you work together towards common goals,” says Emperado. “Last year, we worked to set a new standard for *Stolt Quetzal*. This year we competed against ourselves and that helped us, because we all believed we could do better.”

Second Engineer Jaime Naag graduated from Bicol University College of Engineering in 1972. After beginning his career elsewhere, he now has 26 years' service with Stolt-Nielsen, the last two with *Stolt Quetzal*. Leadership, says Naag, is the key.

“It's not easy to win Ship of the Year. The

“

*Follow the rules, follow procedures, safety is number one – nothing changes. Winning the award is a team effort. But everyone also has to have the self-discipline to make that happen.*

PUMPMAN POLICARPO CAÑAFUEGO SALVINO JR.

Captain and the Chief Engineer are the leaders, and good leaders know how to lead people to a good result. We have that here. Teamwork and cooperation between the SMT and the ratings is the most important thing.”

Chief Officer Benjamin D. Dola, who was aboard *Stolt Quetzal* for most of 2014, was on vacation during *Stolten's* visit this year but responded via email. Dola has been with the Company for 25 years, 20 of them as a Second Officer in the SNIES fleet. “I have to thank Captain Bernie Teheux, Captain Genadijs Lindenaus and the permanent Chief Officers of *Stolt Kite*, who moulded and promoted me to Chief Officer in 2010,” he says.

Dola then joined *Stolt Aguila*, before coming to *Stolt Quetzal* in early 2014. “I consider it an honour to be assigned to this ship,” he says. “We have something unique here and I would like to give most of the credit to Captain Ballesteros and Captain Cutad, whom I consider the main factors in our lady's consecutive successes. Yes, there is the hard work and dedication of the SMT, officers and crew as a whole, but without very

sharp and brilliant Captains at the helm, *Stolt Quetzal* would never have made it.

Newly promoted Chief Officer Konstantin Vigovskii only recently joined *Stolt Quetzal* but he is happy to be aboard. Vigovskii joined Stolt-Nielsen as a cadet in 2002 and graduated from Maritime State University in Vladivostok in 2007. He served on a number of Stolt ships before coming aboard *Stolt Quetzal*.

“On *Quetzal*, for the second time in my life, I feel like I am working with my family,” says Vigovskii, managing to speak both literally and figuratively in one sentence. Earlier in his career, Vigovskii served aboard *Stolt Loyalty* under a certain Captain Andrey Vigovskii – his father.

Vigovskii laughs as he recalls the experience: “I was Third Officer and my father asked the Chief Officer and Chief Engineer to be very strict with me!”

The atmosphere on *Stolt Quetzal* is very much like *Stolt Loyalty*, says Vogovskii. “Here, everybody helps each other. It doesn't matter whether you are an Able Seaman, Pumpman, or officer; Filipino or Russian. The guys try to →



(l. to r.) Able Seaman Carlben Lagos, Pumpman Policarpo Salvino and Ordinary Seaman Michael Tabal.



Chief Engineer Rey Emperado.



Chief Officer Benjamin Dola.



(l. to r.) Oiler Dindo Sorbito, Second Engineer Jaime Naag, Second Engineer Jaime Salamaña and Fitter Ronald Pacete.

→ help each other. I can go to the Captain with any question and get the right answer, because I know he goes by the book.”

Second Officer Siegfred Semblante, a 2009 graduate of the Maritime Academy of Asia and the Pacific, went to sea as a cadet on *Stolt Jade*, and later joined *Stolt Basuto* as a Deck Officer Trainee. After serving on *Stolt Peak* and *Stolt Facto*, he came to *Stolt Quetzal*, where he was promoted to his current rank. For Semblante, winning the SOTY title again was almost a logical outcome.

“It was still hard, but we already knew how we did it – we had the guidelines and practices in which we were well versed. And the Captain is a good leader, very hands-on. He wants to see everything, to know everything, from the engine room to the galley, and that’s a very good trait. Nothing escapes his sight.”

Semblante adds: “He’s strict but not a pesky kind of strict. He focuses on what is important: procedures and safety.”

Second Officer Ioanil Deneb Cabautan Par also graduated from the Maritime Academy of Asia and the Pacific, but one year ahead of Semblante. He, too, was promoted to Second Officer on *Stolt Quetzal* – in 2012. In his early

career he was a cadet on *Stolt Viking* before serving on *Stolt Botan* and *Stolt Flamenco*. Like Semblante, Par was optimistic about the ship’s chances for a second SOTY award.

“I was expecting it, really,” he says. “I was on vacation when I heard the news and I just said to myself, ‘Yes we did!’”

And here comes the ‘m’ word again.

“This Captain, he is a really good motivator. He gets the best out of us. If you do something wrong, he tells you. If you are doing good, he praises you and gives you positive feedback. He inspires you to do better. He is my mentor.

“Most of us have been on *Stolt Quetzal* for one, two, three years – and we keep coming back. That tells you something,” adds Par.

Third Officer Irele Bodios was sponsored by Stolt-Nielsen at John B. Lacson Foundation University. He first served as a cadet on *Stolt Basuto* in 2009 and came to *Stolt Quetzal* in 2013 after serving on *Stolt Ami* and *Stolt Momiji*.

He credits Captain Ballesteros not only with the success of the ship, but with his own performance.

“He’s pretty strict, but that strictness helped me discover my own potential. When I was an

Ordinary Seaman, I thought maybe it was enough. But he kept pushing me to my limits so I could see the potential to keep moving ahead. As a leader, he pushes. But he also gives you encouragement that you can do it.”

Bodios was the first person on board to receive news that *Stolt Quetzal* had won Ship of the Year again.

“Captain Ballesteros was on vacation at the time and he called on the sat phone. I was on duty and I woke up Captain Cutad and the Chief Officer at four in the morning. Everybody was celebrating!”

Third Engineer Raul Rodriguez is a 1993 graduate of Bataan Heroes Memorial College. He drove a passenger jeep before going to sea on *Stolt Creativity* as a cleaner. In 2007, he passed the board exam for Fourth Engineer and he joined *Stolt Quetzal* in 2012.

“What makes this ship special are the people and the harmony of the ship. We treat each other as friends, as brothers, and we help each other if there is a problem,” he says.

Electrician Mitchell Salise received a BS in electrical engineering from Bohol Island State University in 2011. After serving on *Stolt Kikyo* and *Stolt Tsubaki*, he joined *Stolt Quetzal* in 2014. For Salise, *Stolt Quetzal* is all about teamwork and safety culture – ‘following the proper procedures and being aware of safety onboard at all times’.

It’s important to take advantage of the resources available, says Salise. “We have a lot

“*Without very sharp and brilliant Captains at the helm, Stolt Quetzal would never have made it.* CHIEF OFFICER BENJAMIN D. DOLA



(l. to r.) Able Seaman Joenel Babaran, Pumpman Virgilio Dumdung and Able Seaman Antonio Comanda.



Electrician Mitchell Salise.



Second Officer Ioanil Par.



Cook Ramonito Odias and Messman Carlo Lualhati.

of procedures, there are manuals you can read, you can ask questions of the officers, you can check the history in BASSnet – we have access to all the knowledge and inputs we need to work in the proper way.”

Pumpman Policarpo Salvino Jr. fully expected *Stolt Quetzal* to win again – or at least be first runner-up. Salvino joined Stolt-Nielsen 13 years ago, has served on nine Stolt ships, and has been aboard *Stolt Quetzal* since 2011.

“Just like we said last year, the motivation comes from the Master: follow the rules, follow procedures, safety is number one – nothing changes. Winning the award is a team effort. But everyone also has to have the self-discipline to make that happen.”

Pumpman Virgilio Dumdum has served on *Stolt Quetzal* since 2013, having joined Stolt-Nielsen in 2001 and served on seven other ships. His reaction to the back-to-back win is somewhat less reserved: “It was awesome! It was fantastic! We achieved our goal to do it two years in a row!”

He adds: “I like the teamwork and the atmosphere here. We are working harder, but we are working happier, too. The Captain [‘m’ word alert!] is a good motivator. We always think safety – no shortcuts.”

“

*Teamwork and cooperation between the SMT and the ratings is the most important thing.* SECOND ENGINEER JAIME IBANEZ NAAG

Able Seaman Carlben Lagos has been with Stolt-Nielsen for almost 13 years, serving mainly on *Innovation* Class ships. He joined *Stolt Quetzal* in 2013. He, too, attributes much of *Stolt Quetzal*’s success to Captain Ballesteros. “The Captain is very good. He manages the ship and motivates the people: follow all procedures, think before you work, and always be safe.”

Oiler Dindo Sorbito, who joined *Stolt Quetzal* in 2013, has been with the Company for six years. Like his shipmates, he values the harmonious atmosphere on *Stolt Quetzal* and the emphasis on safety. When asked what ‘safety culture’ means, Sorbito does not hesitate: “Safety culture means following Company procedures and maintaining safety awareness at all times.”

Cook Ramonito Odias has been on board *Stolt Quetzal* for both SOTY wins. As head of the Galley Department, he is responsible for the cleanliness of the public areas of the ship. But ‘clean’ is an insufficient

descriptor of *Stolt Quetzal*; this ship is almost pristine.

“All of our crew is very cooperative and, when it comes to cleaning, we all work together,” says Odias. The Captain, he adds softly, is a ‘stickler’ for cleanliness.

Needless to say, the galley is spotless. In addition, Odias takes particular pride in his effective management of the ship’s provisions budget, and keeping a lid on costs.

Will there be a SOTY three-peat for *Stolt Quetzal* for 2015? Captain Ballesteros hopes so, but he himself said goodbye to *Stolt Quetzal* in July, having accepted the position of Marine Compliance Officer at Stolt Tankers.

“My goal is to take the skills and knowledge I have acquired as a Captain and to extend them to many ships at Stolt Tankers, not just one,” says Ballesteros. “I want to take my skills to a higher level.”

Performance – individual and collective – is an endless pursuit at Stolt Tankers.



Third Officer Irele Bodios.



Oiler Archimedes Gandeza and Third Engineer Raul Rodriguez.



Second Officer Siegfred Semblante.

#### Stolt Quetzal crew list 2014

NAME	RANK	NAME	RANK	NAME	RANK
Arsell Ryan M. Ballesteros	CPT	Luis Antonio V. Tejada	CHENG	Edwin B. Antipolo	OS
Arceles S. Cutad	CPT	Eduardo C. Casiple	2ENG	Jeffrey F. Jimenez	OS
Mario L. Majadas	CPT	Dennis F. Furio	2ENG	Michael A. Tabal	JROS
Benjamin D. Dola	CHOFF	Jaime I. Naag	2ENG	Faustino G. Enriquez	FTR
Charly L. Igot	CHOFF	Manuel C. Senier	2ENG	Ronald A. Pacete	FTR
Rizalde S. Sarmiento	CHOFF	Edward V. Guinabo	3ENG	Cecilio E. Abequibel	OILER
Ramon B. Bedo	2OFF	Raul B. Rodriguez	3ENG	Manolito T. Aduca	OILER
Dindo T. Casinillo	2OFF	Wilbert M. Manicane	ELEC	Nilo C. Castillo	OILER
Allan Ven I. Isla	2OFF	Mitchelle Oliver C. Salise	ELCT	Reynaldo M. Lalap	OILER
Ioanil Deneb C. Par	2OFF	Virgilio R. Dumdum	PMAN	Rolando D. Adame	CHSTWD
Siegfred Philip O. Semblante	2OFF	Edgardo I. Lualhati	PMAN	Robert D. Soriano	CHSTWD
Irele Jan I. Bodios	3OFF	Policarpo C. Salvino	PMAN	Ramonito I. Odias	CK
Edmil John Karleyo A. Abril	JR30FF	Joel M. Babaran	AB	Maynard B. Ante	MM
Robert B. Giovanni	JR30FF	Antonio T. Comanda	AB	Jaime E. Labarda	MM
Rey E. Emperado	CHENG	Anwar O. Magpantay	AB	Carlo I. Lualhati	MM
Rosendo D. Jeresano	CHENG	Paul Christian P. Pontigon	AB		
Felixberto B. Losbaños	CHENG	Marbien D. Tope	AB		

## STC depot in Moerdijk officially opens

Stolt Tank Containers' new depot in Moerdijk, the Netherlands, was formally opened on June 4, in front of an impressed gathering of customers, local officials, contractors for the project and Stolt-Nielsen employees.

"STC Moerdijk is fully integrated with its neighbour, Stolthaven Moerdijk," said Niels G. Stolt-Nielsen, CEO of Stolt-Nielsen Limited, in his remarks to the attendees. "In fact, what you see here today was designed from the ground up as a fully integrated facility, bringing together the capabilities of Stolt Tank Containers, Stolthaven Terminals and Stolt Tankers."

He added: "The ability to offer our customers a fully seamless and integrated global transportation and storage solution is at the core of Stolt-Nielsen's corporate strategy and this combined facility represents the ultimate expression of that strategy."

STC Moerdijk is the 14th depot in STC's global network of owned and joint venture depots which support and maintain STC's fleet of more than 34,000 tank containers – the world's largest. The depot network, unique among tank container operators, gives STC direct control over the handling, cleaning and maintenance of its fleet, thus ensuring quality, reliability and performance that customers can count on. The network also ensures the consistent application of STC's world-class safety standards for people and the environment. The net result is a competitively superior combination of quality, service and reliability, delivered cost effectively worldwide.



The brand new office overlooks both the Stolt Container Terminal and Stolthaven facilities.

Superbly situated between the busy and congested ports of Rotterdam and Antwerp, STC Moerdijk will serve as STC's new hub for Europe.

"This facility will provide our customers with flexible and efficient distribution options via direct access to both the world and the hinterlands of Europe," said Michael W. Kramer, President of Stolt Tank Containers. "And we will be able to accomplish that in a more environmentally sustainable manner, as our use of barges and the infrastructure here at the port will remove thousands of trucks from the highways each year."

The new depot is 'the greenest, most environmentally friendly tank container depot in the world', said Kramer, with innovations in terms of tank cleaning, heating, wastewater treatment and water usage that are unmatched in the industry.

"You know, I like to sleep well at night," said



(l. to r.) Michael W. Kramer, Niels G. Stolt-Nielsen and Ferdinand van den Oever, Director of the Port of Moerdijk, declare the depot open.



Customers look on while the very first tank container enters the cleaning bay.

Kramer. "And I do, mainly because I know that Stolt-Nielsen's dedication to safety for people and the environment *never sleeps*. And that's true at each and every Stolt Tank Container depot, every Stolthaven Terminal, and aboard every one of the more than 140 ships in the Stolt Tankers fleet."

The opening of the facility had particular relevance for Kramer who, along with a colleague, discovered the site more than 14 years ago while driving past on their way to an appointment. "Stop the car, I want to take a closer look at what's going on here," he had said and, after a quick look around, they immediately came to the conclusion that the Moerdijk site was an ideal place for an STC depot. However, it was not until 2007 that circumstances enabled the project to start moving forward.

"Thank you all for coming today and helping us celebrate the opening of this extraordinary

facility," said Kramer. "Most of all, I want to thank our customers. We designed and built this facility for you, to help you accomplish your goals, and to realise your business objectives and ambitions. Achieving success today means operating more efficiently, more intelligently and at all times in a manner that is safe for people and the environment. STC Moerdijk does precisely that."

He singled out several Stolt-Nielsen employees for their contributions to the project, including Terence Zhang, Project Manager; Dennis Verduyn, Depot Manager for STC Moerdijk; Bas Verheul, Business Development Manager at Stolthaven Moerdijk; Dustin Callaway, Technical Services Director for STC; and the Safety and Quality teams from both Stolt Tank Containers and Stolthaven Terminals.

"It has taken 14 years to get here. And I say this without reservation: it was worth the wait."

## New structure, new responsibilities: taking Stolthaven to the next level

Following an exhaustive review of Stolthaven Terminals' strategy, organisation and operations, a new structure and a number of key staff changes have been announced.

"Stolthaven Terminals is a profitable and stable business, supported by strong fundamentals. Yet, as our business continues to grow in size and complexity, we face a number of challenges, both internal and external," said Guy Bessant, President of Stolthaven Terminals. "The task before us is clear. First, we must consistently operate to world-class standards of safety, efficiency and quality across our entire global network. Second, we must deliver a superior value proposition to our customers. Finally, we must improve the management of the business itself, so that we deliver improved results and sustainable profit growth over the long term.

The changes will support the next stage of Stolthaven's transformation."

### Terminal Management

Stolthaven's core objective is driving continuous improvement – in part by building on and sharing its outstanding industry knowledge, expertise and experience, and also by bringing accountability and profitability to a local level.

General Managers of Stolthaven's wholly owned terminals\* will have the authority to deliver enhanced operational execution and business performance with full profit & loss responsibility, with functional support provided from Stolthaven's global headquarters.

Marco Dalmeijer has been appointed to the new position of Global Business Director. His main focus will be driving operational excellence globally by utilising and sharing the experience and knowledge of Stolthaven's General Managers, while also assisting Guy Bessant on the day-to-day management of the business. The General Managers of the wholly owned terminals will report to Marco Dalmeijer – who will continue in the position of Global SHEQ Manager until his successor is named.



Lennard Van Hoeven



Annemieke Vos



Paul Creytens



Himanshu Yadav



Ivo Kooijman



Christiaan Storm de Grave

### Accounting and Finance

Supporting the delivery of expected financial returns, improving cost transparency and ensuring reporting and fiduciary compliance require active and disciplined execution by the Finance and Accounting teams. Lennard Van Hoeven will remain in his current position as Business Controller, with his team of Regional Accounting Managers providing business support to the terminal General Managers.

### Human Resources

People are the Company's differentiator and, to ensure Stolthaven delivers organisational excellence, renewed focus on our human resources is required.

Annemieke Vos will be the Business Partner for HR in Stolthaven. She will work to improve leadership capabilities and organisational efficiency, reporting to Anne van Dassen Müller.

### Assets

Stolthaven will continue to focus on 'selective' growth by expanding existing terminals, developing greenfield sites, and/or pursuing mergers and acquisitions. Stolthaven has more than US\$1 billion in existing assets and a committed investment programme in excess of \$200 million. It is imperative that any new assets are best-in-class both in performance and cost, and that existing assets deliver the performance expected. Engineering will continue to provide a service to Stolthaven's existing terminals,

working in close cooperation with the terminal General Managers.

Paul Creytens has been appointed to the new position of Global Engineering and Asset Integrity Director, reporting to Guy Bessant.

### Business Support

A new department called Strategy, Business Optimisation and Projects has been formed.

Himanshu Yadav has been appointed Global Business Development Manager, responsible for new investment opportunities and capital expansions at current terminals.

Ivo Kooijman has been appointed Global Business Process Manager, with a focus on providing business processes and systems to support the business.

Christiaan Storm de Grave has been appointed Global Commercial Manager. This position reflects Stolthaven's focus on delivering commercial excellence and competitively superior service to its customers.

Congratulating those taking on new responsibilities, Guy Bessant concluded: "It is now up to all of us to work together as a team to take Stolthaven Terminals to ever higher levels of safety, service and performance across all our operations worldwide."

*\* Stolthaven's joint venture terminals (JSTT, OTSA, SHVNLG and SHVNWV) will continue to be supported by Stolthaven – functionally, regionally and via Board representation.*



Marco Dalmeijer



Safety first and safety always:  
**Patrick J. Russi** tells *Stolten* why – and how –  
there is no room for ambiguity.

# Communicating and empowering safety

Safety for people and the environment is Stolt-Nielsen Limited's first priority.

Making sure that message gets through and, more importantly, is reflected in the actions of Stolt-Nielsen employees, is a full-time occupation for Patrick J. Russi, Global SHEQ (Safety, Health, Environment & Quality) Manager for SNL, along with the SHEQ managers at each of the Company's divisions.

Before being appointed to his current position at SNL, Russi had, in 2007, introduced the first Safety Culture Surveys at Stolt Tankers, which were designed to obtain insights into sea staff perceptions regarding safety. The surveys were repeated approximately every 18 months. Interestingly, the results from the second survey proved to be more negative – at least in some categories – than those of the first, suggesting that the responses to the initial survey were aimed more at what officers and crew thought the Company wanted to hear, rather than their true perceptions. With improved communication and transparency, subsequent Safety Culture Surveys at Stolt Tankers began to provide a more accurate picture of perceptions, enabling the Company to identify and focus on areas in need of improvement.

In 2014, Stolt-Nielsen Limited leveraged that experience and conducted a Safety Culture Survey across all of SNL's divisions, with the goal of obtaining an enterprise-wide view of safety perceptions.

With the second company-wide Safety Culture Survey scheduled for October 2015, *Stolten* looked to Russi for an update.

**Stolten:** Last year, SNL rolled out its first company-wide Safety Culture Survey. The results showed that some employees – granted, a small fraction of the total – believed that things like staying on schedule, or meeting customer needs and financial objectives, were just as important to the Company as safety. How did you react to that?

**Russi:** We reacted quite quickly and quite decisively. Safety behaviour, because it involves the frailties of human nature, presents many, many challenges. But everyone at Stolt-Nielsen – and I mean every single person – must know that safety is our first priority. Niels G. Stolt-Nielsen has

unequivocally said it, and each of the business heads has unequivocally reinforced that position. So there is simply no ambiguity on this point whatsoever. That said, it is our responsibility to effectively communicate that commitment. So if that message isn't getting across to the full depth and breadth of the organisation, then we're not doing a good enough job.

**Stolten:** What actions were taken?

**Russi:** There was an immediate intervention by the business unit heads [at Tankers, Terminals, STC and Sea Farm]. Announcements were sent out, reaffirming Stolt-Nielsen's commitment to safety. Those announcements were then followed up with a series of employee gatherings and several

onsite visits led by some of the business unit heads. So the response was immediate and direct, and the message was given, loud and clear, across each of the businesses.

**Stolten:** Where do things stand now?

**Russi:** Research conducted by Shell has shown that one of the most effective ways to convey the message is for senior management to visibly and actively assert its commitment to safety. That's why the business heads got out in front of this. But you've got to keep the momentum going. So, for example, Niels attended a senior officers' conference in Riga in late 2015. He stood up in front of everyone and said, point blank, that safety needs to be at the very top of our agenda and that's why they created my job – to help make sure that safety is a priority across the full spectrum of Stolt-Nielsen's operations worldwide. And I will tell you, his presence and the message he delivered at that conference had a powerful impact.



*Safety behaviour, because it involves the frailties of human nature, presents many, many challenges.*



An employee not wearing gloves, glasses or face shield when using a bench grinder took immediate corrective action when 'Stop Work Authority' was used.

**Stolten:** What about other aspects of the survey results? Was there anything that prompted concrete changes in how the Company operates?

**Russi:** Yes. And this goes back to the way we have structured the survey itself. There are 18 focus areas where you are asked to check off boxes in response to each question. But there's always the chance that even the most detailed survey can miss certain burning issues that may be out there. So we also have a section that invites comments – sort of an 'open mic' opportunity for people to express their thoughts and concerns. And out of 1,100 who took the sea staff survey, about 500 offered comments, some of which were quite insightful, and we acted on them.

For example, a lot of the guys on the small ships operating in the North Sea felt that, with the pace of that trade, there was pressure to work longer hours and that they needed more people. So Dirk Holmen (Fleet Director, Stolt Tankers) took a very serious look at how we might be able to add more crew to the ships. That often proved to be unworkable, due to insufficient accommodation or lifeboat capacity. So where we couldn't add people, it meant we had to slow things down. And we have now made it clear that the ships are to take the time they need. And they do that by sticking to the existing rules that we have in place, regarding work and rest requirements.



### *The 'Stop Work Authority' card empowers people who might otherwise be reluctant to speak up.*

You know, when I was sailing more than 20 years ago, telling the office that you needed to slow down was something you hesitated to do. It was perceived by some as a tacit admission of failure. But now, thanks to the clear focus we have on safety, people are willing to say – 'time out'. The word is out in the fleet that it's OK to speak up and that there will be no repercussions. People genuinely realise that the last thing the Company wants is an incident.

**Stolten:** What about the other divisions? What changes did the Safety Culture Survey drive there?

**Russi:** For Stolthaven, STC and Sea Farm, I think the main impact was to substantially raise awareness of safety as a company-wide priority and focus. And that, of course, was a key objective. But we've accomplished a lot more. We've implemented enhanced training programmes aimed at ensuring safety competence. We're conducting root cause analyses of all incidents. We're now tracking safety performance KPIs company-wide. We are compiling, benchmarking, analysing and reporting safety trends and statistics. We have created safety-focused awards programmes and incentive plans in some areas. At Stolthaven, we have launched Safety Operation Rounds that are literally weekly hazard hunts conducted at the terminals. At STC, a unified, global safety management



**'Stop Work Authority' in action: a contract employee being stopped from entering a permit required confined space without PPE or a valid permit.**

system is being implemented. Those, I would say, are at least some of the highlights.

**Stolten:** In October 2014, Niels G. Stolt-Nielsen announced that the Company was distributing 'Stop Work Authority' cards to all operational employees, as well as key contractors. What drove that and now that they've been out there for a year or so, have they been put to use?

**Russi:** Our safety management system approach recognises that people are fallible

and errors can be expected. That said, we have numerous defences, or barriers, in place to prevent accidents. These include organisational barriers, regulatory barriers, technical barriers and, very often the last, most flexible and only intelligent barrier, the people who are involved in actually performing the operations. Our accident investigations almost invariably show that in most cases, somebody knew something was not quite right but they didn't speak up – or they employed what we call the 'hint and hope' approach. In other words, dropping hints that something doesn't seem right in the hope that a co-worker – usually a superior – will catch on and react. Unfortunately, this approach rarely works.

That's why we created the 'Stop Work Authority' card. The card empowers people who might otherwise be reluctant to speak up. Now they know that when they perceive an unsafe situation, it is their responsibility to speak up – and that they have the authority and the support to do so. It's part of their job to get that person's attention, express concern, state the problem and, if possible, propose corrective action or stop work until a superior gives authorisation to proceed.

We've had good feedback since the cards were distributed. People are taking them seriously and putting them to use.

**Stolten:** But how does having the card in your pocket overcome a reluctance to speak up? This

*kind of behaviour can be deeply and culturally ingrained. Does the card really give them the strength to speak up?*

**Russi:** On its own, no; but with training, yes. The 'Stop Work Authority' cards are discussed with work teams as part of the daily 'tool-box talks' that take place on our ships, and similar daily planning sessions that take place in our terminals, tank container depots and fish farms. We also encourage random role-playing. For example, sending an officer on deck without the correct protective headgear. That is a violation of standing safety practices and we expect to see those cards come out. The object of the exercise, of course, is not only to reinforce when to use the cards, but to get our people accustomed to using them, regardless of who is breaking the rules.

**Stolten:** The next company-wide Safety Awareness Survey will be conducted in October 2015. Any changes made, based on what you learned from the first survey?

**Russi:** Yes, there are. We've done a lot to make the survey much more user-friendly. The survey has now been translated into more than a dozen languages and will be administered online. So you will log in, select your language, be it Russian or Mandarin, go through the screens one by one and, at the end, you'll be invited to provide any comments you wish. We've also clarified some of the questions, eliminated some ambiguities and simplified some of the wording.

Some people have said, why run another survey only a year after the last one? The answer is – because of the adjustments we've made, we think we can get tangibly better results in the second survey. This is a learning process for both those who take the survey and those who create it. So why wait?

We've said it before and we'll say it again and again: safety for people and the environment is the first priority of Stolt-Nielsen Limited. This survey provides the input and insights from our own people, helping us to develop and refine the practices, procedures and processes that make our commitment to safety a reality.

## SNITS vessels reaching out a helping hand

With more than 11,000 vessels navigating the inland waterways in northwest Europe, it is of utmost importance for crews to keep alert when sailing or manoeuvring. Stolt-Nielsen inland tankers are equipped with sophisticated navigation equipment and navigational aids and the Company is focused on a wide range of internal and external training programmes such as, but not limited to, radar training, first aid, tank rescue and firefighting training. Several operational and navigational procedures are implemented. All of which ensures safe navigation is common practice amongst the crew. Common practice it may be, but some actions have not gone by unnoticed.

Earlier this year, *Stolt Mosel* was sailing on the Albert Canal in Belgium after discharging a cargo at the Port of Geel. During the transit, the master noticed some irregular signs on the radar, indicating that something was situated in the middle of the canal. After closer inspection, it appeared that a dry cargo vessel was adrift. The crew immediately warned the river authorities to stop all navigation in the area.

The crew of *Stolt Mosel* then signalled to an upcoming push-unit to stop, as its crew apparently had not heard the warning signs from the authorities. *Stolt Mosel* slowly proceeded towards the (unmanned) drifting vessel, pushed it back to the shore and secured the vessel with her mooring lines. In the meantime the owners had been informed and arrived at the scene. No damage was

found to the dry cargo vessel and the owners were grateful for the actions taken by the *Stolt Mosel* crew. Thanks to their alertness, a potentially severe accident had been avoided.

It is not only the active intervention of a vessel that is worthy of notice, courtesy interventions are also appreciated, as evidenced in the following message received by Stolt-Nielsen's corporate communications department from the owners of the J/22 recreation sailing vessel 'i' from Willemstad.

*Dear Madam/Sir,*

*I am looking for the skipper and crew of the inland tanker Stolt Merwede who assisted me after a collision of my small sailing vessel with a river barge, en route to the Volkerrak locks on Hollands Diep.*

*My son Coen and I were involved in a very unfortunate collision on Friday from which we thankfully both escaped unharmed. I did end up in the water but was soon able to be pulled back onto my boat. The damage to my boat is considerable but under the circumstances still limited – this could have been far worse.*

*The Stolt Merwede arrived at the accident site within a few minutes of the collision and held on to offer assistance. By then, my son and I had taken stock of the damage and decided we could best travel back to the Willemstad Marina under our own power – about 0.5 nm away. Nonetheless,*



**Stolt Merwede**

*I am very grateful for the help offered.*

*I would very much appreciate it if you could convey my thanks to the skipper and crew of the Stolt Merwede. Their highly professional and responsible attitude is an example to inland shipping and a commendation to your company.*

"We are very proud of our crew, who are the Company's representatives on the inland waterways and alongside customers' terminals and sites," said Frank Maerckaert, General Manager of the European Inland Tanker Service.

"The Stolt-Nielsen goal to provide a state-of-the-art customer service towards a zero incidents performance can only be achieved with good communication and cooperation between the shore organisation and vessels' crew. We operate our inland tanker fleet with a motivated team and would like to thank everybody in our organisation for their positive contribution."

## LCTS celebrates milestone of 1,000 tanks

On June 15, after just three years of operations, Laem Chabang Tank Services (LCTS), STC's 50/50 joint venture with LCS Thailand, celebrated the completion of its 1,000th tank refurbishment.

After LCTS was formed in 2011, the facility – Thailand's first ISO tank refurbishment plant – was designed, constructed and commissioned within a year, with production quickly under way.

LCTS is now exceeding expectations, having refined and continuously improved processes, planning and forecasting. Its highly skilled and

dedicated team are now delivering 'like new' tanks at the rate of nearly 30 per month.

In this ISO 14001 accredited operation, tanks are selected based on their condition and technical history. Each goes through the process of stripping (cladding/insulation), valve removal and refurbishment, structural upgrading, blasting, multi-coat marine grade painting, re-insulation and re-cladding – finally being finished with the Stolt Tank Containers livery once more in place, looking as if it has just left the original manufacturer.



**Celebrating a milestone – the LCTS refurbishment team.**

Congratulations to the entire LCTS team on this milestone achievement.

## Joint venture opens the way for new opportunities in LNG

Stolt-Nielsen Limited and Golar LNG have formed a 50/50 joint venture to pursue opportunities in small-scale LNG production and distribution.

At the same time, Stolt-Nielsen Limited has made a strategic investment in Golar LNG through open market purchases, giving Stolt-Nielsen an ownership stake of approximately 2.3% in the company.

Golar LNG is one of the world's largest independent owners and operators of LNG carriers. Golar developed the first floating storage and regasification units (FSRU), based on conversions of existing LNG carriers, and, more

recently, moved upstream with the introduction of its floating liquefaction project (GoFLNG).

"A key element of Stolt-Nielsen's long-term strategy is diversification that leverages our core skill sets, including shipping, storage and distribution," said Niels G. Stolt-Nielsen. "We targeted LNG as a growth market and entered into small-scale LNG liquefaction and logistics services in 2014, through our joint venture Stolt LNGaz.

"With our investment in Golar LNG, we aim to develop further opportunities in the LNG space, targeting onwards distribution to off-the-grid customers, supported by Golar's midstream

ocean-based system. We are pleased to have the opportunity to participate with Golar in satisfying this unique and growing demand."

Gary Smith, CEO of Golar Management, said: "As Golar continues to expand throughout the midstream LNG value chain, we are excited to have a world-class speciality shipping and terminal company like Stolt-Nielsen as a strategic investor and partner. Stolt-Nielsen's core strengths in logistics and distribution are an excellent fit with Golar's midscale LNG focus. We look forward to working with Stolt-Nielsen to continue to expand the reach of LNG to a wider array of smaller potential customers."

## Three out of three for Stolthaven sites

All Stolthaven New Zealand sites and the Altona site in Australia have recently been awarded the ISO 9001, ISO 14001 and BSOHSAS 18001 accreditations, covering Quality Management, Environmental Management and Safety Management respectively.

This achievement reflects the excellent work of the site teams at Altona, Gabador, Mount Maunganui and Wynyard.

In addition, the New Zealand operations have completed recertification at tertiary level under the New Zealand Accident Compensation Corporation (ACC) Workplace Safety Management Practices (WSMP) programme.

The WSMP programme recognises medium to large businesses (more than 20 employees) that have implemented effective health and safety systems and practices in their workplaces.

Stolthaven Altona is the first Stolt-Nielsen site in Australia to gain all three accreditations –



The New Zealand team (l. to r.): Site Operator Uzzia Taruia, Site Supervisor Terry Toparea and Site Operator Steve Merritt.

ISO 9001, ISO 14001 and BSOHSAS 18001. This landmark achievement was celebrated by the Altona employees at a pizza lunch. The



Stolthaven Altona celebrations (l. to r.): Robert Smith, Sam Corbett, Iris Carlin, Louis Sammut, Shannon MacClure, Dale Cross, Julie Furnival, Malcolm Hartshorne, Jaweed Hameed, Mark Hammersley, Sam Hitchings, David Barnes, Daniel Jensen and Lee Cations. Not in the picture are Shelley Allen and Bert Torresi.

management and staff are proud of this success and are now working towards the second Australian site being accredited.

## New Stolthaven General Managers at Moerdijk and Singapore

Bas Verheul has been promoted to General Manager Stolthaven Moerdijk and Chok Vui Shung has been promoted to General Manager Stolthaven Singapore, both reporting to Guy Bessant, President of Stolthaven Terminals.

Bas has a degree in naval architecture and marine engineering and a Master's in shipping management from the Delft University of Technology. Before joining Stolt-Nielsen five years ago, he worked as an analyst at the ING Global Shipping Group and as a logistics consultant for Tebodin Consultants & Engineers. In both roles he had wide exposure to various operational improvement projects for the storage and shipping markets.

Since joining the Stolthaven Business Development team in 2010, Bas has been involved in various greenfield developments, acquisitions and other projects, including the

acquisition of Stolthaven Moerdijk. He recently returned from a posting in Dubai, where he was responsible for the regional business development activities of Stolthaven in the MEA region. Bas will continue to be involved with Stolthaven's ongoing projects in the region.

Bas has taken over from interim Terminal Manager Marco Dalmeijer. "We would like to thank Marco for all his work for Stolthaven Moerdijk and wish Bas all the best in this new endeavour," said Guy Bessant.

An integral part of the team which has developed this greenfield terminal into the world-class facility it is today, Chok joined Stolthaven Singapore in 2010 and was promoted to Terminal Manager in December 2012.

Chok holds a degree in mechanical engineering from the National University of Singapore and a Master's degree in business



Bas Verheul

Chok Vui Shung

administration from Nottingham University.

Before joining Stolt-Nielsen, he worked as a seagoing marine engineer with Neptune Orient Lines. Subsequently he worked at Vopak Terminals as a project engineer, and at BP Singapore as an engineering manager.

## CEO visits JSTT terminal

During his trip to Asia in April 2015, Niels G. Stolt-Nielsen took the opportunity to visit the JSTT terminal in Ulsan, South Korea.

JSTT President Mr Lee shows Niels G. Stolt-Nielsen a model of the terminal, which has been developed to provide 1.19 million cubic metres of capacity. Pictured (l. to r.): Guy Bessant, Bill Bryant, Mr Chae, Niels G. Stolt-Nielsen, Mr Lee, Mr Hwang, Mr Ahn, Mr Lim and Mr Park.



## Judy Parker appointed Regional Controller – United States

Judy Parker, who has joined Stolt-Nielsen in the position of Regional Controller – United States, has 20 years of experience with Oracle Financials. She holds an MBA in accounting and an active CPA licence in Texas.

Judy spent 13 years with Kirby Corporation in various roles. She most recently worked as Senior Accounting Manager in the Marine Transportation Division in Houston, managing budgeting, inventory accounting, implementation and upgrades of accounting information systems, and integration of acquired companies into

corporate systems. Prior to this, she served in other management roles with oversight of payables, receivables, general accounting, and financial reporting and analysis.

An active member of the Houston Oracle Users' Group and the Texas Society of Certified Public Accountants, she enjoys speaking at local schools' career day events to represent the TSCPA and promote the accounting profession.

Judy has taken over from Joe Gelardi, who retired on June 30.



## QMS milestone for Stolt Bitumen Vietnam

Stolt Bitumen Vietnam was awarded the internationally recognised quality management standard ISO 9001:2008 by ACS Registrar on March 3. This was a significant milestone for the Company, as SBV became the first independent bitumen distributor in Vietnam to achieve ISO 9001:2008 certification.

This achievement clearly demonstrates SBV's commitment to providing the highest quality products and services to its customers, who can be confident that all SBV business processes have been externally audited and measured against best practice.

SBV will continuously assess its quality

management systems and processes to strive for further improvements to benefit customers.

**BELOW LEFT:** SBV office staff (l. to r.): Pham Thi Hai Hoa, Tran Thanh Nhan, Thao Tran Thi Ngoc, Nguyen Ngoc Hai Ly, Nguyen Thi Anh Kim and Nguyen Thanh Tam.

**BELOW:** The SBV Long An Terminal staff.



## Stolthaven Singapore signs Power Purchasing Agreement

Stolthaven Singapore has signed a Power Purchasing Agreement with the Renewable Energy Corporation (REC).

Under the arrangement, confirmed on April 21, REC will install solar panels on the roof of Stolthaven Singapore's buildings on Jurong Island. The electricity generated will meet the basic power requirements of the terminal at a substantial saving when compared to buying electricity from conventional sources.

The signing ceremony was witnessed by Niels G. Stolt-Nielsen, Guy Bessant and Bill Bryant.

Bill Bryant, Niels G. Stolt-Nielsen and Guy Bessant (back row) are pictured with REC staff (l. to r.): Jen Tan, VP APAC Sales; Jacqueline Wong, Corporate Communications Manager; Kang Jen Wee, Key Account Manager; Steve O'Neil, CEO; and Qin Tianhe, Project Manager, Energy Solutions.



## SSK celebrates 10 years in business

From a tiny start-up to the acknowledged market leader in Chinese domestic intermodal bulk liquid distribution – Shanghai Stolt-Kingman (SSK) has celebrated its tenth anniversary.

Registered in November 2004, SSK, the Company's China domestic bulk liquid related logistics business started out with two Shanghai-based employees, no assets to call its own, and leased-in tanks and trucking services provided by third-party contractors.

Its first customers were a lubricants additives blender and a food grade fructose producer, both multinational joint ventures. Things started slowly, with the usual hurdles faced by a young company, but these two important early customers stuck with SSK – and, indeed, remain core customers a decade later.

By 2007, the SSK team had increased to 12 and had obtained formal licensing as a dangerous goods transportation company. With this key endorsement by the Chinese government, the business expanded quickly. Customers recognised that SSK had developed the experience and qualification to handle their products. They were confident that the backing of this young company by the Stolt-Nielsen Group would be key to their own business growth.

Of course, hurdles were met along the way. As a young and fast-growing business, SSK faced unexpected resource bottlenecks and the challenge of finding reliable suppliers. This was a real problem. Being a small fish in a big pond, SSK did not then have the business volume to leverage with trucking companies, frustrating the Company's drive for the reliability and quality that its customers demanded and deserved.

The domestic model meant that SSK's drivers and tanks were the Company's face to the customer every day – sometimes the same tank and the same driver several times in one day. Clearly, the drivers had to be SSK's focus. At this same time, the industry was impacted regularly by changes in transportation regulation, business tax restructuring, internal safety developments and an inflationary environment that squeezed the ability of suppliers to find and keep good truck drivers.

It was in these dynamic times that the Company launched its game changer, forming Hangu Stolt-Kingman (HSK), its wholly owned, dedicated trucking division. HSK opened in September 2009, based at Stolt Container Terminal Binhai, Tianjin. With its own trucks, driven by its own employees, SSK was able to differentiate its service from the competition and begin to control its own destiny.

Building on the experience gained in Tianjin, a second branch was opened in Shanghai in May 2011, starting with five more trucks. Unreliable suppliers were replaced with the Company's own capacity, brand and service level. SSK then set about rebuilding its supplier network and invested in direct training by SSK safety management in behaviour-based driver training and monitoring.

In 2013, branch representation in South China was opened. All of these stages required more staff, in what is a very intense, 24/7 business model. The Company now has more than 20 experienced staff in the SSK business and more



Yong Jin Ng, General Manager of STC Shanghai.



Making the difference: SSK truck and driver Zhou Zhong Hai.



Anniversary celebrations (l. to r.): Front row, Yoki Zhang, Iris Ye, Jessica Lu, May Wang, Linda Mu, Shirley Zhang and Effie Gu. Middle row, Liu ZhiQing, Roy Cao, Minwei Qu, Yong Jin Ng, Zhou Xihai, Wang Bin, Lucas Zhang, Xu Bin and Mark Yao. Back row, Cesar Zhang, Feng Guoquan, Cao Gangying, Liu Jianbo, Zhou Xiaoyang, Vincent Mao, Donny Xu, Wang Xinyan, Jaden Tang, Fiona Wang and Zhang Yingzi.



Wearing Personal Protective Equipment two drivers clear up a cargo spill from the tank in an Emergency Response Drill.

than 30 drivers, dispatchers, and safety and technical support with decades of experience in the HSK trucking business. Going from strength to strength, SSK has recently taken delivery of another two trucks, bringing the total fleet to 21.

"SSK is acknowledged as the market leader in China domestic intermodal bulk liquid distribution. This is made possible through the close integration of SSK with STC and the Stolt Container Terminal (SCT) network, giving SSK significant network optimisation opportunities that are not available to traditional domestic operators. Enhancing the Company's offering

with a suite of complementary services will continue to drive its expansion," said Yong Jin Ng, General Manager of STC Shanghai.

"As we open new ventures in China, SSK will be a key component in the build-out of our network and will create and support additional global trade flows by virtue of its business model.

"SSK is a significant player in direct truck services and will continue to grow this side of the business. The Company has expanded its owned fleet of tank containers, both in number and service range. This increase in tank variety, safety and quality, and the broadening of logistics services, has translated into higher customer loyalty and retention. We will continue to support these opportunities with further strategic investments. Volumes are growing and customers seek us out as much as we hunt for them."

When asked how best to describe Shanghai Stolt-Kingman, after its journey of the past decade, Yong Jin Ng replied: "At ten years old, I would say the SSK 'experiment' has delivered great results – yet, crucially, it remains a work in progress. By constantly innovating and thinking differently, while remaining laser-focused on our customers and their needs, we are moving from a 'work in progress' to a recognised 'masterpiece on display'!"



Online and developing fast: **Melanie Pylorides** reports on the strategy behind the successful launch and development of Stolt Tank Containers' *mySTCtanks*.

# Reach, Engage and Nurture: *mySTCtanks*

Where would we be without the Internet? It's a central part of our daily lives – and yet, the logistics supply chain industry has been and still is rather conservative when it comes to offering products and services through a digital medium.

Stolt Tank Containers, however, has always been open to innovative ideas, so it made sense for us to make the online move in serving our customers. Indeed, the technological developments of the past two decades have enabled us as a Company to examine and reinvent our marketing strategy and migrate to an increasingly digital approach.

As STC keeps expanding in fleet size and scope in an ever more connected world, providing our services online was a critical way in which we could differentiate ourselves from our competitors.

As a transportation service provider, one of our main strengths is our customer-oriented focus across all that we do. By enabling customers to request quotes, submit bookings, and track and trace their shipments with us online, we are offering a comprehensive, instantly accessible, round-the-clock overview of shipment data. Shipments can be traced online at booking and tank container levels; invoicing data can be exported to Excel; and many other features can be reviewed in a secure and personalised portal.

From a customer's perspective, there are certain expectations that must be met through an online platform. Speed, performance and accuracy of information are all vital. The main reasons people give for accessing our online services are to save time and to get a full picture of their business with STC.

## Delivering the online customer experience

Just over a year ago, STC launched its e-business platform, *mySTCtanks*. We were already thinking ahead in terms of what we wanted to highlight through the portal; it was important from the outset to develop *mySTCtanks* as an adjustable online platform where we could continuously add value to

its services. Its straightforward interface and flexible design will be really important as Internet practices and technologies continue to develop.

As a global marketing department with five dedicated people, we started work on the *mySTCtanks* launch with relatively few resources. However, that proved to be a positive – working in a small team helped our creativity to flourish!

Understanding the importance of 'doing it

focused on presenting *mySTCtanks* in personal meetings with customers. We set up a pilot group of key customers who would test the system and provide us with feedback on its performance, which our Business Technologies team took into account during its further development.

The Engage phase involved training our operational, sales and accounting teams globally on *mySTCtanks*, as well as setting up a global support network for our customers. Each office appointed a change manager for their region, as well as *mySTCtanks* administrators who monitored requests



Dedicated marketing team: Celine Traub, Business Analyst; Yasmina Achemial, Marketing Assistant and Rob Bohnen, Marketing Analyst; inset: Andy Li, Marketing Analyst.

right the first time', we set up our internal and external marketing strategy around three main phases: Reach, Engage and Nurture, focusing strongly on our audience. Internally, this means our Stolt representatives – externally, our customers and user base.

In the Reach phase, our global sales teams

coming in from customers, and will remain the main contact people for Marketing.

*mySTCtanks* reflects our organisation and our service standards. Making sure our operational, sales and accounting teams are engaged and updated on the system optimises the online experience for our customers, establishes a solid customer support network and guarantees shipment data quality.

The Nurture phase involves continuing to emphasise this service in our marketing strategy. By providing incentive programmes for users, sharing information and keeping our



*It was important from the outset to develop mySTCtanks as an adjustable online platform where we could continuously add value to its services.*

customer base up to date, we are moving towards creating a growing online community which never stands still.

In February 2015 – the first anniversary of *mySTCtanks* – we reached the landmark of 2,000 bookings and 2,500 quotes online. It was an impressive feat, and one that could have never been accomplished without the continuous efforts of everyone within Stolt Tank Containers – including our management, our sales teams who tirelessly promoted the platform, and our operational and accounting teams who provided support and made sure the shipment data was accurate and updated.

### Promoting *mySTCtanks*: not just an online tool

We decided to present *mySTCtanks* as a standalone service. This is reflected in its branding, for which we chose a separate logo and style. We promoted the platform to our customers through personalised email campaigns and increasing the exposure of *mySTCtanks* in our communication.

Although we recognise that promotional endeavours are important, at the end of the day, the platform needs to sell itself. Because *mySTCtanks* offers the complete procure-to-pay cycle online, each user's needs are targeted. For example, depending on the position of a user within their company, someone in procurement might predominantly use the quoting functionality, as opposed to an operator who would be more interested in tracking their shipment. This gives us the opportunity to build a large user base.

Our focus is on creating and nurturing an online community through regular communication and consistent support.

### Digital marketing and the role of e-business

Today, our customers know us for shipping their products from A to B in a safe, reliable and flexible way. On top of this, we are confident that our service differentiators will move more towards providing instant and relevant shipment information as well as even closer interaction between STC and our customers. That's all with the goal of helping them in better managing their global supply chain, minimising costs and increasing efficiency.

*mySTCtanks* is the perfect platform for capturing trends in behaviour and customer requirements. In combination with web analytics, we are able to better profile our customer base and therefore optimise the services we provide.

At the same time, STC recognises online activity such as social media as an added value to our overall digital strategy – enforcing the sense of an online community as well as encouraging active interaction.

As a team, we look forward to the opportunities this fast-evolving digital world can offer us. We recognise that the success of *mySTCtanks* could not have been realised without the hard work and dedication of STC's global teams, as well as our BT team in Romford.



*We are moving towards creating a growing online community which never stands still.*



Bogota



Rotterdam



Dubai



Manila



Hamburg



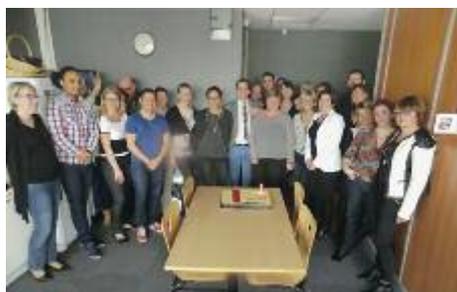
Savona



Istanbul



Houston



Le Havre



São Paulo

Stolt Tank Container offices around the world celebrated the first anniversary with *mySTCtanks* decorated cakes.



*There are certain expectations that must be met through an online platform. Speed, performance and accuracy of information are all vital.*

## Stolt Leadership Program completed by 44 participants

Congratulations to the 44 participants who have completed the last two modules of the Stolt Leadership Program (SLP). This programme, adapted from the Development Dimensions International (DDI) leadership programme, provides competency-based training modules to managers with direct reports.

**RIGHT: Rotterdam SLP participants (l. to r.):** Back row, Berend Vree, Hans de Werk, Igor Karagodins, Krishnan Sankaran, Virender Singh, Charlotte Ménager, Okke Borggreve, Tor Inge Horpestad, Leslie French, Kai van der Mandele, Andres Casanova and Herman Heyns. Front row, Ginnie Hough, Annemieke Vos, Danijel Ursic, Melroy Savio Nazareth, Emilio Gacho Ruidera, Maite Garcia Sanchez, Simon Herbert, Monique Pul, Jan van den Brand and Steve Breeds.



**FAR RIGHT: Houston SLP participants (l. to r.):** Front row, Sergejs Kuzins, Alietha Thomas, Jill Carter, April Robertson, Yury Kuzmin, Monique Pul and Clint Knight. Back row, Richey Austin, Tim Smith, Staffan Jonsson, Frank Vujnovich, Damir Krokar, John Palkovics, Jose Rocha, Dan Carr and Paul Dunn.



**BELOW RIGHT: Singapore SLP participants (l. to r.):** Gary Huang, Annemieke Vos, Ronnie Pan, Lily Seah, Vui Shung Chok, Rheanne Bagadiong, Kwok Lum Kong, Terence Zhang, Dmitrijs Petrakovs, Robinson Chueh, Tor Inge Horpestad, Sherry Julina, Kien Tan and Edmund Hoe.

## Special delivery

Stolthaven Singapore received the first shipment of 1-Hexene for Tank Pit 3's tank TK0308 from *Stolt Zulu* on March 24.

This product will serve as a feedstock for Stolthaven Singapore's industrial customer, whose process plant is connected to the terminal via a 2km pipeline.



*Stolt Zulu* alongside Stolthaven Singapore's OST2 to discharge 1-Hexene into TK0308 in March.

## STOLT SHARE PRICE PERFORMANCE

The table right indicates the closing prices for SNL from the date of the last *Stolten*, March 17, 2015, through to July 27, 2015.

The relative performance of SNL versus major market indices gives a measure of our share price performance versus the overall market competitors offering similar types of services, and the industries of our major customers.

Stock / Class	Symbol	Exchange	Currency	As of Mar.17.15	As of Jul.27.15	Share price movement +/- %
<b>Stolt-Nielsen Limited – Common</b>	SNI	OSE	NOK	125.00	131.00	4.80%
S&P 500 Index compares to broad market performance						-0.32%
Dow Jones Transportation Index compares to other transportation companies						-2.29%

# Norwalk: the end of an era

On July 9, Stolt Tankers employees gathered at Valbella Restaurant in Riverside, CT for cocktails and dinner.

The occasion marked the formal farewell to 19 long-time employees, who chose to retire following the decision to relocate the Tanker Trading Office to Houston from Norwalk.

Fittingly, Niels G. Stolt-Nielsen, CEO of Stolt-Nielsen Limited, hosted the event. Also attending from Stolt-Nielsen Limited were Jan Chr. Engelhardtson, Chief Financial Officer; Andrew Pickering, President, Stolt-Nielsen LNG Holdings Ltd; and John Wakely, Secretary to the SNL Board of Directors. Among those attending from Stolt Tankers were Richard Bertrand, Business Director – Parcel Tankers, and Bjarke Nissen, Business Director – Chemical Tankers.

“Everyone felt like it was not just a dinner, but an historic event,” said Bill Humphreys. “Most of us spent almost our entire careers at Stolt-Nielsen, literally growing up together, both professionally and personally. The camaraderie of the group was evident throughout the evening.”

In his remarks, Niels thanked the retiring staff for their many contributions, noting that the Connecticut office was the backbone of Tankers Chartering since the first one opened 46 years ago – and that those at the dinner had successfully helped to guide the Company through many challenging times over that period. He noted that the years of service for the 19 retirees ranged from 22 to 42 years, with one retiree having served ten years, representing a total of 577 years of cumulative service – or more than 138,000 days at the office.

The timespans involved made for some startling revelations.

“Niels said he was eight years old when Jim Mennona joined the Company (on August 23, 1973),” said Wayne Harrison. “He did a

little imitation of Jim that had everyone laughing.

“A lot of people in the room were people Niels had worked for,” added Wayne. “So you take that and combine it with all the references that were made to Jacob, and it felt like one big extended family.”

Many in attendance took the opportunity to speak during the dinner, recounting their experiences working for what they considered a special company. John Bailey expressed his gratitude for having worked at Stolt-Nielsen since June 5, 1978, and for having a job not only that he enjoyed, but that enabled him and his wife to have a comfortable life, raise a family and send their children to college.

“It was wonderful,” said Anlan Tsai, who joined Stolt-Nielsen on October 9, 1989, after holding a temporary job at the Company in 1984. “It felt more like a family reunion than a retirement party. There were a lot of good memories. →



*It felt more like a family reunion than a retirement party. There were a lot of good memories.*



Farewell to the 19 long-term employees retiring from the Company (l. to r.): Front row, Lori Auslender, Wayne Harrison, John Bailey, James Fleming, Cathy Acerbo and Anlan Tsai. Back row, William Humphreys, Niels G. Stolt-Nielsen, Nils Vogth-Eriksen, Gary Kolakovsky, Tom Confrey, Jan Chr. Engelhardtson, Jim Mennona, John Wakely, Kevin Fitzgerald, Dan Postupack, Mark Woessner, Paul Bosse, Andrew Pickering and Joe Lacerenza. Retirees not pictured, Andrew Triandafilou, Roger Restaino and Randall Brooks.

#### Norwalk employees transferring to Houston

Richard Bertrand	33 years	George Reiber	11 years
Terrence Murphy	27 years	Armando Garcia	8 years
Akira Uetabira	26 years	Emily Loeffel	8 years
James Gibney	26 years	Norman O'Shaughnessy	8 years
Aryana Sunandar	26 years	Henrik Olsson	7 years
Thomas Johnsrud	21 years	Peter Young	7 years
John Ashielie	18 years	Joseph Weiss	7 years
William Beardsley	17 years	Kaitlin Albertson	3 years
Greg Dooley	16 years	William Meier	2 years
Daniel Carr	15 years	Ross Arcuri	1 year

#### Norwalk employees separating from the Company

James Mennona	42 years	Anlan Tsai	26 years
William Humphreys	41 years	Paul Bosse	24 years
John Bailey	37 years	Lori Auslender	22 years
Daniel Postupack	36 years	Stephanie Dunn	22 years
Gary Kolakovsky	35 years	David Riskey	21 years
Kevin Fitzgerald	33 years	Diane Ribuffo	17 years
James Fleming	33 years	Maria Vitiello	17 years
Nils Vogth-Eriksen	33 years	Randall Brooks	16 years
Catherine Acerbo	32 years	Andrew Triandafilou	10 years
Michelle Sabino	32 years	Christine Chevette	8 years
Mark Woessner	32 years	Gisele Salgado	8 years
Thomas Confrey	29 years	Timothy Orwin	7 years
Wayne Harrison	29 years	Shakila Adams	4 years
Joseph Lacerenza	29 years	Harold Jean-Felix	3 years
Roger Restaino	27 years	Nelson Pickering	3 years
Richard Sales	26 years		

→ “We were all supposed to separate into three groups for photographs, but everyone was having so much fun we all just sort of came together for one big picture,” she added.

Niels mentioned in his remarks that when he went to set up the first Stolt-Nielsen office in China back in 1995, he and Minwei Qu, now General Manager China, met with Anlan’s brother, who lived in Qingdao and offered to show them around.

“It touched my heart that he remembered that,” said Anlan, whose daughter, Emily Loeffel, is a Voyage Coordinator with Stolt Tankers in Houston.

“It was an honour to have been a part of it,” added Wayne.

The July 9 dinner was preceded on May 8 by a party at the Norwalk office. “The party



### *All raised a glass in honour of Jacob Stolt-Nielsen.*

was intended as a final goodbye to our office, before we started breaking it down for the move to Houston,” said Michelle Sabino. “We wanted to have one last event in the office while the space was still whole.”

Nearly 90 people attended the event, which was held on the trading floor. Attendees included the Norwalk staff, visiting trainees and retirees, along with spouses. Hans P. Feringa, former President of Stolt Tankers, hosted the party.

“All raised a glass in honour of Jacob Stolt-Nielsen and the guests were invited to sign a page that will become part

of a memento being put together for Nadia Stolt-Nielsen by their daughter Siri,” added Michelle.

The relocation of the Norwalk office to Houston this year brought to an end Stolt-Nielsen’s presence in Connecticut, which began with the establishment of an office in Greenwich in 1969, followed by a move to Cos Cob in 1982 and finally to Norwalk in 2005.

In many ways, the dinner in Riverside marked the end of an extraordinary era at Stolt-Nielsen – and the beginning of a new one now taking shape in Houston.

## Fond memories and camaraderie at Norwalk parties held on the trading floor on May 8 (below) and at the Valbella Restaurant on July 9 (facing page).

**RIGHT:** (l. to r.) Ari Sunandar, James Rocco, Diane Rocco and Richard Sales.



**FAR RIGHT:** (l. to r.) Al Rodriguez, Shakila Adams, John Ashieffie, Michael Sabino, Bill Humphreys, Michael Taylor and David Risley.



**RIGHT:** (l. to r.) Tony Lofstad, Emily Loeffel, Kaitlin Albertson, George Reiber and Joe Weiss.



**FAR RIGHT:** (l. to r.) Emily Loeffel, Pete and Brit Young, and Hans P. Feringa.



**RIGHT:** James Fleming and Stephanie Dunn.



**FAR RIGHT:** (l. to r.) Roseline Okon-Itrechio, Liz Marta, Laura and Jim Gibney, Emily Loeffel, Kaitlin Albertson and Lori Auslender.



**RIGHT:** (l. to r.) Cathy Acerbo, Dave and Christine Chevrette, and Richard Sales.



**FAR RIGHT:** (l. to r.) Pat and Mark Woessner, Richard and Cindy Bertrand, and Tom Johnsrud.



RIGHT: Diane and Nils Vogth-Eriksen.



FAR RIGHT: (l. to r.) Cathy Acerbo, Andrew Pickering, Lucia and James Fleming.



RIGHT: (l. to r.) Wayne and Rochele Harrison with Lori Auslander.

FAR RIGHT: Joe Lacerenza and Niels G. Stolt-Nielsen.



RIGHT: (l. to r.) Gary Kolackovsky, Kevin Fitzgerald, Mark Woessner, Patricia and Dan Postupack.

FAR RIGHT: Chris and Paul Bosse.

RIGHT: (l. to r.) John and Jane Bailey with Donna Fitzgerald.



FAR RIGHT: (l. to r.) Jing Tong Tsai, Andrew Triandafilou and Anlan Tsai.



RIGHT: Pat Woessner, Judy Baluha, Bill Humphreys and Anlan Tsai.



FAR RIGHT: (l. to r.) Elise Kolackovsky, Tom Confrey and Patricia Confrey.



RIGHT: Randall and Jeannie Brooks.



FAR RIGHT: John Wakely and Dan Carr.



# Stolt Around the World

## BRAZIL

### Long service awards

Congratulations to Antonio Luiz Nunes Pereira and Cláudio Rogério da Silva who received 10-Year Awards and to Erivelto Justino Costa who received a 25-Year Award.

RIGHT: Erivelto Justino Costa.

FAR RIGHT: Cláudio Rogério da Silva (left) and Antonio Luiz Nunes Pereira.



## CHINA

### 10-Year Awards

Jack Lou and Julie Yang have both received their 10-Year Awards.

RIGHT: (l. to r.) Jeff Wang, Darrell Lee, Audrey Chen, Julie Yang, Minwei Qu, Elle Gu and David Ma.

FAR RIGHT: Jack Lou is congratulated by Minwei Qu.



### Year of the Goat

SNC Shanghai staff and Hudong Zhong Hua site team members gathered to celebrate the upcoming Chinese Year of the Goat.

From front row (l. to r.): Kevin Wang, Gavin Yuan, Vivian Wang, Elle Gu, Minwei Qu, Audrey Chen, Joan Shi Qu, Peggy Yang, Jessica Lu, Lisa Chen, Ronnie Pan, Vincent Mao, Jessica Lin, Serhiy Yezersky, Darrell Lee, Yang Fan, Henry Jiang, Dick Wang, Roy Cao, Wendy Zhang, Lisa Lee, July Zhang, Becky Cao, Maggie Wang, Jack Lou, Arjen Shen, Henryk Pawel Ludwisiak, Chen Wei, Renee Ding, Jon Zhou, Steve Meng, Catherine Wu, Jessica Zhang, Jeff Wang, Tina Shen, Peggy Zhang, Eva Zhu, Li Dongdong, Wayne Xia, Zhou Xihai, Linda Mu, Liu Zhiqing, Yoki Zhang, Iris Ye, Cao Gangyin, Grace Shen, Wang Xinyan, Effie Gu, Zhou Xiaoyang, Cesar Zhang, Donny Xu, Cathy Yuan, Carol Zhu, Guo Zude, Lech Oleszczuk, Fan Sunbin, Sky Chen, Byron Zhou, Nag Sang Sung, Kyle Manis, Olivier Zheng, Tresa Tian, Joanna Lu, Mark Yao, Jaden Tang, Dick Lu, Elvis Wang, Ng Yong Jin, Rick Gao, Jerry Huang, Stella Shao, Reg Fu, Christy Jiang, Summer Xia, Christine Wang and Joanna Feng.



## FRANCE

### Summer outing to Deauville

The STC France staff headed to Deauville for their annual summer outing, on June 6. Divided into four teams, they took part in various activities, enjoying friendly competition and fun for all.

**ABOVE:** (l. to r.): Jad Fadel, Séverine Gouteux, Malick Dialo, Corinne Bouffare, Angélique Barbier, Benjamin Marais, Milène Gomes Da Silva, Florent Beuriot, Elisabeth Durand Bredel, Séverine Fréval, Tahar Bibot, Yoann Brizou and Baptiste François.



**RIGHT:** Summer fun (l. to r.): First row, Elisabeth Durand Bredel, Jad Fadel and Tahar Bibot; second row, Stevy Remoussin, Simon Genit and Christian Ronxin; third row, Malik Dialo and Benjamin Marais; in the goal, Benoît Couture.



**FAR RIGHT:** From bottom left: Malick Dialo, Tahar Bibot, Jad Fadel, Benjamin Marais, Séverine Gouteux, Elisabeth Durand Bredel and Angélique Barbier.

### Amazon Race

Ladies from STC France took part in the 2015 Le Havre 'Course Amazone' (Amazon Race), a 6 km run that raises funds for the fight against breast cancer.

**Le Havre runners** (l. to r.): Claire Anquetil, Virginie Lanoiselez, Angélique Barbier, Morgane Le Boette and Camille Fromentin.



### Safety achievement

Congratulations to Benoît Couture, who obtained his Safety Officer certification.



### A decade with STC

Virginie Monin has celebrated a decade with Stolt Tank Containers. Laurent Grandjean presented her with her 10-Year Award in January.



Virginie Monin and Laurent Grandjean.

## GERMANY

### Big Bike fun for summer outing

The STC Hamburg team enjoyed an outing with a difference – taking to the streets on two 'BigBikes' for a wonderful afternoon at the end of June.

Enjoying a two-hour sightseeing tour, they pedalled through the city centre of Hamburg and the famous Reeperbahn.

This active event, which was full of laughs, was rounded off with cool drinks and a delicious barbecue buffet in the brewery restaurant Altes Maedchen.



A fun day out (l. to r.): Front row, Kathrin Moehl, Karima Khiali and Kerstin Lange. Second row, Dennis Schot, Tatiana Plum, Jan Kunigk, Ali Akin, Danijel Ursic, Nelson Borges, Susanne Junge, Heike Block, Mirjam Scholz and Hendrik Sellhorn. Back row, Bernd Peper, Marlon Gebert, Florian Schreiber, Gisela Suerdieck, Souzana Spanier, Gundega Bucena and Anke Ravens.

## INDIA

### Teambuilding trip

The teams of Stolt-Nielsen India and J.M. Baxi took a trip to the Manas Resort, Igatpuri, a quaint and picturesque hill station located about 120 km from Mumbai.

A busy day of teambuilding exercises was followed by a fun-filled evening.

Front row (l. to r.): Ajit Dandekar, Ramesh Patil, Sanjeev Gokakkar, S. Kanthaswamy, Mark D'Sa, Vithal Shirsat, Christopher Trett, Dasrath Gaiwad, Ajay Sahoo, Nilesh Talashilkar, Sanjivani Dhauskar, Mahesh Temkar, Akshata Itikyal, Kiran Salunke, Vishwanath Karawade, Chandrakant Shivde and Ganesh Patil. Back row: Gajanan Mokul, Anil Batawale, Jagdish Chipkar, Vipul Gaiwad, Manoj Jadav, Vivek Modsing, Jayesh Dhumal, Umesh Mendon, Sudhir Agarwal, Ramesh Patil, Gajanan Shirsat, Rohit Rane and Captain S.P. Pitre.



## New hands

### DAGENHAM

To Matthew Dale and his wife, Isabelle, a girl, Béatrice Charlotte, on May 23, 2015.



### HOUSTON

To Sergejs Kuzins and his wife, Jekaterina, a girl, Annabella, on December 3, 2014.



### MANILA

To Kristine Bernadette Marasigan and her husband, Kiven, a boy, Kaiser Benedict, on December 8, 2014.



### ON BOARD

To Andre Stolk, *Stolt Waal*, and his partner, Stefanie Verstraete, a boy, Thibo, on December 21, 2014.



### DUBAI

To Tanguy Bouvy and his wife, Alexandra, a girl, Maxine, on May 5, 2015.



### LONDON

To Florita Nadaraja and her husband, Jerard Balaskantha, a girl, Isaabella Aariyah, on March 22, 2015.



### ROTTERDAM

To Perry van Vliet and his partner, Florinda Eletto, a boy, Rafael Alexander, on February 27, 2015.



**ITALY**

**Geni celebrates 25 years**

Congratulations to Geni Depinoy, who received her 25-Year Award from Laurent Grandjean in Savona. The presentation was followed by a dinner with the whole Italian team, together with Kean Yee Chong and Dennis Verduyen who were in Italy working on a depot project.



Geni Depinoy and Laurent Grandjean.



(l. to r.): Patrizia Perocchio, Dennis Verduyen, Cristina Bovero, Kean Yee Chong, Chiara Siccardi, Virginie Monin, Elena Piga, Laurent Grandjean, Noelia Ramos, Geni Depinoy, Simona Francini and Manuel Quattrini.

**Dilbert**



**Position changes**

**DUBAI**  
Myrko Antonio from Senior Shipbroker to Sales Manager, STJS-CT

**HAMBURG**  
Tatiana Plum from Temporary Accounting Assistant to Accounting Supervisor

**HOUSTON**  
William Arcuri from Ship Operator Trainee to Ship Operator  
John Kenney from Senior Port Superintendent to Senior Ship Operator  
William Meier from Senior Ship Operator to Service Operations Manager  
Terrence Murphy from Global Service Operations Manager to General Manager, US Gulf Port Operations  
Lisa Rodriguez from Senior Accountant to Voyage Coordinator  
Michael Tennyson from Senior Port Superintendent, New Orleans, to Senior Ship Operator

**KAOHSIUNG**  
Robinson Chueh from Assistant Depot Manager to Depot Manager  
Tracy Wang from Supervisor to Office Supervisor

**MANILA**  
Leonisa P. Cabanban from Senior Accountant to Accounting Supervisor  
Lailani V. Cabatbat from Accounting Associate II to Senior Accounting Associate  
Mary Grace Canela from Analyst to Accounting Team Leader  
Ferrarin L. Castro from Accountant to Senior Accountant  
Venecie C. Fernandez from Accounting Associate II to Senior Accounting Associate  
Elizabeth M. Garcia from Business Analyst to Senior Business Application Consultant  
Gilbert L. Malimata from Senior Accounting Associate to Accountant  
Dolores V. Montano from Accounting Team Leader to Accounting Supervisor

**MOERDIJK**  
Eduardo de Paula from Customer Service Representative, SHVN, to Acceptant, STC  
Robinson Romeijn from SHEQ Coordinator, SHVN, to SHEQ Officer, STC  
Ronald Ruijsbroek from Operator, SHVN, to Forklift Driver, STC

**MUMBAI**  
Mark D'Sa from Sales Manager to Commercial Manager, STC

**ROTTERDAM**  
Kaitlin Albertson from Service Analyst to Business Application Consultant  
Sergei Antoshin from Port Superintendent to Senior Port Superintendent  
Ruud Bijvanik from Project Manager to Senior Business Project Manager  
Niels Boereboom from Business Analyst to Senior Business Application Consultant  
Onur Celik from Ship Operator to Senior Ship Operator  
Jeroen Dudley-Owen from Senior Shipbroker, Melbourne, to Chartering Manager, SNIES  
Irina Goubskaia from Sea Personnel Secretary to Travel Coordinator  
Konstantinos Karagiannidis from Project Analyst to Senior Project Analyst  
Clemens Kegl from Trainee Shipbroker to Assistant Shipbroker  
Gosia Lewandowska from Shipbroker to Senior Shipbroker  
Joost Mast from Senior Broker/Operator to Operations Supervisor, SNITS  
Daan Muizer from Business Process Manager, SHVN, to Global Manager, BT Service Delivery  
Dimitrios Panagiotodis from Trainee Shipbroker to Assistant Shipbroker  
Allyson Peh from Senior Shipbroker to Sales Manager, SNIES

Femke Steenbakker from Ship Operator to Senior Ship Operator  
Sander In't Veld from Senior Ship Broker to Tradelane Manager, STJS  
Martine Verweijen-Hofsteede from Travel Coordinator to Assistant Crewing Manager

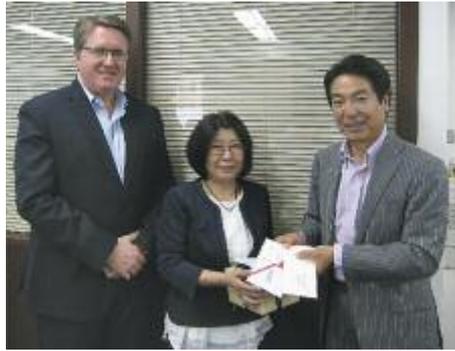
**SHANGHAI**  
Robinson Chu from Shipbroker, Singapore, to Senior Shipbroker

**SINGAPORE**  
Andi Bin Amran from Trainee Operator to Operator C, SHVN  
Valentine Baburgs from Fleet Superintendent to Fleet Manager  
Habibulah Bin Mohd Ismail from Operator C to Operator B, SHVN  
Yi Jia Cheng from Operator A to Operations Team Leader, SHVN  
Sanjai Kumar from Operator C to Operator B, SHVN  
Gordon Lim from Operator B to Senior Customer Service Representative, SHVN  
Andrew Ong from Sales Executive to Sales Manager, STC  
Muhammad Sharif from Operator A to Operations Team Leader, SHVN  
Eugene Tan from Trainee Operator to Operator C, SHVN

## JAPAN

### 25-Year Award

Kayomi Akimoto was presented with her 25-Year Award by Bill Bryant and Toshikazu Hirabayashi. Greg Vinson was visiting Stolt-Nielsen Japan and joined the celebrations for Kayomi at the STC staff dinner on June 9, along with Darrell Lee and Shunji Matsubara, President of NC Stolt.



Kayomi Akimoto with Bill Bryant (left) and Toshikazu Hirabayashi.



Dinner celebrations for Kayomi Akimoto.

### Outing by bullet train

Stolt-Nielsen Japan staff went on an outing to Kanazawa, Ishikawa Prefecture at the end of May. After travelling on the new Kanazawa Shinkansen bullet train which came into operation in March, they enjoyed sightseeing in the ancient capital and traditional local cuisine. They were joined on the trip by Bill and Anna Bryant.

**RIGHT: (l. to r.)** Kazunori Omata, Bill Bryant, Toshikazu Hirabayashi, Norihito Inomata, Anna Bryant and Andreas Kirschner.



**FAR RIGHT: (l. to r.)** Yoshihiro Koike, Bill Bryant, Anna Bryant and Yuiko Kurimoto.



**RIGHT: (l. to r.)** Teruki Kobayashi, Ken Takeuchi, Yasuyo Kamata, Aya Izumi, Minmin Hong and Toshikaki Kawata.



## NETHERLANDS

### Running for KiKa fund

Colleagues from the Rotterdam office ran in a 10 km race in aid of the KiKa children's cancer fund. The event took place in the Zuiderpark, Rotterdam, on June 28.

**Rotterdam runners (l. to r.):** Inge van den Houten, Roxanne Sakko, Martin Kooij and Carl Kars.



## PHILIPPINES

### In-house training

Two in-house training courses have been run at the Manila office recently. Advanced People Handling Skills took place on May 26–27, and Customer Service training was held on June 16–17.

**TOP: Customer Service training (l. to r.):** Veronica Durias, Venecie Fernandez, Soc Balmaceda, Joice Baricuatro, Lisette Guia, Maureen Navarette, Bob Claudio (trainer), Gesel Derecho, Gorbachev Dalisay, Laarni Udarbe, Archival Dela Cruz, Ronaldo Dorado and Jasmin Ocenar.



**RIGHT: Advanced People Handling Skills training (l. to r.):** Gladylina Linsangan, Florian Cabrito, Rolando Calizo, Veronica Durias, Elinor Joel, Noel Valenzuela, Melchora Andula, Loren Naquita, Angela Cruz (trainer), Mary Grace Canela, Jennie Agulto and Jessie Abugan.



### Service awards

Congratulations to Barbara Cutad on receiving her 25-Year Award and to Angelyn Alabastro who received her 10-Year Award.

**RIGHT: Angelyn Alabastro (centre)** with Soc Balmaceda, Jane Sy, Bill Bryant and Cristito Hortaleza.



**FAR RIGHT: Barbara Cutad (centre)** with Soc Balmaceda, Jane Sy, Bill Bryant and Cristito Hortaleza.



## SINGAPORE

### Training and development programme

In 2014, Stolthaven Singapore embarked on a training and development programme named the Place and Train Program.

This initiative is a joint effort with the Employment and Employability Institute (e2i), a Singapore government agency dedicated to increasing the employability and career progression of local people through various training programmes to provide the technical skills and knowledge essential for specific roles.

**HR Officer Chester Chong** presents a Place and Train Program briefing at Stolthaven Singapore on February 6.



## Stolt 'pioneer' Chuan retires

After 34 years with Stolt-Nielsen, Chuan Siew Kuan retired on March 31.

One of the longest serving pioneers in the Singapore office, Chuan joined Stolt-Nielsen Singapore in December 1980. As the SNSP Port Operations transformed and evolved in line with shipping, customer and regulatory requirements over the years, he provided the support and management needed to tackle the many challenges involved.

Wishing Chuan good health and enjoyment in his golden years, Lionel Choo said: "Chuan has always been committed to his work, a strong team player, a trainer and mentor to new staff and, most importantly, a true friend. I would like to take this opportunity to thank him for his loyalty, hard work and dedication to the Company over the past 34 years."

Port Operations Manager Jeffrey Lee presented Chuan Siew Kuan with a plaque recognising his 34 years of dedicated service.



## Celebrating 25 years

Congratulations to Lionel Choo who has celebrated 25 years with the Company.

Niels G. Stolt-Nielsen presents Lionel Choo with his 25-Year Award.



## SPAIN

### SSF summer party fun

The Stolt Sea Farm annual summer party took place at a recreational area near the main offices in Santiago de Compostela.

Fun was had by all – various activities were organised, including games, contests and fancy dress, with many prizes awarded.

During the event, Pablo García presented 25-Year and 10-Year Awards. Those receiving their 25-Year Awards were: Manuel Serans Alosa, Azucena Lemus Alvite, Julio Bronze, Emilio Ferro Lamela, Manuel Pena Noceda, Ramon Folgar Pouso and David Varela. The 10-Year Awards were presented to: Blanca García Alvarez, Maite Alonso Azcarate, Jose Tajés Baña, Oscar Gonzalez Barreiro, Diego Carril Bermudez, Xavier Bruere, Manuel Lago Caamaño, Francisco Lobelos Caamaño, Francisca Rouco Caserio, José Gonzalez Fernandez, Jesus Varela García, Raul Lopez Leiton, Antonio Ferreira Lopez, Diego Sambade Mouzo, Ramon Romero Pedrosa, Nuria Aguirre Perez, Esteban Cambeiro Piñeiro, Jaime Anaya Pumarega, Sonia Uriá Pumares, Pablo Beiro Rebolledo, Gerardo Mouzo Rego, Manuel Santos Roa, Ana Trillo Sanchez, Roberto Rodriguez Santos, Juan Carril Suarez, Ismael Lopez Trillo, Eva Dieguez Rojo and Antonio Otero Vazquez.



Summer party line-up (l. to r.): Back row, José Rivas, Isabel Quelle, Oscar Villegas, Jesus Varela and Miguel Fernandez. Front row, Alberto Pernas, Paqui Rouco, Damian Pernas, Anabel Polvorinos, Rosario Balseiro, Sonia Uriá, Fatima Barreiras, Severino Pena, Raquel Horta, Cote Quelle and Naira Aguirre. Kneeling, Iago Pena.



(l. to r.) Ruth Sedoifeito, Sonia Paz, Julien Delsaux and Sveinn Magnusson.



(l. to r.) Carlos Carballido, Jesus Baltar, Ruben Garcia and Borja Gago.

## TAIWAN

### Sara celebrates 10 years

Sara Wang celebrated her 10-Year Award.

Sara Wang displays her award with (l. to r.) Karen Lee, Kerry Chang, Tansy Kao, Ellie Liu, Dickens Du, Melody Kao, Grace Chu and Eddy Lin.



## Retiring after two quarter-centuries of service

Chung MinChi and Su WenLi retired in March and April respectively, both having served the Company for 25 years. A celebration of their 25-Year Awards was held on March 9.

Chung MinChi, who joined STC Kaohsiung depot in January 1990 as Depot Manager, was very hands-on working closely with the teams on tank cleaning, maintenance and cargo heating. Most of the depot equipment and machinery was serviced by him.

Su WenLi joined the depot in March 1990 as an Administrative Assistant, and was Depot Administrative Manager when she retired. Her skills in tank coordination and selection enabled the depot manager to concentrate fully on depot operations.

25-Year celebrations (l. to r.): Front row, Tracy Wang, Darrell Lee, Su WenLi, Emma Teng, Chung MinChi, Kerry Chang, Robinson Chueh and Lin BonJie. Back row, Yu ZongLong, Hsu RongLin, Lin MingDian, Hsu BorGui, Dickens Du, Greg Vinson, Eddy Lin and Hou JyunYuan.



### New employees

#### HOUSTON

Jason Attaway  
Sales Manager, STJS

Erol Bural  
Ship Operator

Ole Ekeland  
Senior Voyage Coordinator

Dennis Fewell  
Demurrage Analyst

Tony Lofstad  
Senior Voyage Coordinator

Roseline Okon-Itrechio  
Service Analyst, A&F Business Control

Feroze Parekh  
Business Project Lead, BT

Sergio Ramos  
Regional Sales Manager, STC

Steve Raterman  
Senior Voyage Coordinator

Alvaro Rodriguez  
Senior Ship Operator

Andrew Kyle Smith  
Voyage Coordinator

#### KAOHSIUNG

Joe Hou  
Assistant Depot Manager

Emma Teng  
Administrative Assistant

#### LONDON

Margaret Ocloo  
Treasury Analyst

#### MANILA

Joseph P. Dalisay  
Business Application Consultant

Winnie Rose Jimenez  
Accounting Associate I

Jasmine C. Piedad  
Accounting Manager

Claudine Sampana  
Accounting Associate I

Albert Siochi  
Maintenance Support Manager

#### MELBOURNE

Andrew Cumming  
Sales Manager, ANZ

#### MOERDIJK

Mariya Holubka  
Project Engineer

#### ROTTERDAM

Michel Bresser  
BT Global Manager Business Applications

Tjeerd de Bruijn  
Business Applications Consultant

Vikram Chauhan  
Business Applications Consultant

Paul Croft  
Sales Manager, STJS

Jevgenija Deljanova  
Crewing Officer

Phamela Revilla-van Eijk  
Secretary, Sea Personnel

Patricia de Haas  
Assistant Broker/Operator SNITS

Christiaan Hartsema  
Accounting Manager

Klaudia Ludwisiak  
Project Analyst, TT Planning & Projects

Pavlos Mizithras  
Voyage Coordinator. STJS-IOS

Camille Philippe-Saubin  
Ship Operator, STJS

Carla Ramirez  
Operations Assistant

Erik Smit  
Compensation & Benefits Specialist

Aidin Tabrizi  
Contract Engineer

Arnoud van de Wiel  
Training & Development Manager, Sea Personnel

#### SINGAPORE

Charlotte Lim  
Accountant

Daishi Araki  
Shipbroker, SNAPS

Anna Tianhui Ho  
Business Executive, SBS

Lee Chau Meng  
Maintenance Superintendent

Angela Wong  
Customer Service Coordinator, SHVN

Jessilyn Yeong  
Customer Service Coordinator, SHVN

## Tying the Knot

#### DUBAI

Ian Harvey married Patricia Monser on June 23, 2015.



#### HOUSTON

Paul O'Brien married Kirsten Ricci on June 24, 2014.



#### ITALY

Simona Francini married Massimo Vidili on May 30, 2015.



#### ON BOARD

Second Engineer Ante Celan, *Stolt Capability*, married Tea Tomasovic on June 13, 2015.



## UNITED KINGDOM

### Bijan Nobari retires

Bijan Nobari retired in April from his position as General Accountant with Stolt-Nielsen.

Bijan joined the Company in 1989 as a member of the SNIES Accounts team, which had been set up in London that year, following the acquisition of Interchem. Bijan brought with him a great deal of experience gained from leading an accounting team in a BP Tanker joint venture. When SNIES moved to Rotterdam, ten years later, he remained in London to assist with the transition.

After a short break, Bijan was welcomed back to Corporate Services as General Accountant.

Once again, he quickly established himself as a valuable and dedicated member of the Accounts team. 'Bijan will know' was a common answer to many queries over the years – and he usually did!

At a gathering in the London office, Homiyar Wykes and John Wakely, who had worked with Bijan in his BP days, thanked Bijan for his many years of excellent service. We wish him a long and happy retirement.

Homiyar Wykes and Bijan Nobari.



## UNITED STATES

### Joe Gelardi retires after 13 years with Stolt

Joe Gelardi, Regional Controller – United States, retired on June 30. His distinguished 13-year career at Stolt-Nielsen included leading the accounting team since Judy Hendy's retirement in 2012.

Joe was a key part of the Oracle implementation and the main go-to person for accounting matters in the US for a number of years. His can-do attitude and advice on reporting, budgets and accounting could always be counted upon.

Joe joined Stolt in June 2002 as General Ledger Manager, initially managing various accounting and reporting functions for STC,

tankers/shipowning and insurance. After completing the migration of those functions to Rotterdam in 2004–2005, he oversaw the enhancement of the port disbursement function in Houston (and subsequent migration to Manila) and participated with other SNTG management staff on the 2005–2006 Strategic Planning Team.

Joe then assumed the role of A&G Accounting for the Houston office and Galveston warehouse in 2007, ultimately consolidating the payroll, accounting and benefits reporting functions from the Norwalk office into Houston in 2010–2011.

We wish Joe a long and happy retirement.



Joe Gelardi at his retirement party.

## 10-Year Award

Jesus Torres was presented with his 10-Year Award in Houston by Dan Shelton and Julio Cuellar.



(l. to r.) Julio Cuellar, Jesus Torres and Dan Shelton.

## Betty Jane 'BJ' Dunn, 1925–2015

It is with great sadness that we report the death of Betty Jane 'BJ' Dunn on February 19, 2015, shortly after celebrating her 90th birthday.

BJ's long and varied career included serving as Communications Manager for Stolt-Nielsen, based in Greenwich, and editing *Stolten* from 1989 to 1994.

Born in New York City, she graduated in English and journalism and first pursued a career in dance before moving into advertising and publishing. After her time with Stolt-Nielsen, BJ became editor of *Directorship*, a business magazine for board members of Fortune 1000 companies, where she remained for six years before retiring and moving to Pinehurst, North Carolina.

Husband Paul Dunn – who she met in New York when they both worked for *Good Housekeeping* – said: "BJ was the editor of *Stolten* and helped redesign the magazine. When I read it each month, I am reminded that she had very happy years working in Greenwich with Stolt's hardworking, creative people, including its inspired leader, Jacob."

Our deepest sympathy goes to Paul and to BJ's son Rex Duval, daughter Melissa Gray, and eight grandchildren.

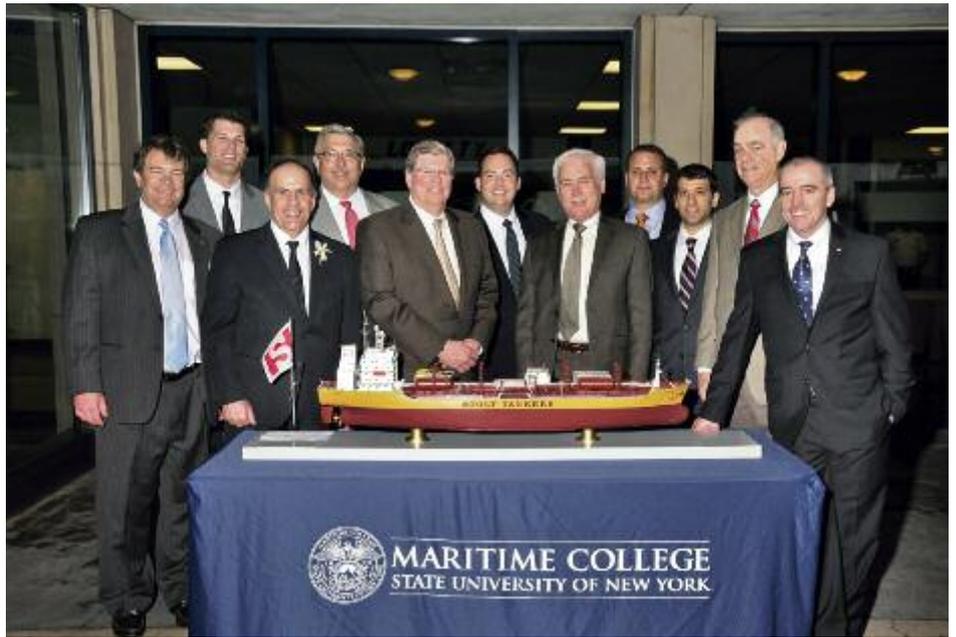


## Stolt Sapphire ship model marks links with maritime college

Stolt-Nielsen has had a long association with the State University of New York Maritime College, hiring many graduates over the years who are now working in the Rotterdam, Norwalk and Houston offices.

During the annual scholarship dinner held earlier this year, a ship model of the *Stolt Sapphire* was donated to the college's maritime museum.

**Stolt line-up of State University of New York Maritime College alumni (l. to r.):** Randall Brooks (1982), Timothy Orwin (2005), Roger Restaino (1986), Mark Woessner (1979), William Humphreys (1974), George Reiber III (2002), Kevin Fitzgerald (1978), Joseph Weiss (1998), Mustafa Erol Bural (2009, MS 2013), Thomas Confrey (MS 1980) and James Gibney (1982).



## On the run for local school

Ten Stolthaven New Orleans employees took part in the New Orleans Crescent City Classic 10 km race on April 4 – raising an impressive US\$5,960 for Phoenix High School in Plaquemines Parish. Considering the lack of training by many of the entrants, the run was no small feat! However, some impressive times were achieved, with one runner, Jeremy Russo, finishing in 315th place out of 25,000 entrants.

A cheque for \$5,960 was presented to the principal and children at Phoenix High School.

**ABOVE RIGHT: Crescent City Classic runners (l. to r.):** Nathan Besse (1:38:51), Greg Blum (1:05:35), Jeremy Russo (41:44), Dustin DuRapau (51:22), Brittney Ruiz (1:02:08), Evan Williams (1:46:25), Richard Springthorpe (49:48), Steve Basile (53:20), Rick Young (1:55) and Chris Popjoy (1:01).

**RIGHT: Cheque presentation (l. to r.):** Councilman Barthelemy for Plaquemines Parish, Captain Philip Watt, children representing Phoenix High School, Principal Williams and Captain Richard Springthorpe.



## Stolthaven donates piano to church hit by hurricanes

A very special gift from Stolthaven New Orleans was music to the ears of parishioners at St Andrew Baptist Church in Braithwaite.

The church, established in 1867, has been through terrible times in the past few years – in 2005, its interior was completely destroyed by Hurricane *Katrina* and soon afterwards Hurricane *Rita* caused the church steeple to collapse. In 2012, the church's interior was destroyed once again, by Hurricane *Isaac*.

However, on January 25, as reported in the Plaquemines Gazette, due to the resilience of

parishioners and the generosity of local businesses the church rang out once again, with pianos and praise.

Stolthaven donated a mahogany baby grand piano.

"We're glad to be able to help our neighbours," said Stolthaven Terminal Manager Philip Watt. "To lose your church once is a terrible tragedy. To have to go through that twice and still have the will and courage to rebuild is truly exceptional."



Pastor Merlin Flores (left) with Philip Watt in front of the baby grand piano donated to St Andrew Baptist Church by Stolthaven.

## An evening with the New York Yankees

Norwalk staff visited the Yankee Stadium in The Bronx, New York, this spring and enjoyed a New York Yankees baseball game. The Yankees trounced the Kansas City Royals, which made an enjoyable evening even better!

Baseball outing (l. to r.): Front row, Roger Restaino, Mark Woessner and Guy Hudson. Middle row, Kaitlin Albertson, Dennis Fewell and his friend Casey Ouellette, and Ole Ekeland. Back row, Richard Bertrand, Christian Steenbergen, Tom Confrey, Bill Humphreys, Maria Vitiello, Cathy Acerbo and Tom Huvane.



## Part of the Stolt family

Andrew Triandafilou – known as ‘Captain Andy’ – was presented with his 10-Year Award at Norwalk. He joined Stolt-Nielsen in 2005 as a Ship Operator after working for almost 20 years as a Master.

“Captain Andy has been an effective mentor to many younger ship operators with his vast knowledge of the shipping industry,” said Hans Feringa, who presented him with his award.

“He is also greatly appreciated for his sense of

humour that he brings to a sometimes stressful work environment and which always lightens the mood. His sea stories are legendary and, for those who have been lucky enough to have worked with him, they have always been a great source of amusement and entertainment.

“Many, Captain Andy, will remember your kindness and generosity to them when circumstances dictated. And many of your colleagues consider you family.”

Hans Feringa presented Andrew Triandafilou with his 10-Year Award.



## Stolt Onboard

## Five-year drydocking for Stolt youngster

*Stolt Breland*, currently Stolt-Nielsen’s youngest ship, went through her first five-year special drydocking in Singapore in April.

The sixth and final N43 stainless steel parcel tanker built by STX Norway Florø AS, the 43,000 dwt *Stolt Breland* was delivered on March 12, 2010, two days after being named by her Godmother, Carina Stolt-Nielsen Wikborg.

The N43s were built to replace the six smaller F31s of the *Stolt Pride* class.



LEFT: (l. to r.) Electrical Superintendents Marco Nillas and Peter Draper with Superintendent Damir Krokhar and Captain Sergey Ozhigin.

ABOVE: (l. to r.) Captain Valentin Muzychenko, Second Engineer Alexey Lyuttsev, Chief Engineer Anatolij Kudyniuk, Superintendent Damir Krokhar, Captain Sergey Ozhigin, Chief Officer Aleksandr Dvoriadkin and Electrical Engineer Boris Malofeev.

## Mirko Cacic celebrates 35 years with Stolt Tankers

Congratulations to Second Engineer Mirko Cacic, who has completed 35 years' service with Stolt Tankers. The officers and crew of *Stolt Capability* joined him in celebrating this achievement with a party on May 1.

Mirko Cacic joined *Stolt Sheaf* on May 1, 1980, as Second Engineer.

"Thirty-five years later he is still going strong. He has vast experience and knowledge and enjoys sharing this with others," said Captain Ante Manola, Master of *Stolt Capability*.



Congratulations for Second Engineer Mirko Cacic from Captain Ante Manola.



*Stolt Capability* officers and crew celebrating Mirko's achievement and enjoying the party on Deck 10.

## Officers receive awards for 10 and 25 years' service

Long service awards were presented during the awards dinner of the Senior Officers' Conference held in Riga in March.

Chief Engineer David Hopkins and Electrical Engineer Geir Krossoey received their 25-Year Awards, while Captain Jacobus de Wet and Second Officer Ruslans Grechuhins received their 10-Year Awards.

**RIGHT: 25-Year Awards (l. to r.): Igor Segeda, Max Peirson, Dirk Holmen, Chief Engineer David Hopkins and his wife, June, Jannecke Nielsen and her husband, Electrical Engineer Geir Krossoey and Mark Martecchini.**



**FAR RIGHT: 10-Year Awards (l. to r.): Igor Segeda, Max Peirson, Dirk Holmen, Captain Jacobus de Wet, Second Officer Ruslans Grechuhins and Mark Martecchini.**



## Captain Ole Borkenhagen, 1956–2015

It is with great sadness that we announce the death of Captain Ole Borkenhagen, at the age of 59, on board *Stolt Concept* on July 4, 2015. We have lost one of our long-serving Masters, a colleague and a good friend.

Ole joined Stolt-Nielsen in July 1981 as Second Officer. In August 1990, he was promoted to Master. During his Stolt career, Ole sailed on almost all of our deepsea ship

classes. He prepared and sailed the S22 class from the newbuilding yards in Spain, and assisted from time to time in the office.

*Stolt Concept* was his last command before a well-earned retirement but sadly he was not to enjoy this next stage in his life.

Our deepest sympathy goes to Ole's wife, Tracy, their family and friends.



## SEA STAFF PROMOTIONS

February 25, 2015  
Alexander Serov *Second Engineer*

March 26, 2015  
Evgeny Klyuev *Second Engineer*

May 14, 2015  
Vitaly Slatimov *Second Engineer*

March 1, 2015  
Jumar Peollo *Captain*

March 29, 2015  
James Ryan Zamora *Chief Officer*

May 19, 2015  
Ronnel Belgira *Chief Engineer*

March 4, 2015  
Xin Liu *Chief Officer*

April 15, 2015  
Aivars Voroneckis *Chief Engineer*

May 31, 2015  
Alexey Kudryashov *Chief Engineer*  
Igor's Topnikovs *Second Engineer*

March 10, 2015  
Jerome Christopher Radaza *Chief Officer*

April 18, 2015  
Konstantin Vigovskii *Chief Officer*

June 1, 2015  
Christian Novales *Chief Officer*  
Sergey Sidorov *Chief Engineer*

March 18, 2015  
Andrei Tolstov *Captain*

April 28, 2015  
Yongchao Li *Second Engineer*



Jumar Peollo



Andrei Tolstov



Aivars Voroneckis



Ronnel Belgira



Alexey Kudryashov



Sergey Sidorov

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