

Stolten

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Stolt Flamenco



Stolt Quetzal





A message from the CEO

I just finished reading the latest weekly report from Stolt Tankers and it was encouraging. Both contract nominations and spot volumes are healthy. Rates are low, but at least demand is starting to return. The challenge remains the number of new ships entering the market, which can quickly soak up new demand. And then, once the current orderbook has been delivered, and supply and demand becomes more balanced, will we have yet another round of speculative ordering? From what I have seen so far in other shipping segments, I believe that even the smallest indication of an improvement in market conditions may trigger another ordering spree. Almost-free money driven by questionable monetary policies, combined with the enormous excess yard capacity, makes ordering ships too easy, with limited downside for the fee-driven speculators using other people's money.

I believe the effect of all this will be a significantly different shipping market going forward. The cycles for the speculators will be much shorter, making it a much bigger challenge to order at the right time and meaning a narrowed window to sell. The supercycles like we recently saw in VLGCs will not be repeated. The same goes for all shipping segments that operate in simple trades where you load one product for one customer at one port, discharge at one destination port and ballast back. Segments that any person can operate in, with limited commercial, operational and technical knowledge required.

We have never had a supercycle in the chemical tanker segment. We have had times of 'strong' earnings that have carried us through the following years of down markets with losses, but the swings have been relatively modest. As mentioned above, with the abundance of cheap money and excess yard capacity, the strong markets will be weaker and shorter, and weak markets will drag on for longer. We have had a weak market in the chemical tanker segment ever since the

financial crisis in 2008! Yes, we made some money in 2015 and 2016, but that was purely based on lower oil prices and had nothing to do with freight rates going up.

How will we prosper in Stolt Tankers in this new challenging environment? Our platform! The new jargon for an organisation is 'platform'. Besides our ships, we have a strong platform. Our platform consists of highly experienced people, with systems, procedures and policies that have been developed over many years. Fortunately, this is something money movers can't order off the shelf. And there are very few of them around. One fewer since we acquired JO Tankers.

We will continue to provide our contract customers with quality, reliability and flexibility, and we will continue to compete on rates to win the business – but in this new reality, being the best is not good enough. We will need to do everything even better and more economically. We will radically look at all we do, leveraging all available tools and ideas out there. We will do more with less. We need to optimise and automate. It's going to be tough, but we will do it. To survive, we must.

Stolt Tank Containers is a great example of how it is possible to make money with a strong platform in a market with an oversupply of physical assets needed to provide the service. Just as any individual can buy a ship, any person can buy a tank container – but few can operate them profitably, especially on a large scale. Even though markets have come down significantly over the past two years, we believe the bottom has been reached and, while many are losing money, we are still making a nice return.

With the debt we took on from the acquisition of JO Tankers, in addition to the existing capital expenditures we have committed to in all of our businesses, our debt level has reached our self-imposed limit. But, even with our conservative market outlook in each of our businesses, the debt level is manageable.

The Ship of the Year competition brought us once again back to the Stolt-Nielsen Inter Caribbean Service. Perennial winner *Stolt Quetzal* returned, taking SOTY honours for the fourth consecutive year. She shared those top honours with her sistership, *Stolt Flamenco*, which tied for first place. *Flamenco* is no stranger to the top ten, having appeared there in 2011, 2014 and 2015. Indeed, these two ships are in some ways mirror images of one another: both are J12S class, both operate in the fast-paced SNICS fleet, both often share officers and crew, and both are managed by the same shoreside team. Do these ships have a 'recipe' for success? In the next issue of *Stolten*, we will take a closer look at what we have learned from the Ship of the Year competitions and, more importantly, how we are leveraging that knowledge to drive improvements across the entire Stolt Tankers fleet. In the meantime, we salute *Stolt Quetzal* and *Stolt Flamenco* for their outstanding performances in 2016.

Our hats are also off to *Stolt Island*, which was placed second in this year's competition, following a strong performance in 2015. Third-place honours went three ways, shared by *Stolt Ajisai*, *Stolt Glory* and *Stolt Tsubaki*. I should point out that *Stolt Ajisai* has been among the top ten SOTY performers a total of five times, and *Tsubaki* three times.

SOTY is about performance – but it is also about pride. As Chief Engineer Alexander Lopez, who served as reliever on both *Quetzal* and *Flamenco* in 2016, said: "For me, it's the best feeling every time I board these ships. You open the door to the alleyway and you are immediately impressed – it's clean, it looks new, and it's the same way everywhere else on the ship."

Congratulations to all!

We recently bid farewell to Patrick J. Russi, who served most recently as Global SHEQ Manager at Stolt-Nielsen Limited. Patrick's

remarkable career spanned more than 40 years, including both service ashore and at sea as a Master. His story is on page 20 of this issue.

Congratulations to Ng Yong Jin, who has been promoted to General Manager, STC China. Yong Jin joined Stolt-Nielsen Singapore in January 2004, working first in Stolt Tankers, before joining Stoltchem in Shanghai. He has been with STC's joint venture in China since 2006. Yong Jin reports to Greg Vinson, Director Asia Pacific, Stolt Tank Containers.

A warm welcome to Paul Mansbridge, who has joined SNL's corporate office in London as Senior Manager, Corporate Reporting. Paul was previously with Cable & Wireless Communications for 11 years, most recently as Director, Group Reporting. He reports to Homiyar Wykes, Group Financial Controller.

More ships to name! The last two of the four newbuildings in the J12X project have been launched: *Stolt Satsuki* and *Stolt Renge*. My mother, Nadia Stolt-Nielsen, served as Godmother for *Stolt Satsuki* on April 23, and Michiyo Uetabira, wife of Akira (Tabi) Uetabira, Tradelane Manager at Stolt Tanker Trading, was Godmother for *Stolt Renge* in late June. The 12,500 dwt chemical tankers, with 18 duplex stainless steel cargo tanks for oil and chemical cargoes, have joined the Stolt NYK Asia Pacific Service (SNAPS), our joint venture based in Singapore.

As I write this message, the summer holiday season is in full swing – I hope all of you have had an opportunity to recharge and to enjoy some quality time with family and friends.

Niels G. Stolt-Nielsen
August 2017

In this issue...

FEATURES

- 3 Ship of the Year 2016: *Stolt Flamenco* and *Stolt Quetzal*
- 15 And Laem Chabang makes 20 ... Stolt Tank Containers' newest depot

NEWS

- 2 *Marine Money* 'Dealmaker of the Year' accolade for Stolt-Nielsen
- 2 Stolt-Nielsen Gas orders two small-scale LNG carriers
- 12 *Jo Alm* provides humanitarian assistance
- 12 Eastman praise for Stolthaven Moerdijk's 'incredible drive'
- 13 Senior Manager Corporate Reporting appointment
- 14 Naming ceremony held for *Stolt Calluna* and *Stolt Ebony*
- 18 Safety recognition for 60 Stolt Tanker vessels
- 18 Ng Yong Jin promoted to General Manager, STC China
- 20 Patrick Russi retires after four decades with Stolt-Nielsen
- 20 *Stolt Satsuki* and *Stolt Renge* named in Japan

REGULARS

- 22 Stolt Around the World

Stolten

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Cover: Ship of the Year 2016: *Stolt Flamenco* (top) and *Stolt Quetzal* (below).

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Marine Money 'Dealmaker of the Year' accolade for Stolt-Nielsen

The editorial staff of *Marine Money* magazine have awarded Stolt-Nielsen Limited the title of 'Dealmaker of the Year' for 2016, citing 'this year's incredible performance, including a long talked about major acquisition and its financing'.

Marine Money annually celebrates the maritime industry's best deals of the year in its February/March issue, which acknowledges superior creativity, execution and value creation while offering detailed insights into the costs and availability of various capital sources.

As reported by *Marine Money* in the issue's cover story: "When [Stolt-Nielsen] left the US and its New York listing, it kept doing what it does best – running a successful and growing business. But still it was over there somewhere out of the limelight or at least off our radar. It did not help that participants in the sector are few and mainly secretive. To our credit, we did cover their disclosed financial transactions, but lost sight of the bigger picture – a major shipping company operating in the important chemical trades. This is a long way of saying that we did not give Stolt-Nielsen the respect it deserves and to rectify that injustice this year we are awarding it the Dealmaker of the Year title ..."

The decision to award SNL 'Dealmaker of the Year' reflected three transactions. The first consisted of increases in SNL's four existing bond issues, representing a total of NOK1.05 billion, as announced on June 8. In the second transaction, SNL successfully closed the refinancing of its revolving credit facility in October, which was

raised to US\$650 million in a club deal of 11 banks led by Nordea Bank. Finally, there was the acquisition of JO Tankers, which was completed in November. The transaction comprised 13 chemical tankers and a 50% share in a joint venture with eight chemical tanker newbuildings, for a total purchase price of approximately \$575 million.

"With this transaction, Stolt has effectively

reduced the players operating within the chemical parcel trade to three – Stolt, Odjell and Tokyo Marine," said *Marine Money*.

The editors of *Marine Money* extended their compliments to SNL's finance team: "It was a very busy and successful year for the company, but that does not tell the whole story. Stolt-Nielsen's finance team, very small for a company of this size, did yeoman's work in managing these multiple and substantial work streams and bringing them to a successful conclusion. Never have so few done so much."

Jan Chr. Engelhardttsen, Chief Financial Officer of SNL, said: "While this award is transaction-driven and focused on finance, it really speaks to the quality and performance of Stolt-Nielsen as a whole. Stolt-Nielsen has delivered a net profit for 54 consecutive quarters, and that is attributable to the outstanding performance of the operating units. That fact has not escaped the notice of the credit markets, where banks place us among the top tier of shipping companies. All that said, we are also fortunate to have a small but very dedicated and capable corporate finance team, whose efforts enable SNL to take full advantage of the financing opportunities available."

Published six times a year, *Marine Money* magazine provides in-depth analysis of the latest ship finance transactions, rankings of ship company performance, detailed presentations on bank strategies and portfolios, and annual awards for cutting-edge deals of merit.



Jens F. Grüner-Hegge, VP Corporate Finance and Julian Villar, Manager Financial Planning. Photograph: Christopher Galluzzo / Nasdaq, Inc.

Stolt-Nielsen Gas orders two small-scale LNG carriers – with options for another three

Stolt-Nielsen Gas has placed an order for two 7,500 cbm liquefied natural gas (LNG) carriers at Keppel Singmarine, with options to purchase three more similar ships.

The contract for the first two ships is valued at approximately US\$80 million, including site team costs and capitalised interest during construction. The ships will be built at Keppel Singmarine's yard in Nantong, China, with deliveries scheduled in the second and third quarter of 2019.

These vessels will be capable of operating on either diesel fuel or LNG, with a class notation and technical capability for ship-to-ship (STS) bunkering, making them even more versatile.

SNG has established a wholly owned subsidiary, Avenir LNG Limited, to focus mainly on the development of small-scale LNG supply chains serving 'stranded demand', where off-the-grid customers lack access to natural gas.

SNG's current projects include plans to build



and operate an LNG terminal and distribution facility in the port of Oristano, Sardinia, and a venture to provide LNG to areas of Scotland not served by the existing natural gas grid. The newbuildings will be deployed, at least in part, in the supply chains serving these projects.

A heads of agreement deal has been negotiated with an oil major, with the intention to charter the first ship for trading in the Mediterranean. The second ship is expected to trade in Northern Europe.



STOLT FLAMENCO
STOLT QUETZAL

A first and an amazing fourth!

They say it's lonely at the top, but not when it comes to Stolt Tankers' 2016 Ship of the Year (SOTY) competition.

The Ship of the Year title for 2016 was a sistership tie, with the award going jointly to *Stolt Flamenco* and – for the fourth year in a row – *Stolt Quetzal*. *Stolt Island* placed second with a very strong performance, and third-place honours were shared by *Stolt Ajisai*, *Stolt Glory* and *Stolt Tsubaki* in a three-way tie.

Remarkably, Captain John Tangco on *Flamenco* and Captain Mario Majadas on *Quetzal* were both relieved during the year by Captain Arceles Cutad. Chief Engineers Alberto Batas, Rey Emperado and Alexander Lopez were also on the winning teams. Kudos to the other Chief Engineers who sailed on *Stolt Quetzal* in 2016, to allow best-practice sharing. It is also worth noting that four of the five top SOTY ships were managed by the Shipmanagement Americas team – an impressive achievement.

This year, by the way, we decided to return to a single fleet-wide SOTY competition, rather than having separate SOTY winners for the deepsea and regional fleets. An analysis we conducted showed that both regional and deepsea ships face the same challenges and are exposed to the same risks when it comes to the mix of critical operations, including navigation, mooring, cargo handling and so on. It was an insightful discovery made possible by the excellent data that is captured by all our systems, including Bassnet, IMOS and Veslink. The balanced mix of deepsea and regional ships among the top ten ships substantiated our decision.

Our data also told us that:

- *Stolt Breland* made the largest improvement compared with 2015 SOTY, up 36 positions.
- 20 ships sailed accident-free (Goal 0) for the whole of 2016.
- The average fleet score for 2016 improved from 72.1 to 75.9.
- The bottom three SOTY performers in 2015 raised their scores by an average of 30 points in 2016.

Built at the Sasaki Shipyard and delivered in 2009, the 12,220 dwt *Stolt Quetzal* and *Stolt Flamenco* both operate in the Stolt-Nielsen Inter Caribbean Service (SNICS). The trade pattern is by no means simple, with multiple berths, top customers and the stringent demands of operating in US waters.

Stolt Flamenco and *Stolt Quetzal* each received award certificates identifying them as Ship of the Year for 2016, special Ship of the Year flags, US\$5,000 each for their communal onboard funds and the admiration and respect of the entire Stolt Tankers organisation. Runner up *Stolt Island* received an award certificate and a \$2,000 prize. Third placed *Stolt Ajisai* and *Stolt Glory* each received a certificate and a \$1,000 prize.

A question that many have asked is, how can we capitalise on and share the best practices and leadership shown, not only by the officers and crew of *Stolt Quetzal* for the past four years, but by all SOTY winners? We are now working on plans to address this, so stay tuned for an article in the December 2017 issue of *Stolten*.

The Ship of the Year competition is about recognising and, more importantly, raising Stolt Tankers' standards of performance in safety, port-state and customer inspections, audit results, offhire, claims and cost efficiency. The 2016 SOTY competition once again honoured the professionalism, dedication and enthusiasm of our officers, crews and shore personnel, whose efforts enable Stolt Tankers to safely deliver the quality, reliability and flexibility that our customers expect, and upon which they rely.

Paolo Enoizi

Managing Director Shipowning,
Stolt Tankers



Flamenco soars to SOTY win

For Captain John Tangco, his officers and crew, life aboard *Stolt Flamenco* – at least from an operational standpoint – is largely non-eventful. *Flamenco* methodically and efficiently goes about its business with little drama. Which perhaps explains why most of the crew were surprised to learn that *Stolt Flamenco* shared Ship of the Year honours for 2016.

It was at the Stolt Senior Officers Conference in Manila in March 2017 that Captain Tangco first heard the news: “I was like, really? *Stolt Flamenco*? Ship of the Year?”

His response captures one of the ironies of the SOTY competition, in that ships are rewarded in large part for what *doesn't* happen on board: accidents, near misses, cost overruns, inspection failures, offhire, claims and so on.

The absence of drama on *Stolt Flamenco* is readily sourced. Call it what you will – the harmony, the chemistry, the unity – but SOTY wins are invariably driven by the teams aboard, smoothly working together to produce a superior result. And teamwork starts with leadership: the Captain.

After briefly serving as a cadet, he passed his Third Officer's exam at the end of 1999. Tangco subsequently passed the exams for Second Officer and Chief Mate in 2001 and 2002, respectively, before obtaining his Master's licence in 2005.

Along the way, Tangco soaked up a tremendous amount of experience.

“I started out by learning on the old ships – *Sincerity, Jade, Loyalty* and *Tenacity*,” said Tangco. He then spent about five years in the Stolt-Nielsen Inter-European Service (SNIES), mostly aboard *Stolt Dipper* and *Stolt Cormorant* – the latter being his first assignment as Chief Officer. He joined *Stolt Flamenco* in 2010 as Chief Officer, before being promoted to Captain in December of that year.



Stolt Aguilá greets *Stolt Flamenco* on her arrival at Altamira, Mexico.

“I see myself as more of a coach than a player,” said Tangco. “For me, this job is about motivating people – and that's what I like to do. It's about assessing situations and making sure we have the right guys doing the right jobs. And if it's a really important job, I'm going to be right in there with them.”

A 1999 graduate of John B. Lacson Foundation University, Tangco was selected as a Stolt Scholar.



Captain Mario Tangco.

Captain Arceles Cutad.

“The pace of the European shortsea fleet was much faster and I liked that,” said Tangco. “It's the same here in SNICS [Stolt-Nielsen Inter-Caribbean Service] – we are always moving and it keeps things interesting.”

Having a permanent crew is among the keys to *Flamenco's* operational performance, said Tangco. “Most of my guys come back, so there is continuity. They know the ship, they know the operations and they know what I want – and what I *don't* want. It's easy for us to talk – there's mutual trust and respect.”

During *Stolten's* visit to the ship, a series of drills was conducted – abandon ship, man overboard, launching of the rescue boat and a pumpman rescue. In a debriefing on the bridge afterwards, Tangco led a lively discussion aimed at emphasising key points by firing questions at the crew. The Chief Officer followed with a review of practices and policies regarding stowaways and piracy.

“It’s important to get the guys involved – to ask questions, to criticise, to share ideas,” said Tangco. “That’s how we find ways to improve.”

Tangco-inspired teambuilding exercises – which have included basketball tournaments and cosplay (yes, cosplay!) competitions – are also part of the engagement process on *Stolt Flamenco*. “Everyone participates. It’s a good way to build relationships and to get to know everybody better,” he said.

No ship, of course, operates in a vacuum and Tangco recognised the outstanding shore support *Stolt Flamenco* receives, citing the efforts of Superintendent Sergey Kuzins, Senior Ship Operator John Kenney and Buyer Dione Hudson-Gorum, who handles purchasing for the ship.

The Captain claims no magic formulas for success. “We focus on working harmoniously together,” he

The chemistry on this ship is like a family.

We have each other’s backs. If there’s a problem, we solve it together.

observed. On the other hand, that may very well be the formula for SOTY success.

Tangco’s reliever is Captain Arceles Cutad, a name that undoubtedly rings a bell for SOTY fans. Cutad splits his time between *Stolt Flamenco* and *Stolt Quetzal*, spending four months on each ship in relief of permanent Captains Tangco and Mario Majadas. Cutad joined Stolt-Nielsen in 1990 as a Radio Officer/Purser, before attending the Asian Institute of Maritime Studies in the Philippines. He returned to Stolt as a Deck Cadet before becoming a Third Officer in 2002. He later served as a Chief Officer for eight years, before being promoted to Captain in 2014.

“With Captain Cutad’s leadership, his hard work and his constant concern for the welfare of the crew, the standards on *Stolt Flamenco* do not vary,” said Tangco.

Tangco and Chief Engineer Alberto Batas, a 37-year Stolt veteran, have a strong cooperative relationship. After steadily working his way up from Motorman, Batas was promoted to Second Engineer in 2001, and then Chief Engineer in 2006, sailing on ships long since recycled, including *Stolt Taurus*, *Stolt Alliance* and *Stolt Accord*. In 2009, he was reassigned as Chief Engineer reliever for *Stolt Aguila*, *Stolt Flamenco* and *Stolt Quetzal*, before becoming permanent Chief Engineer on *Stolt Flamenco* in 2011.

For Batas, the success of *Stolt Flamenco* – and, indeed, of Stolt-Nielsen itself – boils down to one thing: well-trained crew.



“Success is all about getting the right people, people you can trust, which means experienced, skilled engineers with good knowledge and training,” said Batas. “At Stolt, training is continuous, both on board and ashore. Almost every vacation, I attend a training session or workshop. You don’t get that in other companies.”

And training, says Batas, translates to safety, “which is the first priority of Stolt Tankers”.

Second Engineer Dennis Furio, another Stolt Scholar, graduated from the Maritime Academy of Asia and the Pacific in 2007, with a degree in Marine Engineering. He first went aboard *Stolt Egret*, before serving as an Engine Officer Trainee on *Stolt Emerald* (SOTY 2006 and 2015). He spent four years on *Stolt Sapphire*, joining as an EOTR in 2008 and finishing as a Third Engineer in 2012. He first came aboard *Stolt Flamenco* in 2013, then went to *Stolt Quetzal* as a Second Engineer, before returning to *Stolt Flamenco* in 2016. →

TOP ROW (l. to r.):
Able Seaman Benigno Santos.
Second Officer Gabriel Bautista.
Oilers Reito Bacunawa and Jojie Turao.

SECOND ROW (l. to r.):
Messman Kevin Antipala.
Pumpmen Daniel Pascua (left) and Rogelito Villacampa.
Third Officer Raymond Deniega.



Rescue boat deployment during man-overboard drill.

It’s easy for us to talk – there’s mutual trust and respect.



STOLT FLAMENCO

While there is no such thing as perfection, said Furio: “What we are doing here is very effective, in terms of leadership, teamwork and coordination. The chemistry on this ship is like a family. We have each other’s backs. If there’s a problem, we solve it together.”

“The crew on this ship is well trained and well rested,” he added. “And we are motivated and supported for what we want to be. The Chief Engineer is a mentor to me. He gives me good advice, but he lets me do the job.”

Third Officer Wilmer Loveria graduated with a degree in Maritime Transportation from the Philippine Maritime Institute (PMI) and joined Stolt-Nielsen as a Deck Crew Trainee in 2007 on *Stolt Acacia*. He subsequently became a BASSnet trainer, teaching officers on *Stolt Inspiration* and *Stolt Botan* in the use of the tool. As a result of his work, he received a commendation from *Stolt Botan* and promotion to Deck Officer Trainee in 2011. After serving on several ships, he was moved up to Third Officer on *Stolt Teal*, before joining *Stolt Flamenco* in 2016. The SOTY award came as a surprise.

“This ship is aggressive about following procedures, and that comes from the SMT,” said Loveria. “And if you have good understanding between the SMT and the crew, everything else falls into place. Good leadership drives good teamwork.”

Discipline and teamwork are a good combination, according to Loveria. “Of all the ships I have been on, this is the happiest.”

Fitter Arnulfo Sta. Cruz is both a Stolt Tankers and a *Stolt Flamenco* veteran. With two brothers who have worked at Stolt-Nielsen, one as a Chief Engineer and one as a Pumpman, Sta. Cruz joined

the Company as an Engine Crew Trainee in 1985, before becoming a Fitter in 1990. He spent ten years aboard *Stolt Azami* and after that was on the team that brought *Stolt Flamenco* out of the yard in 2010 – he’s been with her ever since.

“On this ship we have very good teamwork and cooperation, and we work from a plan for the safety of the ship and the crew,” said Sta. Cruz, noting in particular the good relationship between Captain Tangco and Chief Engineer Batas, a relationship that drives good cooperation between the deck and engineroom teams.

While the value of teamwork is often cited by SOTY winners, Sta. Cruz pointed to a benefit often overlooked: “When you have a team like this, everything is easier and you are able to maintain a higher standard. For me, I would rather be here than anywhere else.”

Like Captain Tangco, Chief Officer Peter Facto is a Stolt Scholar and an alumnus of John B. Lacson Foundation University. After serving as a cadet, he became a Junior Third Officer in 2004 on *Stolt Ntombi*, where he remained for five years, finishing as Second Officer. He was promoted to Chief Officer aboard *Stolt Avocet* in 2010 and joined *Stolt Flamenco* earlier this year. He knows a good ship when he sees it.

“The culture here is good – there is discipline and it comes from mutual respect,” said Facto. “No one on this ship shouts or yells or pushes too hard – there is no need for that.”

For Facto, planning is key to safety and no surprises: “From my side, meetings and briefings that develop and communicate the plan for each day are very important, because then everyone knows what to expect. But before we finish, I ask, ‘Is this a good plan?’ I ask for their opinions. And once we agree, I monitor, supervise and intervene if necessary.”

Second Officer Gabriel Bautista, another Stolt Scholar and a 2012 graduate of John B. Lacson Foundation University, joined *Stolt Skua* as a Deck Officer Trainee and was promoted to Junior Third Officer while still aboard. After rejoining *Stolt Skua* in 2014, he was promoted to Third Officer, from there going to *Stolt Sakura*, where he became Second Officer in 2016. He joined *Stolt Flamenco* in January this year.

“The chemistry on this ship is amazing, starting

Of all the ships I have been on, this is the happiest.

The SMT (l. to r.): Second Engineer Dennis Furio, Chief Officer Peter Facto, Captain John Tangco, Chief Engineer Alberto Batas, and Electrical Engineer Trainee Denmark Teves.



Stolt Flamenco crew list 2016

NAME	RANK	NAME	RANK	NAME	RANK
ARCELES SALINDO CUTAD	CPT	KRISTIAN PAUL REYES BATINO	2ENG	KENNETH GARCIA DAYAO	AB
JOHN LEGASPI TANGCO	CPT	MANUEL JORDAN BEJERANO	2ENG	CHRISTIAN JUNSAY DE RUEDA	AB
ROBERT DIADIO DEMOGENA	CHOFF	RICARDO CRUDA BRECIO	2ENG	JEFFREY FERRER JIMENEZ	AB
RIZALDE SOMBRANO SARMIENTO	CHOFF	DENIS DEKHTEREV	2ENG	ROGELITO ARMAMENTO VILLACAMPA	AB
RAINER BON PANZO GEMENTIZA	2OFF	DENNIS FORTEO FURIO	2ENG	JOVER JEMUEL RAPADAS REOVEROS	JROS
FRANK GERALD SAYSON SEGUNLA	2OFF	FLARIDEL CABIGAN CAPILI	3ENG	JONATHAN TOPE REYES	FTR
MARNEL TRASADAS TERANIA	2OFF	JAN MICHAEL BUSTAMANTE HORTALEZA	3ENG	ARNULFO TARROZA STA. CRUZ	FTR
RAYMOND REY RUFILA DENIEGA	3OFF	ARVIN GAMALO TANAUAN	ELEC	REITO FUENTES BACUNAWA	OILER
NOLI JUN BULAN GUIRHEM	3OFF	LEO ANGELO CAMORONGAN DURLAO	ELCT	REYNALDO MENDOZA LALAP	OILER
WILMER JOSE LOVERIA	3OFF	CARLOS FACTORIZA BARRAQUIO	PMAN	ALVIN ASOQUE CORRO	OILER
MARK KENNETH SEDURANTE MERCADER	3OFF	DANIEL EDWIN GACOSCOS LIM	PMAN	PACHECO, RONALDO ORBIGO	CHSTWD
ALBERTO COROLLO BATAS	CHENG	DANIEL MECOS PASCUA	PMAN	RAMIL CASTRO SOBREMORTE	CHSTWD
ALEXANDER BALUYOT LOPEZ	CHENG	DARWIN BALMES CULIS	AB	FABIA, RAYMOND DELFIN	MM

with the Captain, the Chief Officer, the SMT and on down to the entire crew,” said Bautista. “*Flamenco* isn’t managed like a ship, it’s treated like a baby!”

And Bautista is correct. Stolt-Nielsen ships are famous for their outstanding condition, regardless of age. But *Stolt Flamenco* is absolutely pristine.

As for performance, he added: “Voyages in this trade are non-stop and I think that helps make us more attentive – there is no time for complacency.”

Third Officer Raymond Deniega, a Stolt Scholar, graduated from the Davao Merchant Marine Academy in 2012 with a degree in Marine Transportation. After serving as a cadet on *Stolt Sisto*, he served as an Ordinary Seaman on *Stolt Efficiency* and *Stolt Confidence*, before becoming a Deck Officer Trainee on *Stolt Quetzal* and *Stolt Momiji* in 2015. He was promoted to Junior Third Officer on *Stolt Fuji* before being promoted to Third Officer on *Stolt Flamenco* in 2016.

“When I think of *Stolt Flamenco*, the first thing that comes to my mind is the unity,” said Deniega. “Everyone works hard. And when it comes to making decisions, we are open to suggestions from anyone – not just the Captain and the officers.”

Pumpman Daniel Pascua is a 1991 graduate of the Philippine Merchant Marine College who joined Stolt Tankers in 1997 as a Travelling Cleaner before becoming a General Purpose Trainee. He subsequently held a number of positions on a variety

When you have a team like this, everything is easier ... For me, I would rather be here than anywhere else.

of Stolt-Nielsen ships before joining the crew that took *Stolt Flamenco* out from the shipyard in 2010. He was promoted to Pumpman in 2011. For Pascua, awareness on board is key to both performance and safety. “We have meetings with the Chief Officer – at least daily – before we start work. Whether we are sailing or in port, we talk about any jobs, the cargo and all related safety procedures. We work from a plan, so we know exactly what we are doing and what to do if anything happens.”

Working with Pascua is Pumpman Rogelito Villacampa, who attended vocational school before becoming a General Purpose Trainee (an integrated deck/engineer room position) in 2004 aboard *Stolt Achievement*. He came aboard *Stolt Flamenco* in 2013 as an Able Seaman, before being promoted to Pumpman on his current contract – a transition that was eased by his familiarity with the ship and crew. “For me, this is the best ship. We have a good Captain, good officers, a good safety culture and we follow procedures. Our contracts are for eight months, but the days pass fast in this trade.”

Motorman/Oiler Reito Bacunawa, a Stolt Scholar, graduated from Naval State University and applied to Stolt in 2006, after serving aboard inter-island ships operating in the Philippines. He joined *Stolt Botan* in 2009 and subsequently served on a number of other ships before coming to *Stolt Flamenco* in 2016.



“On this ship, the cooperation between the crew is there and the communication is there,” said Bacunawa. “We follow all safety procedures and maintenance is very good – it’s a good crew and it’s a good ship.”

Emails were received by several who served on the ship in 2016, but were not aboard during *Stolten*’s visit. Chief Engineer Alexander Lopez, *Stolt Flamenco*’s permanent reliever who spent nearly five months aboard in 2016, spoke of the ‘highly structured and organised maintenance plan and the modern electronic equipment’ that help the crew to keep the ship in superb condition. Pumpman Carlos Barraquio, Jr., who was on the ship for almost nine months in 2016, cited the ship’s leadership and teamwork. Second Officer Rainer Bon Gementiza, who was permanent last year and has sailed with the ship for almost four years, and Second Officer Frank Segunla, who also previously served on *Flamenco*, both spoke of *Stolt Flamenco*’s outstanding safety culture. “The senior officers lead by example when it comes to safety,” said Segunla. “We focus on developing the attitude of the crew towards safety – everything else follows from that.”

Captain Tangco also cited the valuable contributions of Chief Officer Rizalde Sarmiento (who helped bring the ship from the yard in 2010) and Chief Officer Robert Demogena, who both spent nearly six months on board last year. He also acknowledged the efforts of Second Officer Marnel Terania, Third Engineer Flaridel Capili (on board for almost nine months last year) and permanent Pumpman Daniel Lim.

“These guys had a real impact on our SOTY 2016 win,” said Tangco. “Without them, I don’t think we could have done it.”

Tangco acknowledged that, after coming in second in the 2014 SOTY competition, he hoped *Stolt Flamenco* would soon win the SOTY title.

But even if they didn’t, it would have been OK, said Tangco.

“For me, *Stolt Flamenco* is always Ship of the Year!”

TOP ROW (l. to r.):
 (l. to r.) Junior Ordinary Seaman Soe Kyaw and Able Seamen Ramiel Malubay and Renante Gacasan.
 Chief Officer Peter Facto.
 Chief Cook Virgilio Tiamson.

SECOND ROW (l. to r.):
 Third Officer Wilmer Loveria.
 Second Engineer Dennis Furio and Third Engineer Pedro Garrido.
 Chief Engineer Alberto Batas.

Flamenco isn’t managed like a ship, it’s treated like a baby!



The continuing quest of the *Quetzal*

Four in a row.

Ship of the Year 2013

Ship of the Year – Regional Fleets 2014

Ship of the Year – Regional Fleets 2015

Ship of the Year 2016

How does *Stolt Quetzal* do it?

It isn't luck, and it certainly isn't the trade, in which loading and discharging operations are almost constant, separated by only brief voyages. Indeed, in a competition that includes more than 100 professionally manned and operated ships, *Quetzal's* string of wins is no small achievement.

The key performance indicators, of course, determine the *what* of the SOTY competition, i.e., which ship comes out on top.

But what about the *how*?

That is the question – and it is one that *Stolten* pursued with some vigour on its latest visit to *Stolt Quetzal*. We repeatedly asked the officers and crew: “What is it about this ship that makes it special?

environment is the first priority. And: we work hard.

That's all well and anecdotally good, of course, but in an era of quantitative analysis and big data, there's got to be a better answer, right?

Well, not really.

Captain Mario Majadas was aboard *Stolt Quetzal* for seven and a half months in 2016, now permanent having served as a reliever since 2013. As the old saying goes, the most important ‘ship’ is ‘leadership’. And Captain Majadas, with 27 years at Stolt-Nielsen, has the kind of leadership experience that comes only from starting at the bottom and working your way to the top. After joining Stolt in 1990 as an Ordinary Seaman, Majadas began a steady,



Captain Mario Majadas.

Captain Arceles Cutad.

What more than anything else is it that enables *Stolt Quetzal* to keep winning?”

The responses from officers and crew were consistent: we are like a family; we treat each other like brothers; communication is very good; ideas from all levels are welcomed; we help each other; we look out for each other; we follow procedures, we follow the manuals; safety for people and the

methodical climb through the ranks on a multitude of Stolt ships, culminating with his promotion to Master on *Stolt Aguila* in 2012.

Majadas speaks with the relaxed authority, confidence and clarity that results from having spent more than a quarter of a century aboard parcel tankers. He was on vacation when *Stolten* visited the ship this year, but his words from a year ago cannot be improved upon: “We have a good SMT, we have a good crew. And as far as operations and safety are concerned, the Company's policies and procedures are very clear. If you follow those policies and procedures, you will not have incidents. Of course, you must also know the trade, the cargo and the ship – that goes without saying.”

In an email to *Stolten*, Captain Majadas said:

Everyone who was aboard *Stolt Quetzal* in 2016, whatever their rank/position, had a part in winning this award through their hard work and dedication to their jobs.

“Since Day 1 of 2016, our goal was to be the winner of SOTY 2016. Achieving this goal can only be done when you work together as a TEAM. Everyone who was aboard *Stolt Quetzal* in 2016, whatever their rank/position, had a part in winning this award through their hard work and dedication to their jobs, and the credit goes to them.”

Majadas also expressed his gratitude “to all shore personnel for their support, especially our very supportive Superintendent Sergey Kuzins and our Senior Ship Operator John Kenney”.

During *Stolten’s* visit to *Stolt Quetzal*, Captain Arceles Cutad was aboard. Cutad splits his time between *Quetzal* and *Stolt Flamenco* in relief of permanent Captains Majadas and John Tangco. Cutad joined *Stolt-Nielsen* in 1990 as a Radio Officer/Purser, before receiving his BSMT from the Asian Institute of Maritime Studies in the Philippines. He returned to *Stolt* as a Deck Cadet before becoming a Third Officer in 2002. He later served as a Chief Officer for eight years, before being promoted to Captain in 2014.

“I was speechless when I heard the news about Ship of the Year,” said Cutad, noting that it was a privilege to have spent more than four months on each ship in 2016.

“The atmosphere on these two ships is very good,” he said. “The harmony and communication is excellent – no one is left out. Of course, I have to make decisions as Captain, but I meet with the SMT, we talk and we make our decisions together as a team.”

He added: “You can sleep without doubts on these ships – and, if anyone needs me, my door is open all night.”

Rey Emperado has been the permanent Chief Engineer on *Stolt Quetzal* since 2013. After graduating from John B. Lacson Foundation University in 2000 with a degree in marine engineering, he first sailed with the Asian fleet before transferring to SNIES as a Third Engineer in 2007. He was promoted to Second Engineer on *Stolt Kite* in 2009, before joining *Stolt Quetzal* in 2011 and subsequently being promoted to Chief Engineer in late 2013.

“The guys in my department are the best,” said Emperado. “They never think about the time it takes to do a job – only about doing it right. We constantly talk and share ideas about the best ways to get the work done. Everyone on the team is eager to learn – the oilers, fitters, everyone. Working together, thinking together, makes everything go faster.”

Emperado praised Captain Majadas’ approach to leadership: “He’s easy to work with; there’s a sense of control without pressure.”



In fact, said Emperado: “Ship of the Year is really a ‘consolation prize’ for us. Do your job, follow the manuals, be safe always – and if we don’t win Ship of the Year, we know it’s not because we didn’t do our best.”

His reliever, Chief Engineer Alexander Lopez, came aboard during *Stolten’s* visit. Lopez, like Captain Cutad, had the distinction of serving as reliever on both *Quetzal* and *Flamenco* in 2016. A 1988 graduate of Bataan Heroes Memorial College, Lopez followed his father, an AB, to *Stolt Tankers*. He was promoted to Chief Engineer in 2009 and became the reliever on *Stolt Flamenco* in 2014. He now also serves as reliever on *Quetzal* and *Stolt Aguila*.

**TOP ROW (l. to r.):
Electrical Engineer Wilbert Manicane.**

Second Officer Ziegfred Subol.

Chief Engineers Rey Emperado and Alexander Lopez.

**SECOND ROW (l. to r.):
Second Engineer Ricardo Breccio Jr.
and Third Engineer Min Thiha Aung.**

Messman Carlo Lualhati and Chief Steward Ramonito Odias.

Working with the guys on these ships is easy but, like they say, you have to work hard to make life easy.

“For me, it’s the best feeling every time I board these ships,” said Lopez. “You open the door to the alleyway and you are immediately impressed – it’s clean, it looks new, and it’s the same way everywhere else on the ship.”

He added: “Working with the guys on these ships is easy but, like they say, you have to work hard to make life easy. Proper handover notes are kept – so if there is maintenance to do, you know exactly what has to be done. Maintenance on these ships is always up to date and the spare parts are well organised.”

Chief Officer Benjamin Dola is a 27-year veteran of *Stolt Tankers*, with 20 of those years spent as a Second Officer in the SNIES fleet. While he divided his time between *Stolt Skua* and *Stolt Aguila* in 2016, Dola was aboard *Quetzal* for most of 2014-2015 and knows the ship – and its officers and crew – all too well.

“On this ship, I feel like I’m home,” he said. “The →



STOLT QUETZAL

professionalism of the officers, the quality of the crew, the working environment – everyone on this ship works very hard, and we do it with a smile. As long as you always follow procedures and standards, there will be a good outcome.”

Dola added: “You know, when you work for Stolt, you are already part of the best team, you are already Number 1. But winning Ship of the Year is always exciting. I remember Captain Ballesteros* saying that our goal was to win three in a row – and now we have four.”

Second Officer Ziegfred Subol graduated from the Philippine Maritime Institute in 2000 and took additional training as a Stolt Scholar at the Don

The professionalism of the officers, the quality of the crew, the working environment – everyone on this ship works very hard, and we do it with a smile.

Bosco Technical Institute until 2004, before joining Stolt-Nielsen in 2005 as a General Purpose Trainee on *Stolt Topaz*. Subol followed in the footsteps of his father, Captain Sigfredo O. Subol, who retired in 2010 after 30 years with the Company. On top of that, Subol’s brother, Rudolph, is a Deck Trainee Officer on *Stolt Jaeger*.

Ziegfred was promoted to Deck Trainee Officer in 2009 on *Quetzal*, before being promoted to Junior Third Officer on *Stolt Kikyo* and then Third Officer on *Stolt Sakura*. After rejoining *Stolt Quetzal* in 2016, he was promoted to Second Officer by Captain Cutad.

“The secret of this ship is good communication and teamwork,” he said. “We are always helping each other. If someone is having trouble finishing a job, then we will help them finish the work easily.”

Subol sailed with his father once. “He trained me hard, because he didn’t want anyone to say that the Captain was easy on me because I was his son. It was good for me.”

Third Officer David Hortaleza was aboard *Stolt Quetzal* when *Stolten* visited a year ago. After graduating from the University of Cebu in 2012, Hortaleza served aboard *Stolt Momiji* (SOTY 2014),

Stolt Tsubaki and *Stolt Basuto*, before joining *Quetzal* last year. He wasn’t surprised to hear that it had taken the title again.

“You ask what’s different about this ship – it’s the teamwork and I can’t say anything else,” said Hortaleza. “It’s the way we treat each other. Everyone is approachable, anyone can talk to the SMT, no one gets angry. The SMT knows how to get the best out of the crew. They’re mentors, they know how to inspire and motivate. The Captain doesn’t need to give orders; you yourself want to do it, because you see him doing his job, and you want to do yours.”

Electrician Wilbert Manicane knows *Stolt Quetzal* as well as anyone. After joining Stolt-Nielsen in 2008, he was on his seventh consecutive contract with *Quetzal* during *Stolten*’s visit.

He reciprocated Emperado’s sentiments: “The Chief Engineer is like a brother to us. He can be easily approached and will help you with any problem. That’s also true for the Captain and all the senior officers on *Stolt Quetzal* – it’s easy to work with them.”

Manicane helps to organise teambuilding exercises on *Quetzal*, including the ship’s basketball tournaments. The 20 officers and crew are broken down into four teams of five players each, with consideration given to each player’s level of skill. The tournament consists of three rounds, with the top two teams playing in a championship round and the winners playing the all-stars from the other teams.

“Everyone on board participates and it’s fun and a very good way for new people to get to know the ship,” said Manicane. “You can’t work all the time, you need to unwind. So we are always talking about ways to improve the welfare – the leisure time – aboard. Working together and playing together makes us even stronger as a team.”

Second Engineer Ricardo Brecio, Jr., has been with Stolt-Nielsen for over 25 years, with more

We are always helping each other. If someone is having trouble finishing a job, then we will help them finish the work easily.

Stolt Quetzal crew list 2016

NAME	RANK	NAME	RANK	NAME	RANK
ARCELES SALINDO CUTAD	CPT	ALFREDO ALVIOR UGALDE	CHENG	RESTY BOY LAO PALMERO	AB
MARIO LALAP MAJADAS	CPT	WILFREDO FE MALLARI	2ENG	ALEXIS PICAÑA CALLEJO	OS
GERWIN CLAUDIO GAYONDATO	CHOFF	ELLO MALIKAY TAPIC	2ENG	CARL VINCENT AGLIGAR LILIA	OS
JURIJS GOLUBOVICS	CHOFF	MARK RYAN LABIAO LORANA	3ENG	MICHAEL ABAO TABAL	OS
NOEL FUENTES LABRA	CHOFF	RAUL BALTAZAR RODRIGUEZ	3ENG	RONALD AURELIO PACETE	FTR
BRYLLE HERNAEZ BALOLONG	2OFF	WILBERT MARCOS MANICANE	ELEC	JEFFERSON CAPILI REYES	FTR
IRELE JAN IBAO BODIOS	2OFF	JESUS FLORES CANAMA	ELCT	JAYSON GASPAS GAOIRAN	OILER
EDMIL JOHN KARLEYO ALVAREZ ABRIL	3OFF	ARNOLD CASTRO AQUINO	PMAN	DINDO FRANCO SORBITO	OILER
DAVID BRIAN BUSTAMANTE HORTALEZA	3OFF	ARNEL RENCONADA FERRER	PMAN	ISMAEL VIDENA CONTRERAS	CHSTWD
ZIEGFRED CORREA SUBOL	3OFF	ALLAN DIWA SUSI	PMAN	RAMONITO INDERIO ODIAS	CHSTWD
REY EBLACAS EMPERADO	CHENG	SHERWIN DESQUITADO GO	AB	JESSIE BANARES REYES	MM
ALEXANDER BALUYOT LOPEZ	CHENG	CARLBEN URFILLA LAGOS	AB	DUY TRINH NGUYEN	DOTR
FELIXBERTO BANGELES LOSBANES	CHENG	JOEL OCHO MANDAO	AB		

than ten of them in SNIES. While he was not aboard *Stolt Quetzal* in 2016, he served as a reliever on *Flamenco* in 2016, and on *Stolt Aguila* in 2015. “For me, it’s much the same on all the ships. Everyone works together to get jobs done. It’s never ‘your job’ or ‘my job’. We prioritise the jobs, follow procedures and carry out the work without delays.”

Brecio added: “Superintendent Sergey Kuzins is very supportive. If we need him, he’s there.”

Pumpman Allan Susi is a 26-year veteran of Stolt Tankers, having joined after graduation from the Philippine Maritime Institute in 1991. He joined *Stolt Quetzal* in 2016 and was on his second contract when *Stolten* visited the ship in July. “I like this ship because we work as a team,” he said. “We follow the Stolt rules and procedures, and we do not hesitate to approach the SMT with any questions or ideas – and they welcome that.”

Pumpman Arnel Ferrer, who has been with Stolt-Nielsen for 17 years, was on his third contract with *Stolt Quetzal* when *Stolten* visited. For most of his career thus far, Ferrer worked on the now-recycled K40s – *Emerald* (SOTY 2006 and SOTY Deepsea 2015), *Jade*, *Sapphire* and *Topaz*. Susi and Ferrer make a good team, bringing a total of 42 years of experience to *Stolt Quetzal*.

We follow the Stolt rules and procedures, and we do not hesitate to approach the SMT with any questions or ideas – and they welcome that.

Oiler Dindo Sorbito is another *Stolt Quetzal* veteran, having been aboard for each of the SOTY wins. “The permanent crew, and the Company’s policies and procedures, make it easy to get jobs done. And the Chief is always willing to listen – to both give and get advice.”

Chief Steward Ramonito Odias knows full well how important his job is in keeping everyone aboard happy. “Continued learning is very important,” said Odias, who has been *Quetzal*’s permanent cook since 2014. “We are always asking what the crew wants, not only from my own menu, but things they would like to eat – usually home-style Filipino dishes. Then we can decide what to



order, to select the food that will be delivered to the ship.”

Provisions for the ship are ordered through BASSnet every two months and Odias is responsible for sticking to a budget. It’s not easy and, when one considers the number of people that Odias and Messman Carlo Lualhati need to keep happy, they may have the toughest job on ship!

Lualhati joined Stolt in 2013, having gained experience on Holland America Line cruise ships. “We treat everyone on board like family and when you work as a team you build strong relationships.”

In addition to helping with meals, Lualhati oversees the cleanliness of the accommodation and the galley: “Hygiene is number one.”

Fitter Ronald Pacete, who joined Stolt-Nielsen in 2012 and has been aboard the ship for each of its SOTY wins, summed it all up.

“What can I say that hasn’t already been said? Teamwork. It’s the best thing about *Stolt Quetzal*.”

**Captain Arsell Ballesteros shared the duties of Master on Stolt Quetzal in 2013, 2014 and 2015 and played a key role in the ship’s SOTY wins, before coming ashore in 2015 as a Marine Compliance Officer based in the Philippines.*

TOP ROW (l. to r.):
Chief Officer Benjamin Dola.

Third Officers David Hortaleza and Eunnel Monares.

SECOND ROW (l. to r.):
Oilers Dindo Sorbito and Jefferson Reyes, with Fitter Ronald Pacete.

(l. to r.) Able Seaman Resty Boy Palmero, Able Seaman Sherwin Moreno, Ordinary Seaman Ye Lin Aung and Able Seaman Darwin Culis.

SOTY 2016: Runners Up

The crew of joint third placed *Stolt Ajisai* (l. to r.): Front row, Third Officer Kevin Reyes, Ordinary Seaman Jay Nitura, Pumpman Jerry Lance Madriaga, Oiler Hein Latt Swe, Buyer Pauline Lau and Fleet Secretary Noorlela Rayis. Second row, Superintendent Michael Tabara, Electrical Engineer Elbintor Moldez, Captain Roderick Sarillana (Permanent), Able Seaman Jeniel Clavel, Third Officer Ermin Enriquez, Second Officer Ryan Masada, Pumpman Randolph De Guzman, Fitter Teodoro Mercado, Chief Steward Bayani Aquino, Chief Engineer Alfredo Ugalde, Chief Officer Wheelsteer Booc, Fleet Manager Valentins Baburgs and Captain Francisco Lamasan (Reliever). Back row, Deck Officer Trainee Vincent Auman, Second Engineer Cyril Losbañes, Oiler Jeomar Deoful, Messman Richard Flores and Third Engineer Charles Gemperoso.

At the time of going to press award presentations had yet to be made to second placed Stolt Island and the two other third-placed winners, Stolt Glory and Stolt Tsubaki.



Humanitarian assistance: *Jo Alm* helps St Helenian reach her mother's side

Knowing that her mother was terminally ill in the UK with not long to live, Michelle Crowley was in a heartbreaking situation, thousands of miles away.

Michelle was desperate to be with her mother, but lives on the remote South Atlantic island of St Helena. The island's only regular passenger link is with Cape Town via the RMS *St Helena* – but during March and April, the vessel was in dry dock with technical difficulties. The island's new airport is still not operational.

Stolt-Nielsen received a plea for help – and as a result, within days, the *Jo Alm* welcomed Michelle on board as a very special passenger.

The *Jo Alm* was the only vessel calling at St Helena, on a regular run from Europe to South Africa. Captain Joshua Arvin J. Radaza agreed to take Michelle to Cape Town, where she disembarked in open port limits, with Stolt-Nielsen bearing the cost for the boat. From there, she was able to fly to the UK to be by her mother's side.

In a letter of thanks Michelle expressed her gratitude to the officers and crew of the *Jo Alm*.

"I've been treated with the utmost respect by the Captain and crew of this vessel – even in my darkest hours, when I heard my Mum had a few days to live, the Captain and crew kept me going, always telling me – 'never give up hope, Michelle', and I didn't.

"Then I was given the news that I could disembark at Cape Town and I thought, who are these lovely caring people and why are they doing this for me? I'm just a normal wife and mother, yet today I feel like a million dollars. No one will understand how that feels.

"So today I leave this vessel with a heavy heart as I leave behind this newfound family who I've grown to love and respect. They will remain in my heart forever and I will never ever forget this experience for as long as I live."

Michelle did, unfortunately, have to cope



A special passenger on the bridge: Michelle Crowley with (l. to r.): Able Seaman Kim Fortugaliza, Ordinary Seaman Marc Merluza, Third Engineer Jayrus Barreda, Able Seaman Eden Von Occenola, Second Officer Michael D. Villalon, Chief Mate Jonas C. Acebuque, Captain Joshua Arvin J. Radaza, Chief Engineer Florencio P. Mapute, Second Engineer Edwin Alexis C. Venal, Second Officer Joselito R. Bantilan, Electrician Jerum D. Rollan, Motorman Benjie C. Suga, Chief Cook Joe Alfred C. Guerra, Messman Abiel Colin A. Flores, Fitter Carlos A. Ardeza, Third Officer Kenn E. De Guzman and Bosun Romeo M. Apura.

with some rough weather en route, as Captain Radaza reported to Igor Segeda: "We are experiencing a south-easterly abnormal swell, causing the vessel to roll heavily, making Mrs Crowley seasick."

However, he said: "Rest assured that my crew and I are doing all possible, within the bounds of our procedures, to make her stay on board safe and comfortable."

Stolt-Nielsen management praised Captain Radaza and all on board for their kindness and honourable actions in providing humanitarian assistance to Michelle in her time of need.

There was also special appreciation from Judi Leon, the Acting Governor of St Helena, Ascension & Tristan da Cunha, who wrote to thank Captain Radaza and his crew for coming to Michelle's aid.

She wrote: "Thanks to you, I am pleased to

say that Michelle arrived safely in the UK ... and is now reunited with her family.

"Had it not been for your cooperation in allowing her to travel on board the *Jo Alm* en route to the UK, this would not have been possible. I'm sure the family would like me to thank you, on their behalf, for enabling them to be together at this most difficult time.

"Please pass on my sincere thanks to all who took care of Michelle on board the *Jo Alm* and for her safe passage to South Africa."

St Helena, a British Overseas Territory, is one of the world's most remote inhabited islands. It measures 10 miles by 5 miles and has a population of about 4,500. An airport has been built on the island but to date it has not opened for commercial flights because the wind conditions are considered too dangerous for planes to land.

Eastman praise for Stolthaven Moerdijk's 'incredible drive'

Stolthaven Moerdijk has received an award of special recognition by customer Eastman. The award was presented for: "excellent partnership during one of the biggest growth opportunity programmes for the Middelburg site; capacity increase of 50% for storage, transport, handling and equipment; high flexibility when working with fluctuating forecasts; and the 'incredible drive' by Stolthaven Moerdijk to improve existing processes and solve issues by standardising procedures."

(l. to r.): Sander van Remortele, Eastman Logistics Coordinator Adhesives and Plasticizers; Murray R. Deal, Eastman VP and Managing Director EMEA; Kevin C. Pruitt, Eastman Director, Global Supply Chain Operations and Logistics; Edward de Vos; Peep Uuekula, Eastman Logistics Procurement Manager and André Mastenbroek, Eastman Logistics Manager EMEA.



Working together to strengthen workplace safety: STC and the Singapore Civil Defence Force

Stolt Tank Containers and the Singapore Civil Defence Force (SCDF) recently joined forces in an initiative to enhance safety for people and the environment in Singapore.

Darrell Lee, General Manager, Technical Services Department – APAC, explains: “When Mike Kramer (President of Stolt Tank Containers) decided to donate some of our used tank containers for training and educational purposes, I immediately thought of the Singapore Civil Defence Force. The memory of the hundreds of firefighters who lost their lives in the Tianjin port explosion was a stark illustration of what can happen without proper training. By familiarising firefighters with the safe handling of containers in emergency situations, we would be giving new life and a valuable purpose to this equipment.”

Part of the Ministry of Home Affairs, the Singapore Civil Defence Force is the main agency providing emergency services in Singapore. It provides firefighting, rescue and emergency medical services; deals with hazardous materials incidents; and draws up, implements and enforces regulations on fire safety and civil defence shelter matters.

SCDF consists of both operational and training divisions, including the Civil Defence Academy (CDA) which was custom-designed to house high-tech training facilities. At the CDA's new training centre in Mandai, simulators such as a tank ship and a petrochemical refinery complex have been constructed for realistic training in marine firefighting, specialised urban search and rescue operations, and hazardous materials mitigation. Pipelines in the CDA's five-storey petrochemical refinery simulator use LPG to create fires for more realistic training, and one of the donated STC tanks has been placed within the petrochemical refinery complex.

SCDF has taken a leading role in organising and hosting international and regional meetings, as well as globalised exercises and training in Singapore. To help with these meetings and exercises, STC invited NCHO Engineering, a pioneer specialist in dry and liquid bulk container maintenance and repair, to work with STC on a model tank container specifically for display and external viewing.

The container constructed by NCHO – literally a piece of art – is shortened, with its top outlet valves relocated to allow the tank to fit in the

display area. The stainless steel barrel is cut on one side towards the lower end, and the cut area is sealed with heavy duty tempered glass. All valves and parts are labelled. This enables direct viewing of the shell interior, as well as part of the steam panel, without confined-space entry.

In addition, a two-day training course was conducted for SCDF's officers to enhance their knowledge of liquid bulk tanks. The first day of training took place at SCDF's Mandai training site and the second day was at STC's depot on Jurong Island, Singapore.

The training included sessions on tank valves and parts, tank container entry, tank leakage detection and cargo transfer, which Major Lionel Lee of the SCDF said were beneficial to his team.

While the donation of the tank and



The model STC tank container allows direct viewing of the shell interior without confined-space entry.



In SCDF's Mandai training room (l. to r.): Victor Anthony, Darrell Lee, Alan Teo (NCHO Engineering), LTA Genevieve Lim, WO Amran Dola, WO Gangadevi Rountan, WO Jazman s/o Md Ramzan, MAJ Lionel Lee, WO Shahrel Bin Shawali Hamid, Captain Ryan Hoo and WO Md Hidayat Bin Jumaat.

subsequent training has expanded SCDF's knowledge of liquid bulk containers, STC has also benefited, by learning how to share its knowledge regarding the safe handling of liquid bulk containers in a more engaging and effective manner.

SCDF Assistant Commissioner Teong How Hwa said: “Alone we can do so little; together we can do so much. SCDF is happy to work with a reputable company such as Stolt-Nielsen

to collectively improve the safety and security of the chemical industrial sector.”

The cooperative efforts of Stolt Tank Containers and Singapore Civil Defence Force have helped to strengthen workplace safety for both people and the environment in Singapore, thanks to the energy and enthusiasm of all who participated.

Senior Manager Corporate Reporting appointment

Paul Mansbridge, who has joined Stolt-Nielsen as Senior Manager Corporate Reporting, has previously held a variety of roles within the financial accounting and reporting environments.

After training with accounting firm PKF, he joined the group reporting team of Le Meridien

Hotels Group, where his role was focused on systems implementation and process improvement. After two years with Le Meridien, he joined Cable & Wireless. During the next 11 years with that company, he advanced to the position of Director – Group Reporting with responsibility for

the consolidation, group and corporate financial statements, accounting policy and group financial systems.

Paul, who has a degree in Mathematics from the University of Warwick, is a member of the Institute of Chartered Accountants in England & Wales (ACA).



Naming ceremony held for *Stolt Calluna* and *Stolt Ebony*

Stolt Calluna and *Stolt Ebony* – the fifth and sixth ships of the eight-ship C-33 class series – were named in mid-June in ceremonies held at New Times Shipbuilding in Jingjiang City, Jiangsu, China.

Lise Stolt-Nielsen, sister of CEO Niels G. Stolt-Nielsen, served as Godmother of the *Stolt Calluna*, and her daughter, Louise Stolt-Nielsen Holten, was Godmother of *Stolt Ebony*. The ships bear the names of certain plants and trees, calluna being heather, and ebony the renowned tropical hardwood.

Speaking at the ceremony, Niels G. Stolt-Nielsen said: “Having these two ships blessed by a daughter and granddaughter of Jacob Stolt-Nielsen, our founder and my father, is bound to bring these tankers and their crews the best of luck, good fortune and safe sailing. Seeing the beautiful primrose yellow and the Stolt flag on yet another two ships is truly a tribute to our father’s legacy, which remains very much alive and growing.”

Stolt-Nielsen Limited’s acquisition of Jo Tankers in 2016 included a 50% share in a joint venture with eight chemical tanker newbuildings. Each of the 33,000 dwt C-33s has 28 stainless steel tanks. They are joining the Stolt Tankers Joint Service. The last of the ships is scheduled for delivery in early 2018.



In front of *Stolt Ebony* (l. to r.): Niels G. Stolt-Nielsen, Lise Stolt-Nielsen, Mark Martecchini, Godmother Louise Stolt-Nielsen Holten and Captain Renen Campaniel.



(l. to r.) Electrician Ricky Mojado, Second Engineer Manolita Rebuta, Chief Engineer Apollo Miembro, Chief Officer Alexey Panasyuk, Captain Renen Campaniel, *Stolt Ebony* Godmother Louise Stolt-Nielsen Holten, *Stolt Calluna* Godmother Lise Stolt-Nielsen, Captain Rojean Pecaoco, Chief Officer Eduardo Polvito, Chief Engineer Anthony Ynchausti, Second Engineer Cesario Fajardo, Electrician Ray Condes and Niels G. Stolt-Nielsen.



(l. to r.) Captain Renen Campaniel, Niels G. Stolt-Nielsen, Louise Stolt-Nielsen Holten, Mr Liu Haijin (CEO, New Times Shipbuilding Yard), Mark Martecchini, Lise Stolt-Nielsen and Captain Rojean Pecaoco.

Shell accolade recognises SNIES excellence

Stolt-Nielsen Inter-Europe Service’s excellent performance has won high praise and a prestigious award from Shell Chemicals.

Once a year, Shell Chemicals Europe BV presents the Shell Chemicals Carrier Recognition Award to a maritime partner for excellent performance; SNIES received this prize on May 11.

“The prize was awarded because of SNIES’ commitment to continuous improvement, best practices and a strict safety policy,” said Shell.

The award was presented by Shell Chemicals’ Okke Huising and Suzanne Roodenberg (Regional Marine Manager for Europe and Asia) at Kasteel van Rhooon.

They both emphasised shared values in their speeches, especially with respect to Shell’s Goal Zero target (the goal of having no accidents). Suzanne Roodenberg stressed that Shell’s business is built on relationships and mutual

trust. SNIES has proven itself in this area and also as a flexible partner that works with Shell to find solutions, she said.

The SNIES fleet ship chemicals from Shell’s Stanlow site in the UK to European ports. The contract was extended again last year – Shell has been working with SNIES and Stolt-Nielsen for more than 25 years.

Collecting the award on behalf of SNIES were Jeroen Dudley-Owen, Chartering Manager, and Malte Willer, Accounting Manager.

At the end of the ceremony SNIES presented Shell with a ship’s bell from one of its decommissioned ships, as a token of appreciation for the accolade.

Shell Chemicals Europe generously provided an award for each of SNIES’ inland tankers: the award for *Stolt Auk* was presented to Captain Roman Fomin by Operations Supervisor Rob van der Tuijn.



Excellent performance (l. to r.): Okke Huising, Shell Chemicals; Jeroen Dudley-Owen; Malte Willer; Gerrie Grootveld, Shell Chemicals and Suzanne Roodenberg, Shell Chemicals.



The newly opened Fusion Stolt Tank Services operation in Thailand leads the way as one of the greenest, most environmentally friendly tank container depots in the world. And there's more to come, as STC continues to expand its global depot network.

And Laem Chabang makes 20....→



It may lack the exotic feel of Bangkok – or the cachet of Phuket – but Laem Chabang, Thailand, is the perfect location for Stolt Tank Containers' newest, and twentieth, depot.

Michael W. Kramer, President of STC, provided some historical perspective: "For many years, the main port and chemical complex in Thailand was in Bangkok. But by the late 1990s ships were getting too big for the harbour and, with the growth in both regional and long-haul trades, congestion was becoming a serious problem. And that's what ultimately drove the development of the port at Laem Chabang.

"Over the years, we began migrating shipments down to Laem Chabang, along with the steamship lines, because it was clear where the future was."

In 2011, STC made its first investment in Thailand, a joint venture tank container refurbishing facility known as Laem Chabang Tank Services (LCTS). The venture proved to be a success.

"By mid-2015, we had the design roughed out and our location selected: a 10,000 square metre site adjacent to LCTS, sharing a common entrance," said Vinson. The proposal was welcomed by the Sakesuwans and the details of a deal were quickly hammered out.

Plans for the depot were prepared by Kim Sakesuwan and Grant Thomas, LCTS General Manager, and executed by SmartTech, the contractor. Thomas now oversees the activities of both LCTS and the depot, ensuring that the facilities operate to the consistent global standards maintained by STC.

In a ceremony attended by key chemical and food producers, shippers and receivers, the Fusion Stolt Tank Services (FSTS) depot officially opened on April 27 this year. This state-of-the-art full-service facility offers tank cleaning, repairs and storage. Steam heating is also available. Refurbishment is available through LCTS.

BELOW: (l. to r.) Kevin Lui; Grant Stephen Thomas, LCTS General Manager; Eric Chua; Chee Kian Tan; Darrell Lee; Dithaphong (Kim) Sakesuwan, Fusion Logistics; Sompong Sakesuwan, Fusion Logistics; Michael W. Kramer; Greg Vinson; Bobby Tan; Thaweesak Lee and Pornvilai Patikarnsakul.

BELOW RIGHT: Declaring the depot officially open: Greg Vinson, participates in the ribbon cutting ceremony.



Michael W. Kramer

"LCTS cost-effectively produces like-new tanks of outstanding quality," said Greg Vinson, Director Asia Pacific for STC. "To date, we've refurbished nearly 2,000 tanks at this facility, so it's been a real winner for us."

As Laem Chabang continued to grow, port operations increased. Chemical and petrochemical complexes sprang up and expanded. Service and product ranges increased and tank container volumes soared. While the growth was welcome, it also presented challenges.

"It was becoming increasingly clear that the local tank container depots weren't keeping up with the market – and that was going to impact us over the longer term if we didn't act," said Kramer. "And it wasn't just a question of volumes. We were moving more and more high-purity and food-grade products that required very high levels of cleanliness."

The demands of the market pointed to the need for an STC-operated depot in the port.

"In the interests of our customers, we needed expanded control over the tank-cleaning process and the treatment of wastewater," added Kramer. "Having our own depot in Laem Chabang would enable us to do that."

To get the project rolling, STC turned to Fusion Logistics, led by Sompong Sakesuwan and his son Dithaphong (Kim). The Sakesuwans had served as STC's exclusive Thai agents for many years and were also partners in the LCTS facility.

We are not aware of any other depot in all of Asia that is built to this standard.

Key features of the depot include ten bays for chemical tank cleaning, plus a completely segregated food-grade area, consisting of two tank-cleaning bays housed in their own garage, equipped and built to rigorous European food-grade standards. Other features include innovative systems for wastewater treatment and water-use management, and a fuel-efficient LPG-powered boiler that reduces the depot's carbon footprint.

"We are not aware of any other depot in all of Asia that is built to this standard; in fact, it is one of the greenest, most environmentally friendly tank container depots in the world," said Kramer.

STC is the world's leading provider of logistics and transportation services for door-to-door shipments of bulk-liquid chemicals and food-grade products, with a fleet of more than 35,000 tank containers, by far the world's largest. STC is also the only operator in the industry with its own worldwide network of owned and joint-venture depots, which begs the question: why?

"Our depot network gives us direct control over the handling, cleaning and maintenance of our fleet and that allows us to deliver the quality, reliability and safety – for people and the

In the interests of our customers, we needed expanded control over the tank-cleaning process and the treatment of wastewater.

environment – that our customers expect and demand,” said Kramer. “Our customers know that their tanks are inspected, maintained and cleaned at STC’s own facilities, which operate to strict global standards. And that is a very significant value-added for us.”

Expanding the footprint of STC’s depot operations remains a key strategic objective. In 2016, STC’s new Indian depots in Mumbai and Kandla completed their first full year of operations. In Saudi Arabia, two new depots, in Jubail and Dammam, are expected to open in 2018, with a third depot planned for Jeddah. In Europe, Vado in Italy will be the site of a new facility before the end of 2017.

“Our depot network allows us to capture a tremendous amount of our volume and to handle that volume in a proper and cost-effective manner,”

Our customers know that their tanks are inspected, maintained and cleaned at STC’s own facilities, which operate to strict global standards.

said Kramer. “When the three depots in Saudi Arabia are up and running, we will be funnelling the majority of our total global volume through our own depots – and that’s significant.”

STC opened its first depot in 1984, based on an idea put forward by Jan Chr. Engelhardtson, who is now Chief Financial Officer of Stolt-Nielsen Limited.

“After that, we never looked back,” said Kramer. “It took a while for it all to sink in – the full spectrum of advantages to having our own network – but the value to our customers and to STC cannot be disputed.”

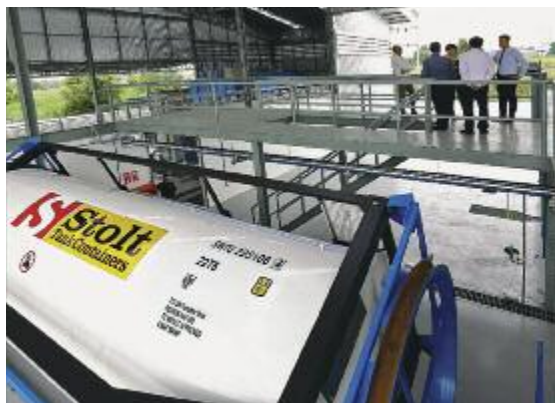


ABOVE AND BOTTOM LEFT: Chemical and food producers, shippers and receivers tour the state-of-the-art facility.

FAR LEFT: The depot gets a big thumbs up (l. to r.): Somwang Tamsranoi, Mongkhon Chaodon, Anucha Sudtana, Sompong Rattoum, Bunsuem Jantana, Woraphon Wisetkhro and Chakkit Oonmanee.

LEFT: A monk blesses the Fusion Stolt Tank Services depot.

BELOW: (l. to r.) Darrell Lee, Pornvilai Patikarnsakul, Kevin Lui and Grant Stephen Thomas.



It was becoming increasingly clear that the local tank container depots weren’t keeping up with the market.

Welcome on board Stolt Zulu

The officers and crew of *Stolt Zulu* welcomed on board representatives from Sasol and Oiltanking while berthed in Singapore on May 25. The visitors were favourably impressed with the ship and the information they received during their tour.

Jessica Chan, Manager M&S (Solvents & Co-Monomers, SEA & ANZ), Sasol Base Chemicals, said: "I am really proud to see the good cooperation between all three companies and that our products are always in good hands."

All the visitors thanked Captain Jose Terrenal and the officers and crew for their hospitality.

On the bridge of *Stolt Zulu* (r. to r.): Derick Shin; Mark Davies, Sasol; Jessica Chan Oi Fun, Sasol; Liow Si Mei, Sasol; Yvette Sum Fong Yee, Sasol; Captain Jose Terrenal and Francis Chai, Oiltanking Odfjell Terminal Singapore.



Safety recognition for 60 Stolt Tanker vessels

A total of 60 ships from the Stolt Tankers fleet were recognised for their safety performance at the Chamber of Shipping of America's annual Jones F. Devlin Awards. These prestigious awards are presented to manned merchant ships that have operated for two full years or more without a crew member losing a full turn at watch because of an occupational injury.

Leading the impressive line-up, *Stolt Kittiwake* has achieved a remarkable 15 years without incident, while *Stolt Fulmar* and *Stolt Spray* have both achieved ten years.

Senior Vetting Superintendent James Varley



Safety accolade (l. to r.): Richard Russell, CSA executive committee; James Varley; Viacheslav Slavin and Admiral David Callahan, Commander US Coast Guard District 8

and Fleet Manager Viacheslav Slavin collected the awards on behalf of Stolt Tankers, at the CSA's Annual Safety Awards Luncheon held at the Hilton Riverside Hotel, New Orleans, on June 7.

A total of 1,582 vessels with 10,604 cumulative years of accident-free operation were recognised.

"CSA's members are committed to safe operations and CSA's involvement in safety is longstanding with our ongoing commitment to represent the industry, domestically and

internationally, on safety issues encompassing every facet of ship operations," said CSA President Kathy Metcalf in her opening remarks.

She added: "It is only fitting that an industry so focused on safety publicly recognises the skills and dedication of the women and men who have enabled these many years of safe operations and who are responsible for actions in keeping with the highest traditions of the sea – aid to those in peril."

Stolt-Nielsen ships and their years of safe performance

<i>Stolt Aguila</i>	7	<i>Stolt Flamenco</i>	3	<i>Stolt Norland</i>	4	<i>Stolt Spray</i>	10
<i>Stolt Ajisai</i>	5	<i>Stolt Focus</i>	3	<i>Stolt Ocelot</i>	3	<i>Stolt Stream</i>	4
<i>Stolt Auk</i>	2	<i>Stolt Fulmar</i>	10	<i>Stolt Pelican</i>	7	<i>Stolt Strength</i>	4
<i>Stolt Azami</i>	4	<i>Stolt Glory</i>	5	<i>Stolt Perseverance</i>	8	<i>Stolt Suisen</i>	7
<i>Stolt Basuto</i>	8	<i>Stolt Greenshank</i>	3	<i>Stolt Quetzal</i>	4	<i>Stolt Sun</i>	4
<i>Stolt Bobcat</i>	6	<i>Stolt Groenland</i>	6	<i>Stolt Razorbill</i>	4	<i>Stolt Surf</i>	2
<i>Stolt Botan</i>	3	<i>Stolt Guillemot</i>	3	<i>Stolt Redshank</i>	4	<i>Stolt Teal</i>	7
<i>Stolt Breland</i>	6	<i>Stolt Inspiration</i>	3	<i>Stolt Sakura</i>	6	<i>Stolt Transporter</i>	9
<i>Stolt Commitment</i>	2	<i>Stolt Island</i>	3	<i>Stolt Sanderling</i>	4	<i>Stolt Tsubaki</i>	5
<i>Stolt Confidence</i>	4	<i>Stolt Kikyo</i>	8	<i>Stolt Sandpiper</i>	5	<i>Stolt Vanguard</i>	2
<i>Stolt Creativity</i>	4	<i>Stolt Kingfisher</i>	5	<i>Stolt Sea</i>	5	<i>Stolt Viking</i>	5
<i>Stolt Distributor</i>	5	<i>Stolt Kite</i>	9	<i>Stolt Shearwater</i>	2	<i>Stolt Virtue</i>	2
<i>Stolt Efficiency</i>	4	<i>Stolt Kittiwake</i>	15	<i>Stolt Skua</i>	4	<i>Stolt Vision</i>	3
<i>Stolt Effort</i>	5	<i>Stolt Momiji</i>	6	<i>Stolt Sneland</i>	3	<i>Stolt Voyager</i>	7
<i>Stolt Endurance</i>	4	<i>Stolt Mountain</i>	7	<i>Stolt Span</i>	5	<i>Stolt Zulu</i>	3

Ng Yong Jin promoted to General Manager, STC China

Ng Yong Jin has been promoted to General Manager, STC China. In his new position, he will oversee both the international and domestic businesses in China, pending the hiring of his successor at SSK.

Yong Jin joined Stolt-Nielsen Singapore in January 2004, working first in parcel tankers, before

relocating to Shanghai in 2006 for a position with Stoltchem, the Company's Chinese domestic JV tanker venture, later advancing to the position of General Manager, SSK.

Having gained a degree in Mechanical and Production Engineering at the National

University of Singapore in 2001, Yong Jin was sponsored by Stolt-Nielsen to study for a dual Masters at the National University of Singapore and Georgia Institute of Technology – achieving an MSc in Logistics and Supply Chain, and MSc in Industrial Engineering in 2003.



SNL Board visit to Stolthaven Terminals, Singapore

Stolthaven Singapore welcomed Stolt-Nielsen Limited's Board of Directors on April 25. This visit was the Directors' first stop during their Board meeting in Singapore and was followed by a tour of Keppel shipyard.

After an introduction to the control room, the visitors toured the terminal in a buggy to get a first-hand view of Stolthaven Singapore's operational capability.



Stolthaven Singapore General Manager, Chok Vui Shung, welcomes Samuel Cooperman, Chairman of the Board of Directors of Stolt-Nielsen Limited with Roziah Binte Rosmani, Administrative Assistant, Stolthaven Singapore, on the left.

The SNL Board of Directors with members of the management team, visitors and the Stolthaven Singapore team (l. to r.): Front row, Mark Martecchini, Guy Bessant, Andrew Pickering, Tor Olav Troim, Lars Håkan Larsson, Eva Cooperman, Samuel Cooperman, Niels G. Stolt-Nielsen, Jan Chr. Engelhardttsen, Nadia Stolt-Nielsen, Siri Stolt-Nielsen, Benjamin Hayek and Bill Bryant. Back row, Mark Lim, Cara Chiak, Charlotte Lim, Jessilyn Yeong, Angela Wong, Catherine Tay, Roziah Binte Rosmani, Nicholas Goh, Liew Li Kin, Chok Vui Shung, Koh Boon Hoong, Kong Kwok Lum, Goodwin Zheng, Vincent Low, Muhammad Sharif, Edmund Hoe, Ow Yong Wan, Kien Tan, Li Hong Tao, Foah Khan and Faseha Binte Zulkifle.



Stolt-Nielsen support for Singapore's skills initiative

Bill Bryant was appointed SkillsFuture Career Advisor during Singapore's Adapt and Grow Manufacturing Day on April 27.

"The Government of Singapore takes an active and keen interest in skills, focusing on development to cope with changes in the economy and to equip Singaporeans for careers and industries of the future," said Bryant.

"Skills redevelopment allows for productivity improvement, enables the ageing population to continue to be part of the workforce and promotes the workforce to be ready for megatrends such as the Internet of Things, digitisation, data analytics, industrial automation and robotics.

"Part of the suite of options includes calling on skilled industry professionals to assist with active teaching and/or mentoring. Stolthaven is committed to being part of that programme, through making our leadership available to assist with the initiative."

Bill Bryant represented Stolt-Nielsen at the launch day of the skills initiative.



Skills launch line-up (l. to r.): Bill Bryant; Gilbert Tan, CEO e2i; Lim Swee Say, Minister of Manpower; Norman Lee, Chemical and Process Engineering Technical Committee, Chairman of the Institution of Engineers Singapore; Kavita Gandhi, Executive Director, Sustainable Energy Association of Singapore and Lim Chor Hoon, Chief Talent Officer, Singapore Power.

Patrick Russi retires after four decades with Stolt-Nielsen

Tributes have been paid to Patrick Russi – ‘a Master and gentleman who made a difference’ – who retired at the end of June after 33 years’ service to the Company. He had been with Stolt-Nielsen since the Panocean acquisition in 1984 and with Panocean for nine years before that – making a total of 42 years.

Patrick went to sea at the age of 18 with Houlder Brothers as a junior Officer on board *Stolt Surf* and *Stolt Spur*. At that time, Stolt-Nielsen did not manage any of its ships directly. He then sailed with Panocean Anco for nine years before joining Stolt-Nielsen.

Patrick’s first command was as junior Master of *Stolt Venture*. In 1986, he was promoted to permanent Master on board *Stolt Surf*. He subsequently served as Master on *Stolt Falcon*, *Stolt Avance*, *Stolt Avenir* and *Stolt Viking*, the latter being his final command before he completed his seafaring career.

Patrick came ashore in 1991 to become Safety Officer in the Panama City office – a role which included the task of forming a Marine and Safety department, now known as SHEQ.



With best wishes for the future: Niels G. Stolt-Nielsen and Patrick Russi.

In those days, the senior and junior Masters regularly gathered to discuss the issues on board their ships and exchange information. During one of these gatherings, Jacob Stolt-Nielsen challenged everyone to reduce the Company’s insurance bill – the number of accidents

occurring was preventing the Company from being sustainable, he said. In response, Patrick started designing a QA system.

The new QA system, with its clear Company policies, set a standard that guaranteed the condition of Stolt-Nielsen ships and contained procedures which, when followed, would prevent accidents, ensuring the safety of cargo and crew. This system, that has served the Company well up to the present day, would have never got off the ground if it had not been for Patrick’s energy, unique charisma and hard work.

Patrick was also involved with creating and implementing Excellence in Safety training, Safex 1 and 2. His presentation skills and ability to get the message across were crucial to this success.

Over the four decades of his career with Stolt-Nielsen, Patrick has worked in Panama City, Houston, Rotterdam and the UK. He is well known for his good humour, ability to make colleagues laugh and a willingness to discuss the topics of the day. We wish Patrick a long and happy retirement.

Stolt Satsuki and Stolt Renge named in Japan

Stolt Satsuki and *Stolt Renge*, the second pair of four newbuildings in the J12x project, have been named and launched at the Usuki Shipyard in Japan.

Usuki Hull No. 1757 was named *Stolt Satsuki* and launched by Nadia Stolt-Nielsen on April 23.

Her sister ship, Usuki Hull No. 1758, was named *Stolt Renge* and launched on June 27. *Stolt Renge*’s Godmother is Michiyo Uetabira, the wife of Akira (Tabi) Uetabira, Tradelane Manager at Stolt Tanker Trading.

“It was a great honour for my wife to be the Godmother and also a great experience for my two daughters to attend the ceremony,” said Akira.

Both vessels have Japanese names connected to flowers: Renge means orchid, while Satsuki can mean blossom when used as a given name. Their two sister ships *Stolt Yuri* and *Stolt Hagi*, were both launched last year.

The new 12,500 dwt state-of-the art chemical tankers, with 18 duplex stainless steel cargo tanks for oil and chemical cargoes, will join *Stolt Yuri* and *Stolt Hagi* sailing in the Stolt NYK Asia Pacific Service, the Company’s joint venture based in Singapore.



Stolt Satsuki naming (l. to r.): Benjamin Hayek (Nadia Stolt-Nielsen’s brother), Niels G. Stolt-Nielsen, Godmother Nadia Stolt-Nielsen and Siri Stolt-Nielsen.



Michiyo Uetabira, Godmother of *Stolt Renge*, with Akira (Tabi) Uetabira and their daughters, Ayame and Kana.

Seoul signing ceremony for new agreement with Hanwha Chemical Corporation

A new agreement between Stolt-Nielsen and South Korea's Hanwha Chemical Corporation was marked by a signing ceremony in Seoul recently.

The agreement includes a long-term COA contract for Stolt Tankers, for Hanwha's speciality chemicals from South Korea to New Orleans, as well as a long-term storage tank rental agreement at Stolthaven New Orleans.



(l. to r.) Alvin Kim, Manager, Hanwha Chemical; Keto Park; Se-Ku Kang, General Manager, Hanwha Chemical; Niels G. Stolt-Nielsen; Seong-Yong Kim, Vice President, Hanwha Chemical; Mike Oh; Bill Bryant and Jenny Lee, Assistant Manager, Hanwha Chemical.

Payroll Helpdesk concept responds to seafarers' concerns

A single point of communication, centralised email and full tracking of problems and how they are dealt with – these are just some of the benefits being delivered to seafarers through a new Payroll Helpdesk.

“As part of the Marine Payroll team's drive to continuously improve and provide world-class service to our seafarers and their families, the team worked with sea personnel and the manning team to identify concerns,” Lorevill Leal, Accounting Manager, explains. The Helpdesk concept was developed in direct response to those concerns.

One concern was that as INFOTXT (previously used to send out announcements to Filipino seafarers and allottees) is now obsolete, seafarers were looking for other ways to connect with marine payroll.

Additionally, there was no facility to measure the volume of calls received by the marine payroll team or assess the nature of each call, so it was difficult to prioritise which areas needed more attention; there was also a need to measure the time taken to resolve each incident and to track the follow-up.

More clarity was needed on telephone numbers to ensure efficient distribution and management of query handling, and the telephone system needed adjusting so that seafarers or their dependents heard a ‘busy’ tone if someone from the team was already on a call, rather than hearing the phone keep on ringing.

“To respond to these concerns, the Marine Payroll team carefully studied and assessed how this could be managed and came up with their



Marine Payroll Team (l. to r.): Front row, Gilbert Malimata, Darilyn Soubiron, Jeany Labios, Jinky Anib, Karen Mediavillo, Joy Aquino, Gesel Derecho, Laarni Udarbi, Lorevill Leal, Elinor Joel. Back row, Dan Kevin Ching and Jerry Marbella.

proposal for a Payroll Helpdesk,” says Lorevill Leal. “The proposal has been evaluated by management and approved.”

The project will deliver some clear benefits. Firstly, a single point of communication and email centralised in one place; there will be a one-stop-shop for payroll support, queries, requests, complaints and assistance needed, and better queuing and management of incidents/tasks. The system also ensures continuity, as anybody from the team can access and handle a concern if the person in charge of that case is not available.

Secondly, the system will deliver efficient monitoring, tracking and resolution handling; the Helpdesk management solution provides a

complete view of the issue or task process, from the time of its registration to the final resolution to monitor compliance with the Service Level Agreement (SLA). Deviation from the SLA triggers a notification to supervisors to immediately look at the issue.

Finally, the quality of service will be improved; various tools available in the Helpdesk management system will build business reports, check support team performance and identify any frequent or recurring concerns, to help in the analysis and identification of solutions.

Need help?

Contact: payrollhelpdesk@stolt.com or call +63 2 830 7899.

Houston office welcomes Lubricating Specialties visitor

Daniel Doan of Lubricating Specialties, visited the Houston office in March. This was an opportunity for a new STC client to learn about how STC handles their business while exploring opportunities to increase efficiencies. Following the meeting, he was given a guided tour of Stolt Container Terminal Houston (SCTH) by

Assistant Depot Manager Chris Clemons, who explained the life cycle of a STC tank going through the depot from interchange to out interchange. Mr Doan left Houston with a better understanding of STC and what is done behind the scenes to provide a consistent service for all the Company's customers – large and small.



(l. to r.) Chris Clemons, Sydney Rodriguez, Daniel Doan (Lubricating Specialties) and Dan Shelton.

Stolt Around the World

ARGENTINA

Welcome dinner for CEO

Stolt-Nielsen Argentina S.A. held a welcome dinner for Niels G. Stolt-Nielsen during his visit to Buenos Aires.



(l. to r.) Diego Lopez, Noelia Demichelli, Nicolas Petersen, Gladys Rodriguez, Jorge Santos Bara, Niels G. Stolt-Nielsen, Mayra Perez and Gabriel Sisto.

BRAZIL

Service awards

Congratulations to Joel Ferreira de Souza and Vagner Santos e Souza, who received their 10-Year Awards, and to Maria Cristina da Silva who celebrated 30 years with Stolt-Nielsen recently and was presented with a plaque.



ABOVE LEFT: Joel Ferreira de Souza with (l. to r.) Jorge Nascimento, Mário Ribeiro Jr. and Adelita Campos.

ABOVE: (l. to r.) Jorge Nascimento, Vagner Santos e Souza, Mário Ribeiro Jr. and Adelita Campos.

LEFT: Maria Cristina da Silva with Mike Sealy (left) and José Petraglia.

CHINA

Visit to Shanghai site

In June, Niels G. Stolt-Nielsen visited the Stolt-Nielsen site team in Shanghai.

(l. to r.) Minwei Qu, Captain Anders Hansson, Fan Sunbing, Olnes Erlend, Bogdan Radulici, Guo Zude, Lech Oleszczuk, Hiroaki Murakami, Mark Martecchini, Lesnoy Georgy, Niels G. Stolt-Nielsen, Yan Dong, Duan Wentao, Chen Wei, Thomas Boodh, Ding Hongliang, Zhao Chengxiang, Renee Ding, Zhou Riliang, Hong Yangyang, Glennwin Padua, Ace Mirasol and Mario Malagkit.



FRANCE

Giants visit Le Havre

STC staff joined in the celebrations to mark the 500th anniversary of the port and city of Le Havre this summer, which included a lunchtime picnic to enjoy the performance by Royal de Luxe Company's giant mechanical marionettes.

A giant in town: one of Royal de Luxe Company's giant mechanical marionettes.

(l. to r.) Lucie Contat, Angélique Barbier, Séverine Eude, Julie Daniellou, Claire Anquetil, Virginie Lanoiselez, Grégoire Rouille, Tahar Bibot, Olivia Bernage, Ceren Keles, Magali Levailant, Mariama Cisse, Louis-Hubert Lepoittevin, Adrien Cheauveau and Camille Fromentin.



GERMANY

Ali Akin, 1971–2017

It is with great sadness that we announce the death of Ali Akin on March 31.

Ali started his career with TABY in 1996. He joined Stolt Tank Containers in 2008 with the acquisition of TABY. Since the day he joined Stolt-Nielsen, Ali was a great colleague, full of knowledge and respect for others. He always showed kindness and humanity.

Ali had led the Germany office from 2008 onwards. Despite challenges, he showed resilience and courage while keeping his sense of humour.

Our deepest sympathy goes to his wife, Maren, his two sons and his parents.



PHILIPPINES

10-Year Awards

Congratulations to Benjie Dino, Gilbert Malimata and Rommel Yodico, who have all received their 10-Year Awards.

ABOVE RIGHT: Rommel Yodico received his 10-Year Award in March, from Rolando Calizo, Captain Leo Franco Dela Ostia and Soc Balmaceda.

ABOVE FAR RIGHT: Benjie Dino received his 10-Year Award on February 1, from (l. to r.) Lorben Chan, Michael Montoya and Soc Balmaceda.

RIGHT: Gilbert Malimata received his 10-Year Award on May 26. The presentation was made by Lorben Chan (left) and Homiyar Wykes during the General Assembly of the Manila office.



Lunch and Learn

A variety of topics have been covered in the Manila office's recent Lunch and Learn sessions, including 'HIV/AIDS, Tuberculosis and Hepatitis: Treatment and Prevention', a wellness session designed to raise awareness of and support for the global initiative to prevent and eliminate these diseases.

The office celebrated Mothers' Day by treating all Stolt-Nielsen mothers to an inspirational talk entitled 'Reloading your Dreams' given by Rebecca Bustamante, a former domestic helper and now CEO of a multinational recruitment company.

In a session entitled 'Life at Work Purpose', guest speaker Neil Germo discussed how employees can derive more meaning and significance from their work. Other sessions covered 'Leaders vs Managers', '8 Leadership Lessons by Nelson Mandela' and 'An Enemy Called Average', all led by Lorben Chan, and 'Drive for Results', led by Homiyar Wykes.



HIV/AIDS, Tuberculosis and Hepatitis session (l. to r.): Front row, Riza Mae Mayrina, Helen Joy De Luna, Maureen Navarette, Jacquelyn Mendoza and Veronica Durias. Second row, Jasmine Chulipa, Mary Grace Canela, Ma. Gesel Derecho, Dina Pascua, Maricris Esteves, Dr Jerry Trinidad, Juliebeth Ballarbe, Jessica Bondoc and Lerry Gutierrez. Third row, Jinky Anib, Rose Tubongbanua, Leonisa Cabanban, John Cenon, Rolando Calizo, Regine Pias, Mark Marcelo and Laarni Udarbe. Back row, Ferrarin Castro, Michael Bryan Figueras, Albert Hubayan and Randolph Montas.



Leaders vs Managers session (l. to r.): Front row: Eugene Mendinueto, Jessie Abugan, Diana Rose Refugia, Christopher Landayan, Joel Lingal and Rolando Calizo. Second row, Jasmin Piedad, Alpine Alar, Lorben Chan, Soc Balmaceda and Julieta Echipare. Third row, Veronica Durias, Ma. Concepcion Trinidad, Leonisa Cabanban, Deanna Decena, Melchora Andula, Joey Zapata, Jerry Marbella, Ma. Dolores Montañ.



Leadership Lessons talk (l. to r.): Front row, Jasmine Chulipa, Maricris Esteves, Diana Rose Refugia and Veronica Durias. Second row, Julieta Echipare, Rheanne Bagadiong, Leonisa Cabanban, Loralyn Nidea, Barbara Cutad, Genelyn Balancar and Riza Mae Mayrina. Third row, Arabel Mallillin, Loren Mae Naquita, Ma. Concepcion Trinidad, Mary Grace Canela, Jennie Marcelo, Jasmin Piedad, Elinoe Joel, Alpine Alar, Elizabeth Garcia, Florian Cabrito, Claudine Sampana, Karen Joy Manuel, Marie Jannine Dela Paz, Melissa Rances, Melchora Andula, Gladylina Linsangan, Lailani Udarbe, Maureen Bejerano and Ferrarin Castro. Fourth row, Albert Siochi, Marilou Estrella, Lawrence Yumul, Leo Franco Dela Ostia, Rommel Yodico, Rolando Calizo, Eugene Mendinueto, Christopher Landayan, Lorben Chan, Mark Marcelo, Dan Kevin Ching, Edwin Hernandez, Joel Lingal, Jacquelyn Mendoza and Rolando Sta. Cruz.



An Enemy Called Average session (l. to r.): Front row, Ferrarin Castro, Leonardo De Andres, Ronald Dorado, Randolph Montas and Albert Hubayan. Second row, Helen Joy De Luna, Veronica Durias, Leonisa Cabanban, Soc Balmaceda, Arian Jeliza Legaspi, Jeany Labios, Rheanne Bagadiong and Cherryl Faith Gabornes. Standing, Winnie Rhose Jimenez, Kyndale Diza, Jasmine Chulipa, Rowena Dominguez, Athena Pasta, Leonoro Tagari, Ma. Corazon Villareal, Mary Grace Mora, Mary Rose Torres, Melchora Andula, Rolando Sta. Cruz, Shiela Semaña, Mary Frances Borje, Hermel Cordero, Maricel Sacanli, Faith Dorado, Jesus Napoleon Ventosa, Ma. Gesel Derecho, Mark Marcelo, Lorben Chan, Christopher Landayan, Mary Grace Canela, Lisette Guia, Jenny Jaenne Dote, Gladylina Linsangan, Lailani Cabatbat, Melissa Rances, Rose Tubongbanua, Dan Kevin Ching and Kristine Bernadette Matalote.



Drive for Results session (l. to r.): Front row, Lorevill Leal, Elinor Joel, Lorben Chan, Homiyar Wykes, Loralyn Nidea, Marilou Estrella, Jasmin Piedad and Diana Rose Refugia. Second row, Rowena Dominguez, Rose Tubongbanua, Winnie Rhose Jimenez, Melissa Rances, Christopher Landayan, Eugene Mendinueto, Mary Grace Canela, Rodora Macalinao and Jasmin Ocenars. Third row, Rolando Sta. Cruz, Ma. Concepcion Trinidad, Maricris Esteves, Helen Joy De Luna, Lailani Udarbe, Ferrarin Castro, Julieta Echipare, Joel Lingal, Arnold Panghulan, Ronald Dorado and Leonisa Cabanban. Fourth row, Jenny Jaenne Dote, Regine Pias, Jessica Bondoc, Mary Grace Mora, Jeany Labios, Juliebeth Ballarbare, Mary Jane Paderes, Pamela Mangindin, Dan Kevin Ching, Sheryl Peralta, Jessie Abugan, Gladylina Linsangan, Charmaine Baleda, Kyndale Diza, Lailani Cabatbat, Jinky Anib, Montañ Ma. Dolores, Hermel Cordero, Ma. Gesel Derecho, Melchora Andula, Vanice Fernandez, Gilbert Malimata, Elizabeth Garcia, Kharene Mediavillo, Veronica Durias, Alpine Alar and Darlyn Suobiron. Back row, Edwin Hernandez, Claudine Sampana, Joseph Dalisay, Marie Jannine Dela Paz, Randolph Montas, Riza Mae Mayrina, Jerry Marbella, Jacquelyn Mendoza, Jonnalene Cabral, Genelyn Balancar, Maria Grace Miraflores, Jasmine Chulipa and Janicas Antoinette Pascua.

New employees

DAGENHAM

Carol Roberson
Customs and Administration
Manager

HOUSTON

Robert Hall
Demurrage Analyst

David Larimer
Compliance Officer

LONDON

Duncan Ashworth
Treasury Accountant

Sriram Sekhar
Sr. Business Performance Analyst

MANILA

Joey Infante
Training Manager

MOERDIJK

Farzad Farahzad
Commercial Assistant

MUMBAI

Dhiren Vijay Thakkar
Accounting Supervisor

ROTTERDAM

Peter Aragon
Ship Operator

Jorg Knuttel
Director, Planning & Projects

Massimo Rubesa
Coating and Material Specialist

Maarten Speksnijder
Ship Operator Trainee

Theo Visser
Operations Manager

Patrick Wermeeester
Port Superintendent

SHANGHAI

Robinson Chu
Senior Ship Broker

SINGAPORE

Stacy Kang Bee Leng
Human Resource Officer

Raymond Tan
Safety Manager

Catherine Tay
Customer Service Supervisor

Tying the Knot

TOKYO

Yuiko Kurimoto married Yuta Fujita on November 1, 2016.



Focus on training

As well as the regular Lunch and Learn sessions, the Manila office has organised a number of training sessions.

These have included a two-day course on 'Email and Business Writing' in May, and a two-day workshop on 'Managing Assertiveness for Leaders', which was conducted in-house in April for Stolt Manila office team leads, supervisors and managers.

Meanwhile, members of the Stolt Manila office Emergency Response Team, whose primary task is to provide First Aid in the event of an emergency, attended a training session run by the Red Cross – earning each of them First Aider Certification valid for two years.



Email and Business Writing training (l. to r.): Front row, Karina Asuncion Gavillanes, Janica Antoinette Pascua, Laarni Udarbe, Venecie Fernandez, Kharene Mediavillo, Loralyn Nidea and Jenny Jaenne Dote. Standing, Melissa Rances, Michael Dela Cruz, Marie Jannine Dela Paz, Soc Balmaceda, Bobby Alvarez, Deanna Decena, Jesus Napoleon Ventosa, John Cenon, Leonardo De Andres, Jasmin Ocenar, Dan Kevin Ching, Jinky Anib, Maricris Esteves, Mary Rose Torres, Ariane Giron, Ronald Dorado, Albert Siochi, Ma. Corazon Villareal, Veronica Durias and Helen Joy De Luna.



First Aid training for Emergency Response Team (l. to r.): Seated, Gemia Duayan, Ferdinand Dela Rosa (trainer), Lovell Leal, Josun Nava (Red Cross trainer) and Barbara Cutad. Standing, Jerry Lapitan, Veronica Durias, Rolando Sta. Cruz, Melvin Manalo, Dan Kevin Ching, Paul Miko Ulanday, Ryan Jay Mara, Jhony Elizarde, Maria Arley Legaspi and Cheryl Faith Gabrones.

SINGAPORE

Lew Yew Seng, 1955–2017

It is with great sadness that we announce the death of Lew Yew Seng on March 18, at the age of 61.

Lee, as he was popularly known, joined Stolt-Nielsen in 1984 as a Ship Operator and quickly advanced to become Round Voyage Manager – the equivalent to Trading Manager today – before he was eventually promoted to Chartering Manager of SNAPS in 2006. During his time as Round Voyage Manager, he also oversaw the Company's most profitable tanker trade, the Stolt-Nielsen Australia Coastwise service, as well as the trading of the ships in our joint venture with NYK, Stolt NYK Asia Pacific Service.

Lee was a stable anchor in the service, coordinating the chartering efforts for the regional fleet and always available to give advice. He was a mentor to many in the regional

trade – under his watchful eye, they were able to progress and grow from junior roles to tackle new challenges. He also educated many expats who got the opportunity to learn the ropes with his guidance and unwavering support.

Throughout his time with Stolt-Nielsen, Lee made many friends in the Company as well as within the wider shipping fraternity. Remembered as an inspiring colleague and boss, a wonderful friend and a kind person who would always lend a helping hand or listening ear, Lee's knowledge of the industry was second to none.

As Clara Ng said: "He was a pivotal member of the SNAPS team who helped, from the early years, to build SNAPS into a profitable business. One who believed in working hard and playing hard, he had an unassuming demeanour and could be very funny after enjoying a sumptuous and slow meal. With his energy, warmth and friendly disposition, he garnered respect from all who knew him and he will be missed."

Another colleague added: "No words could express my gratitude for his mentoring and



encouragement. I am honoured to have been trained by him. We will greatly miss his words of wisdom and guidance."

Our deepest sympathy goes to Lee's wife, Kwan Yoke Yin Catherine, and his two sons, daughter-in-law and grandson.

A decade with Stolt

Emily Ng and Karen Yeo both received their 10-Year Awards during a celebration lunch held at The Fullerton Bay Hotel in May.

(l. to r.) Nerissa Goh, Karen Yeo, Bill Bryant, Emily Ng, Clara Ng, Florence Tan and Kalpana D/O Vevagananandam.



SOUTH AFRICA

Karin van Rensburg, 1966–2017

It is with great sadness that we report the death of Karin van Rensburg on May 16, 2017.

Karin started her career in 1989 as an office assistant at Sasol in Durban. She worked her way up from there, finishing her career at Sasol in 2008 as Sales Manager responsible for solvent product sales in South America.

During her years at Sasol, Karin also completed a degree in Industrial Psychology and a post-graduate degree in Marketing Management.

In 2008, Karin joined Stolt-Nielsen South Africa as Sales Manager. She quickly settled into her new

job and ran the Durban office very successfully for many years. Full of dedication to her job representing Stolt-Nielsen and nurturing important business relationships in South Africa, Karin put tremendous effort and focus into running the South Africa office, controlling numerous challenges and servicing the Company's various trade lanes. At the same time, she was also a very caring and loving mother to her two daughters, Tatum and Kayla.

Karin had a very strong character and it was clear to all that she knew exactly what she wanted. This was probably the key to her success in both her business and her personal life. Last October, she celebrated her 50th birthday with a fairy, goblin and elf party – in keeping with her approach of having fun whilst working hard.

Karin will be dearly missed by all of us in Stolt-Nielsen and we send our deepest sympathy to her family and friends.



SPAIN

Summer party

Stolt Sea Farm presented long service awards at a party held this summer. Congratulations to all recipients.

(l. to r.) Standing, Marcos Devesa, Jose Manuel Alvite, Iván García, Jesús Enríquez, Marcos Pais, Jairo Fernández, Pili Paz Gómez, Kostka Fernández, Maite Alonso, Tiago Dias, Anne van Dassen Müller, Roberto Rodríguez, Pablo García, Ramón Romero, Fran Lobelos, Óscar Lago and Álvaro Costa. Crouching, Pablo Gerpe, Javier Bermudez, Francisco Martínez, Pedro García, Sergio Dieste and Jose Laiño.



(l. to r.) Standing, Juan Castro, Graciela Fernández, Mari Carmen Domínguez, Javier Saavedra, Eduardo Gutiérrez, Anne van Dassen Müller, Fernanda Romero and Pablo García. Crouching, Jose Manuel Lago, Juan Bautista Pérez and Manuel María García.



Position changes

HOUSTON

Kaitlin Albertson from Business Application Consultant to Senior Business Application Consultant

Erol Bural from Ship Operator to Senior Ship Operator

Ray McGee from Infrastructure Support Specialist to Senior Infrastructure Support Specialist

Captain Gennady Nemov from *Stolt Vinland* to Senior Port Superintendent

Henrik Olsson from Marketing Manager to Tradelane Manager

Peter Young from Service Operations Manager to Tradelane Manager, STJS-PT

MANILA

Julie Beth B. Ballarbare from Accounting Associate II to Senior Accounting Associate

Gorbachev C. Dalisay from Accountant to Senior Accountant

Miriam M. Dela Cruz from Accounting Associate II to Senior Accounting Associate

Rowena Y. Dominguez from Senior Accounting Associate to Accountant

Rose T. Hiwatig from Senior Accounting Associate to Accountant

Ryan Jay S. Mara from Accounting Associate II to Senior Accounting Associate

Jasmin A. Ocenar from Accountant to Senior Accountant

Rianne Richard G. Sacay from Jr. Service Desk Analyst to Service Desk Analyst

John C. Sadangsal from Accounting Associate II to Accountant

Maria Concepcion B. Trinidad from Accounting Manager to Senior Accounting Manager

ROTTERDAM

Patricia de Haas from Assistant Broker/Operator to Broker/Operator

Carlos van Helden from Demurrage Analyst to Senior Demurrage Analyst

Jacha Hulsker from Contract Engineer to Senior Contract Engineer

Wijnand ten Napel from Senior Ship Broker to Sales Manager

SHANGHAI

Lorri He from Ship Broker to Senior Ship Broker

Wayne Xia from Infrastructure Support Specialist to Senior Infrastructure Support Specialist

SINGAPORE

Wan Firdaus Bin Abdullah from Trainee Operator to Operator C

Yang Ee Goh from Trainee Operator to Operator C

Mohd Ismail Habibulah from Operator B to Operator A

Boon Hoong Koh from Team Leader C to Team Leader B

Sanjai Kumar from Operator B to Operator A

Nantha Kumar Kumarasamy from Trainee Operator to Operator C

Chun Seng Lee from Operator C to Operator B

Melvin Lee from Ship Broker to Senior Ship Broker

Dimitris Panagiotidis from Assistant Ship Broker to Ship Broker

Aleksejs Serebrennikovs from Chief Engineer to Technical Superintendent

Hong Jun Tan from Operator C to Operator B

Elijah Choong Wei Min from Trainee Operator to Operator C

SOUTH KOREA

Keto Park from Assistant Manager to Ship Broker

TOKYO

Aya Izumi from Operations Coordinator to Operations Supervisor, STC

UNITED ARAB EMIRATES 10-Year Award for Leah

Leah Roca received her 10-Year Award from Donna York at a celebratory dinner, when they met in Mumbai in February.

Donna York presents Leah Roca with her 10-Year Award.



New hands

DAGENHAM

To Gustavo Lopes and his partner, Ela Surel, a girl, Isabelle, on January 22, 2017.



MOERDIJK

To Bas Verheul and his wife, Margreet, a girl, Lauren, on July 10, 2017.



To Ilja Sibert and his wife, Esther, a boy, Tibbe, on May 29, 2017.



To Second Officer Li Biao Wang, *Stolt Satsuki*, and his wife, Gong Lu, a girl, Xi Chen, on March 18, 2017.



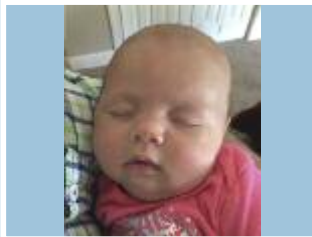
MANILA

To Venecie C. Fernandez and her husband, Renante G., a girl, Seana Alexandra C., on December 23, 2016.



NEW ORLEANS

To Louis Michon a grandchild, Naomi Gabrielle Michon, on April 4, 2017.



SINGAPORE

To Frederik Guttormsen and his wife, Narthreza, twins, Oscar and Zaara, on April 18, 2017.



To Captain John S. Agustino, *Stolt Yuri*, and his wife, Melody P. a boy, John Ayuri P., on January 30, 2017.



To Stephen Sancio and his wife, Cecile, a girl, Chesca S., on March 12, 2017.



ROTTERDAM

To Onur Çelik and his wife, Damla, a boy, Teo Ata, on May 25, 2017.



ON BOARD

To Captain Nenad Albini, *Stolt Concept*, and his wife, Ines, a girl, Zoe, on May 4, 2017.



Dilbert



UNITED STATES

Norwegian Constitution Day – in Houston

A little bit of Norway came to Houston on May 17. At the request of Norwegian colleagues, the office held a small ceremony to celebrate Norwegian Constitution Day. The occasion included a sampling of some Norwegian sweets, ice cream, cheese and crackers – and a little libation.

Thor Erik Haugland presented a short history of Norway leading to the drawing up of the constitution, explaining the importance of the day for Norwegians, and Tom Johnsrud spoke about the Norwegian roots and heritage of Stolt-Nielsen.

Some may recall earlier times in Greenwich when May 17 was celebrated in the office courtyard at Sound Shore Drive with wine, shrimps, salmon and other delicacies.



Thor Erik Haugland explains the historical context, watched by fellow Norwegians Tom Johnsrud, Ole Ekeland and Tony Lofstad. Dominique Sanders is looking on.

City Classic

On Saturday April 15, nine Stolthaven employees and four Phoenix High School teachers, along with family and friends, dressed up as Vikings and pirates and participated in the 39th annual Allstate Sugar Bowl Crescent City Classic 10km.

The road race is held in New Orleans by a not-for-profit entity, the Crescent City Fitness Foundation. Stolthaven employees raised money to donate to the Phoenix High School in Braithwaite and four teachers from the school joined the Stolt race team.



Road racers (l. to r.): Back row, Danielle Basile, Crista Basile, Brad Wilson, George Hernandez, Adam Fryer, Dustin DuRapau, Richard Springthorpe, Steven Basile and Evan Williams. Front row, Dennis McDonald, Britney Ruiz, Jeremy Rousell and Sabrina Fryer.

Stolt Onboard

Stolt Apal crew photocall

The first crew of the 32,798 dwt *Stolt Apal*, built in 2016, lined up for a photograph.



Stolt Apal crew (l. to r.): Seated, Third Officer Alvarado, Chief Officer Zamora, Captain Tan, Chief Engineer Cvetcovs, Second Engineer Pontanal and Third Engineer Bayogos. Standing, middle row, Second Officer Mozo, Messgirl Fuentes, Junior Messman Quinones, Oiler Aricayos, Able Seaman Suiza, Able Seaman Formon, Second Officer Dublado, Fourth Engineer Visto and Electrician Roa. Standing, back row, Chief Steward Pagaspas, Pumpman Panganiban, Fitter Mayrina, Ordinary Seaman Tubeza, Able Seaman Gracias, Junior Ordinary Seaman Anzures and Pumpman Condes.

25-Year Awards presented at Riga conference

Captain Manuel Martinez-Garcia and Captain Dan Hoset received their 25-Year Awards in Riga during the Senior Officers Conference on May 20.



(l. to r.) Igor Segeda, Captain Manuel Martinez-Garcia, Captain Dan Hoset, Line Hoset, Ajay Furtado and Dirk Holmen.

10-Year Awards

10-Year Awards were presented to senior officers at the Global Officers Conference.

(l. to r.) Chief Officer Aleksandr Sychev, Chief Officer Sergejs Markovs, Captain Andrey Zatsepin, Captain William Duncan, Chief Officer Viacheslav Pozhidaev, Igor Segeda, Chief Officer Aleksandrs Kasperovics, Chief Officer Andrejs Klimovics, Captain Valentin Muzychenko, Chief Officer Frida Rivera de Ita, Chief Officer Maksim Senchilo, Dirk Holmen and Ajay Furtado.



Seafarers receive awards for long service

Congratulations to the Filipino seafarers who were recognised for their many years of service to Stolt-Nielsen – some for as long as four decades. Awards were presented on March 3, at One Pacific Place and at a dinner held at the Marriott Hotel on March 25, during the Senior Officers Conference.



Filipino seafarers who were honoured for 25, 30 and 40 years of service by Igor Segeda, Jane Sy, Dirk Holmen, Andrew Hills and Valentins Baburgs. Pictured with their wives (l. to r.): Able Seaman Manuel Ibarrientos, Able Seaman Ernesto Vacio, Fitter Domingo Encomienda Jr., Pumpman Ralphy Familara, Third Officer Ymar Nepomuceno, Second Engineer Ello Tapic, Second Officer Emmanuel Doroja, Chief Engineer Jose Antipala, Chief Officer Rizalde Sarmiento and Chief Officer Eduardo Polvito.



Filipino seafarers were presented with their 10-Year Awards by Igor Segeda, Jane Sy, Dirk Holmen, Andrew Hills and Valentins Baburgs. Pictured with their wives (l. to r.): Captain Sergey Chuprnskiy, Second Officer Lyndon John Escanillas, Third Officer Allan Ven Isla, Chief Officer Roman Beninson, Second Engineer Ilya Shatravka, Second Engineer Dmitry Lukiantes, Chief Engineer Stephan Lutsak, Chief Engineer Sergey Sidorov and Second Engineer Hercules Zarcilla.



Rheanne Bagadiong, Jane Sy, Rolando Calizo and Loren Mae Naquita recognised Filipino seafarers for 25 and 30 years of service on March 3 (l. to r.): Pumpman Herman Briones, Bosun/Pumpman Rolando Culaton, Able Seaman Ariel Tundag, Pumpman Nicolas Olano, Pumpman Julius Ramos, Able Seaman Rolly Bunquin.



25-Year Awards were presented by Rheanne Bagadiong, Jane Sy, Rolando Calizo and Loren Mae Naquita on March 3 (l. to r.): Able Seaman Marlon Serafin, Pumpman Nelson Bentulan, Pumpman Benedict Conde, Fitter Virgilio Bongon, Pumpman Gonzalo Carpio and Able Seaman Bernie Esmillarín.

SEA STAFF PROMOTIONS

February 3, 2017
Raul Rodriguez *Second Engineer*

February 13, 2017
Alexey Bondarev *Chief Engineer*
Aleksandr Shiverskikh *Second Engineer*

February 15, 2017
Sergey Evseev *Chief Officer*

February 16, 2017
Alexander Motylev *Captain*

February 24, 2017
Dmitry Shurygin *Chief Officer*

February 26, 2017
Alekssei Rimskii *Chief Engineer*

February 28, 2017
Andrejs Beleckis *Second Engineer*

March 2, 2017
Ariel Llauderis *Second Engineer*

March 9, 2017
Jurijs Mihailovs *Chief Engineer*

March 12, 2017
Aleksandrs Alijevs *Second Engineer*

April 1, 2017
Danil Gordeev *Chief Engineer*

April 6, 2017
Danh Triet Pham *Chief Officer*

April 8, 2017
Salvador Salord-Barber *Chief Officer*

April 13, 2017
Alexander Ovchinnikov *Chief Officer*

April 17, 2017
Denis Ponomarenko *Second Engineer*

April 26, 2017
Andrei Mishchenko *Chief Engineer*

April 30, 2017
Robert Raimund *Captain*

May 3, 2017
Ruslan Begizov *Chief Engineer*

May 10, 2017
Nikolay Shatalov *Second Engineer*

May 15, 2017
Jose Marie Kitz Cardinal *Chief Engineer*

May 18, 2017
Alexander Polevskiy *Chief Engineer*

May 26, 2017
Dong Zhong *Chief Engineer*

May 30, 2017
Davor Pivalica *Chief Officer*

June 1, 2017
Gatis Kovalevskis *Captain*

June 2, 2017
Juan Vasquez *Captain*

June 3, 2017
Anton Mosin *Second Engineer*

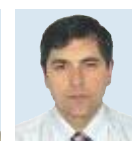
June 12, 2017
Dmitry Alekseenko *Chief Officer*



Alexey Bondarev



Alexander Motylev



Alekssei Rimskii



Jurijs Mihailovs



Danil Gordeev



Andrei Mishchenko



Robert Raimund



Ruslan Begizov



Jose Marie Kitz Cardinal



Alexander Polevskiy



Dong Zhong



Gatis Kovalevskis



Juan Vasquez

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