Training Activities Report

2023-2024



COLUMBIA SHIPMANAGEMENT

www.columbia-shipmanagement.com

Lifelong Training is of vital importance

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1

Introduction



> “It is our vision and ambition to become the leading company in the maritime services sector for investment in employee training. We are absolutely committed to achieving this ambition.”

1.1 | A Word from Mark O’Neil

Dear Valued Stakeholders,

It is with a sense of both considerable pride and pleasure that I introduce you to the Columbia Shipmanagement Ltd’s (“Columbia”) Crew Training Report 2023/24.

As an organisation, Columbia places its People at the front, middle and end of everything it does. By investing in the quality of our People, we invest in the quality of our services and our organisation as a whole. What better way to ensure the quality and safety of our terrific pool of 21,000 dedicated seafarers than by investing in their training?

We want our seafarers to be the “best of the best” and they can only achieve such expectation if we provide them with training of the highest quality; in state-of-the-art training centres around the world equipped with the very latest technologies and simulators, and through e-platform based learning management systems allowing access to interactive and personalised App-based training courses with the latest content and off-line capabilities.

With such tools available to them, our seafarers are able and willingly to commit to a career of “lifelong learning”, are able to continuously improve their navigation, operation, safety, well-being, nutrition and alternative fuel handling skill sets. They are able not only to remain relevant to the fast-changing industry in which they work, but to become experts in their relevant fields of operation.

Moving forward, Columbia has committed to invest still further in its People by commissioning management training courses of the highest quality for its Senior, Middle and Junior Management ashore. These courses will also be available to those of our seafarers coming ashore into management positions. Our “Invest in People. Invest in Columbia” management training programmes will be delivered by the internationally-renowned Franklin Covey training consultancy.

It is our vision and ambition to become the leading company in the maritime services sector for investment in employee training. We are absolutely committed to achieving this ambition.

.....

Mark O’Neil
President & CEO
Columbia Group



> “In CSM any person has the authority and obligation to stop work where concerns or questions regarding the control of health, safety and environmental risk exists.”

1.2 | STOP Authority Award Scheme

In CSM, any person has the authority and obligation to stop work where concerns or questions regarding the control of health, safety and environmental risk exists, or when a hazard is identified that presents imminent danger to the health of the employees, subcontractors, the public or will create damage to the environment. We call it STOP Work Authority (SWA).

STOP Work Authority (SWA) Personal Award Scheme

I am pleased to announce the launch of an Award Scheme aimed at the best utilisation of STOP Work Authority, intended to improve safety on board and prevent possible crewmember injury.

It is important to emphasise, that although the SWA can be exercised for many different reasons, the objective of the Award Scheme is promoting the identification and prevention of events/ situations which might lead to personal injuries.

Some examples of such SWA includes:

- Not using required PPE for intended work.
- Toolbox Talk not performed prior to work.
- Attempt to enter enclosed space without a properly completed and approved permit.
- Standing under load or in proximity of mooring line.
- Use of incorrect or defective tools that might lead to injury.
- Equipment or area not adequately secured which might lead to injury.

The Award Scheme started in **September 2023.**

On a monthly basis, the responsible DPAs review all submitted SWAs and evaluate those which are eligible for the award scheme. On a quarterly basis, the top three winners are selected on a group level and awarded.

I am also very happy to announce the quarterly winners of the STOP Work Authority Personal Award Scheme!

All DPAs and Top Management have reviewed submissions and selected the winners. It must be stated that the selection was not easy, as each of the submissions have merit. We would like to warmly congratulate the named winners! At the same time, we want to thank all contributors for their very valuable utilisation of STOP Work Authority.

You are all a shining example of the practical application of Safety Culture focused on preventing accidents and ensuring that your fellow colleagues remain safe and unharmed.

- **1st place** – Vahid serving as Bosun on board Marlin Sicily.
- **2nd place** – Larry Abarquez serving as Third Officer on board AAL Galveston.
- **2nd place** – Renato Semine serving as Master on board Navegantes Express.
- **3rd place** – Rochelo Balagot serving as Bosun on board Cape Taft.
- **3rd place** – Silla Saquilayan John Immanuel serving as OS on board PS Cadiz.

The winners receive a monetary award in line with QIN 37, as well as an Award Certificate and Appreciation Letter.

Well done to all!

Capt. Leonid Zalenski
Group Chief Operating Officer

2

Milestones 2023



The Trainer station allows the Trainer to supervise the simulation in each station

2.1 | Cargo Crane Simulator

ADVANCEMENT IN CRANE SIMULATOR TECHNOLOGY:

In the dynamic world of maritime operations, training centres play a pivotal role in preparing personnel for the challenges of vessel operations. Amongst the various skill sets required is proficiency in crane operation; this stands out as a critical aspect of port and vessel management. As technology continues to reshape industries, Nautilus Pacific Maritime Training Center has embraced advancements in crane simulator technology to offer more enveloping, effective, and safer training experiences for crane operators in the maritime industry.

The transition from cloud-based crane simulator (desktop) training to Full-mission Crane simulator training marks a significant evolution in the industrial training. This shift represents a paradigm advancement in realistic learning, offering trainees a more immersive and practical environment to hone their skills.

Computer-based crane simulators were the initial foray into virtual training environments for crane operators. These early systems utilised rudimentary graphics and interfaces to replicate crane operation scenarios. Trainees interacted with the simulator through a computer screen, using keyboard commands and specialised controllers to operate the crane. However, computer-based simulators had inherent limitations; their graphical fidelity and interaction capabilities were limited, hindering their ability to provide truly immersive training experiences. Trainees did not experience the physical sensations associated with operating a real crane, such as vibrations or the sensation of weight shifting, and while useful for introducing basic concepts, the skills acquired in computer-based simulations did not always translate seamlessly to real-world crane operation.



Comparison between New state-of-the-art Crane Handling Simulator and the Cloud simulation used during COVID-19

The conversion to Full-missioned Crane simulators offers several advantages over computer-based systems, including increased realism, a more genuine and immersive training environment, and improving their ability to transfer skills to real-world crane operation. Another area of advancement is the integration of physical feedback simulation capabilities. Modern crane simulators accurately simulate the physics of crane operation, including factors such as load dynamics, wind resistance, daylight/night-time scenarios, and equipment fatigue.

The actual crane simulators are sophisticated, full-scale replicas of real cranes, complete with authentic controls and realistic visual and audio feedback, plus the advantage of using virtual reality (VR) to further enhance the realism of the crane operation.

Key features of actual-crane simulators include:

- **Realistic Environment:** Trainees operate within a faithful reproduction of a crane cab operator seat, providing an immersive training experience that closely mirrors real-world conditions.
- **Authentic Controls:** Actual crane simulators feature identical control interfaces to their real-world crane, allowing trainees to familiarise themselves with the equipment they will use on the job.
- **Advanced Simulation Technology:** These simulators leverage cutting-edge software and hardware to simulate complex physics, environmental conditions, and crane dynamics with a high degree of accuracy.
- **Physical Feedback:** Trainees experience realistic physical feedback, such as vibrations and resistance, providing a more tactile learning experience.

Introducing the latest innovation in crane simulation technology, the MEVEA Crane Simulator by AWA Marine and Navigation and Communication. As a leading provider of cutting-edge simulation solutions, Nautilus Pacific Maritime Training Center is proud to present the New Crane Simulators, which redefine realism, precision, and user experience in crane operation training. The 3DOF Motion platform with two motion controllers, the Frame, offers a wide range of scenario-based training exercises, allowing trainees to practice various tasks and challenges they may encounter in real-world situations. These simulators can simulate a heavy lift tandem operation, a single heavy lift to 320 tons of cargo, bulk carrier loading and discharging operation with grab, container loading and discharging operation, yacht (delicate-sensitive cargo) loading operation, and transfer basket crane operation (offshore and tanker vessels).

The advanced crane simulators are equipped with data logging and performance analysis tools that track trainee progress and provide valuable feedback for improvement. Instructors can review metrics such as load handling efficiency, response times, and error rates to identify areas where trainees may need additional training and support. The Mevea Simulator Training Software, Mevea Solver, and Mevea IO Toolbox offer a diverse range of training scenarios to suit various applications. Equipped with state-of-the-art control systems, our simulator provides intuitive and responsive controls. Trainees can operate crane movements with ease, gaining proficiency in complex manoeuvres.

With customisable environments ranging from container, bulk, offshore, and heavy cargo handling, users can replicate specific job sites and conditions, allowing for tailored training experiences. From weather effects to terrain variations, every detail can be adjusted to create realistic training scenarios. The Mevea Crane Simulator offers detailed performance metrics and feedback mechanisms to track trainee progress effectively. In-depth analytics will allow instructors to assess proficiency levels, identify areas for improvement, and optimise the training programmes.

Capt. Noriel Cereno
Managing Director Nautilus Pacific Training Center



Participant on the new Crane Handling Simulator



The trainer has overall control of the scenarios.

2.2 | Conferences and Seminars

Columbia recognises that regular Conferences and Seminars held by Company representatives are the most effective way of conveying the Company's concerns, recommendations and above all Safety Culture to the ship's command, officers and ratings.

Schedule Jan 2023-Dec 2023

Seminars	Number of Attendees
Client Specific Seminars	**55**
Engineering Seminars	**125**
Chemical Tanker Seminar	**18**
Bulk Carrier Seminar	**20**
Ratings Seminar	**199**
Senior Officers Seminars	**299**

Feedback from our Participants

"Excellent Seminar, very refreshing and informative"

"We have more drive to improve the safety on board. As a senior officer, I am more committed to help crewmates to improve together"

"The seminar was very useful and provides relevant information for our job on board"

Conferences

Course/Activity	Duration	Schedule Jan-Dec 2023		Location
Senior Officers Seminar including Client Seminar	3 days	06-Mar-23	08-Mar-23	Manila, Philippines
Ratings Seminar	1 day	09-Mar-23	09-Mar-23	Manila, Philippines
Environmental Compliance Trainers Forum	1.5 hr	29-Mar-23	29-Mar-23	Virtual
Bulk Carrier Seminar	4 days	11-Apr-23	14-Apr-23	Manila, Philippines
Environmental Compliance Trainers Forum	1.5 hr	26-Apr-23	26-Apr-23	Virtual
4th Electrical Training for Engineers	2 hrs	02-May-23	02-May-23	Virtual
Senior Officers Seminar	2 days	04-May-23	05-May-23	Batumi, Georgia
Senior Officers Seminar	2 days	08-May-23	09-May-23	Constanta, Romania
Chemical Tanker Seminar	3 days	17-May-23	19-May-23	Manila, Philippines
AAL Fleet Webinar	1 day	24-May-23	24-May-23	Virtual

Environmental Compliance Trainers Forum	1.5 hr	28-Jun-23	28-Jun-23	Virtual
Container Seminar	4 days	10-Jul-23	13-Jul-23	Manila, Philippines
AMOS PMS Forum	2 hrs	27-Jul-23	27-Jul-23	Virtual
5th Electrical Training for Engineers	2 hrs	29-Aug-23	29-Aug-23	Virtual
Environmental Compliance Trainers Forum	1.5 hr	26-Sep-23	26-Sep-23	Virtual
Exhaust Gas Cleaning System Service Experience Webinars	2 hrs	23-Aug-23	23-Aug-23	Virtual
Annual Crewing Seminar	2 days	10-Nov-23	11-Nov-23	Limassol, Cyprus
Senior Officer Seminar (with Frontline & Chartworld)	2 days	13-Nov-23	14-Nov-23	Batumi, Georgia
Ratings Seminar	1 day	15-Nov-23	15-Nov-23	Batumi, Georgia
Ratings Seminar	1 day	17-Nov-23	17-Nov-23	Manila, Philippines
Senior Officers Seminar	2 days	22-Nov-23	23-Nov-23	Manila, Philippines

Course/Activity	Duration	Schedule Jan-June 2024		Location
Ratings Conference	1 day	04-Mar-24	04-Mar-24	Manila, Philippines
Senior Officers Conference including client Seminar	3 days	06-Mar-24	08-Mar-24	Manila, Philippines
6th Electrical Training for Engineers	2 hrs	26-Mar-24	26-Mar-24	Virtual
Ratings Conference	1 day	17-Apr-24	17-Apr-24	Batumi, Georgia
Senior Officers Conference	2 days	18-Apr-24	19-Apr-24	Constanta, Romania
Bulk Carrier Conference	4 days	14-May-24	17-May-24	Manila, Philippines
7th Electrical Training for Engineers	2 hrs	28-May-24	28-May-24	Virtual
Online International Senior Officers Conference	3 hrs	30-May-24	30-May-24	Virtual
Chemical Tanker Conference	3 days	05-Jun-24	07-Jun-24	Manila, Philippines



Columbia Group President and CEO Mark O'Neil attending Senior Officers Conference in Manila, November 2023

2.2.1 | Senior Officers Conferences

A total of 5 Senior Officers Conferences were held in 2023 with the objective to enhance the knowledge of CSM Senior Officers and cover key topics such as Focusing on Safety, Personal Injuries, SIRE 2.0, Diversity and Inclusion, Loss Prevention and Navigational Developments. Top Management always shows commitment with the participation of Senior Officers Conferences addressing important topics and showing the importance of direct and transparent communication.

The Senior Officers Conference held in Romania was conducted in a "Hybrid" format to allow for additional participants from other countries to attend. Hybrid seminars combine virtual and real-world activities, enabling participants to watch and take part from anywhere in the world. Online attendees can contribute by sharing and commenting on information, asking speakers questions in real time and interacting via video conference.

Feedback:

"Excellent presentation! I have learned a lot in relation to my duties and responsibilities onboard. Will implement immediately once back onboard." Master

"Very useful and gained more knowledge and ideas toward better management onboard. Thank you very much, I really appreciate how CSM care about their crew." Chief Officer

"Great opportunity to meet and interact with Company's top management and relevant speakers." Master



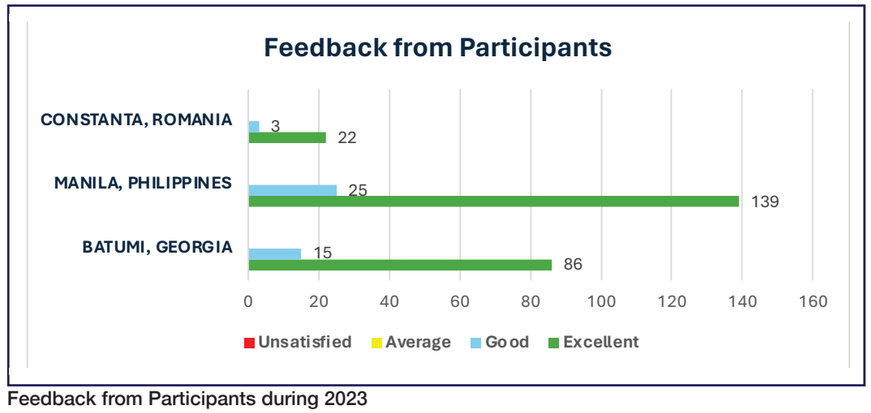
Senior Officers Conference in Batumi November 2023



Senior Officers Conference in Manila November 2023



CSM C-Level participated in the Senior Officers Conference held in Manila in November 2023



Feedback from Participants during 2023



Ratings Conference in Manila, March 2023

2.2.2 | Ratings Conference

With the assistance of CSM Singapore, CSM Manila and CSM Georgia, Ratings Seminars were held in both the Philippines and Georgia in March 2023 and November 2023. These events hosted a total of almost 200 seafarers and highlighted the importance of Ratings crew in the safe operation of the fleet.

These conferences included speakers from CSM and external speakers including Clinical Psychologists and Doctors. A range of topics were discussed such as Personal Injuries, Coping with Loss, Illegal Discharges, Port State Control and Stop Work Authority Safety Campaign.

Feedback from our Participants

"Very, very helpful training seminar. Especially topics about Safety and 7 Company Values. Bravo. Long Live CSM!" Chief Cook

"Good experience and new knowledge I obtained. Please continue the seminars, it helps us a lot." Bosun

"All facilitators are good and enjoyable. I learned a lot in this seminar, thank you for inviting us." AB



2.3 | Ship Specific Seminars

Ship Specific Seminars are addressed to specific fleets and types of vessels with the main goal to discuss specific requirements and enhance the competency of our Officers. Examples of these Seminars are Chemical Tanker Seminars, Container Seminars or Engineering Seminars and others, where we invite subject matters experts to develop case studies and best practices to comply with the International Conventions, National requirements and Industry based requirements.

CSM has always been in the frontline of new requirements and providing our Seafarers with the updates due to our involvement in steering groups with the most reputable forums and organisations such as BIMCO, OCIMF, INTERTANKO, IMEC, RIGHTSHIP and other organisations. Type Specific Seminars are revised on an annual



Maximum participation in all conferences

basis to ensure adequacy and upgrade of the content based on changes in the industry. The cooperation between subject matter experts and CSM's departments are crucial to ensure our Seafarers are kept up to date with the latest developments.

2.3.1 | EGCS (Exhaust Gas Cleaning System Service Experience Webinars)

In September 2023, CSM hosted several online webinars related to "EGCS (Exhaust Gas Cleaning System) Service Experience" which were presented by Group Director Technical Duncan McLennan.

The webinars were attended by 28 Officers and 55 Ratings from the Engine Team and were very well received by the participants.

2.3.2 | Electrical Training for Engineers Webinars

CSM delivered virtual seminars on Electrical Training for Engineers in May and August 2023, providing an understanding on a variety of different topics such as Power Generation and Distribution, Auxiliary Engine Control System, Control System Electrical Elements, Alternators Protection and Load Sharing by alternators in parallel. The purpose of these webinars is to provide fundamental electrical knowledge to engineers on board vessels without permanent electricians.

These events provide the crew the chance to discuss any recent issues or challenges related to their specific fleet with a qualified professional. It is also an opportunity to update Officers on the latest developments and regulations and to make clear any Owner's specific requirements.

2.3.3 | Chemical Tanker Seminar



To avoid operational issues onboard chemical tankers and to ensure safe operations and compliance with regulations, selected management and operational level deck officers are gathered to attend CSM's Chemical Tanker Seminar. One of the key objectives is to improve knowledge by providing detailed information and hands-on training.

CSM conducted a three-day Chemical Tanker Conference in cooperation with Nautilus Pacific Maritime Training Center Inc. in Manila, Philippines during 17-19 May 2023. There were 18 members of the CSM Chemical Tanker Fleet in attendance.

Instructors and external speakers delivered interactive topics such as Tank Cleaning, Chemical Families, Chemical Protective Suit/SCBA, and Claims: Sampling and Contamination. CSM Speakers connected with the Training Centre via the Hologram Portal directly from Cyprus in real-time and had enthusiastic discussions with the attendees as if they were also in the Philippines!

Participants also received training and instruction on correct planning, execution, and monitoring of cargo tank linings as well as Practical training on Wall Wash Test and Spectrometer. The Officers were given the opportunity to raise any questions to our experienced speakers.





Wall wash training (Chemical Tanker Seminar)





Ko Ko Naing, Deputy Group Director QSHE & Compliance, joined the Conference via Hologram.

2.3.4 | Bulk Carrier Seminar

The Bulk Carrier Seminars addresses the most important cargo related topics for both experienced and new Deck Officers. In April 2023, a four-day conference was held by CSM in cooperation with Nautilus Maritime Training Centre Inc. in Manila, Philippines with 20 participants in attendance and speakers both in-house and via the Hologram Portal from CSM Cyprus.

Several topics were reviewed including International Regulations (IMSBC), Bulk Cargo Care and Hatch Cover Operations, Port State Control Preparation, Introduction to Rightship Inspection, Master and Pilot Relationship and Draft Survey Calculation/Survey.

Feedback from our Participants

"Hoping for more training and seminars like this to come, for additional knowledge of the crew." 3rd Officer

"Continue to train all crew of CSM for attaining good knowledge to support CSM success." Chief Officer

"Knowledgeable training." Deck Cadet



2.3.5 | Container Seminar

Twenty-eight Senior and Junior Officers from the CSM Container Fleet attended the Container Seminar in Manila, Philippines on 10-13 July 2023. Various keynote speakers from CSM Manila covered topics as well as the Fleet Safety Officer from CSM Cyprus, who live-streamed using the Hologram Portal.

Numerous subjects were presented throughout the session, including Cargo Operations, Safe Working Procedures, Stability, Parametric Rolling, the relevance and limitations of Container Lashing, New Regulations, and Case Studies of Personal Injuries.

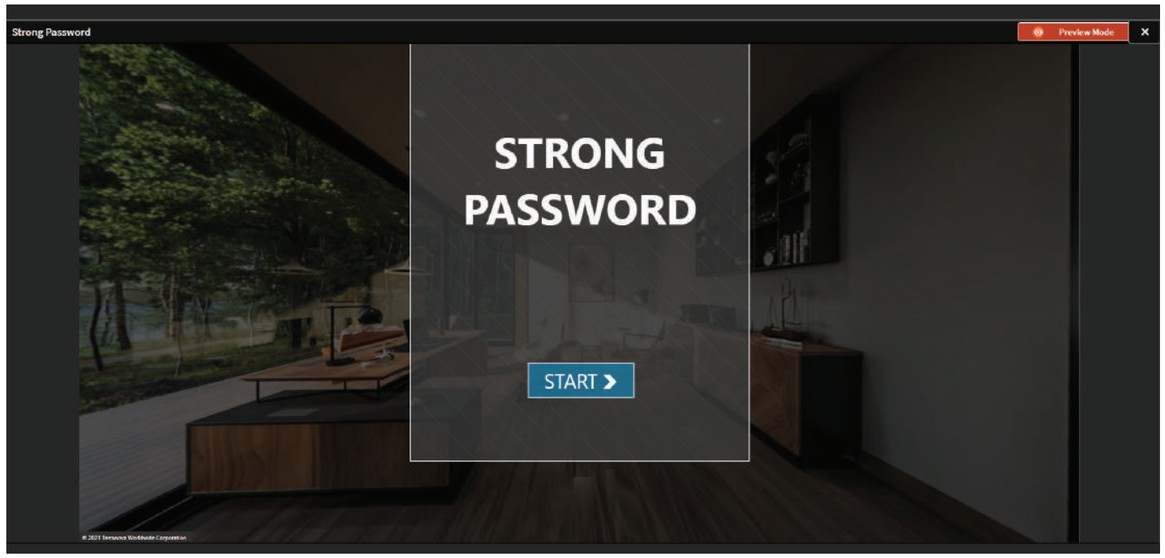
Of the feedback provided, 25 participants rated the seminar as Excellent and 3 rated as Good.

Feedback from our Participants

"The course objective was fully presented. My knowledge as a Deck Officer was refreshed and improved. The trainers were very knowledgeable." 2nd Officer

"I was completely satisfied and learned a lot from the seminar. Thank you, CSM, for this opportunity." 3rd Officer

2.4 | Cyber Security Campaign 2023



As part of our continuous Cyber Security training, CSM rolled out a Cyber Security Campaign in the fourth quarter of 2023.

CSM in cooperation with Terranova Security, which is a company expert on risk-based campaigns that feature the industry's highest-quality training content and real-world phishing simulations. As a result, any employee can better understand phishing, social engineering, data privacy, compliance, and other critical best practices.

The eLearning course combines four microlearning and Educational Escape Games concept creating an interactive experience for each participant. All learners were given 30 days to complete the campaign, to guarantee that every employee was completely aware of Cyber Security hazards that could endanger the operation of the entire firm.

What are the Benefits of Microlearning?

Microlearning is a tool that can help your company in many ways, including enhancing employee engagement, closing the knowledge gap, and maximising corporate learning.

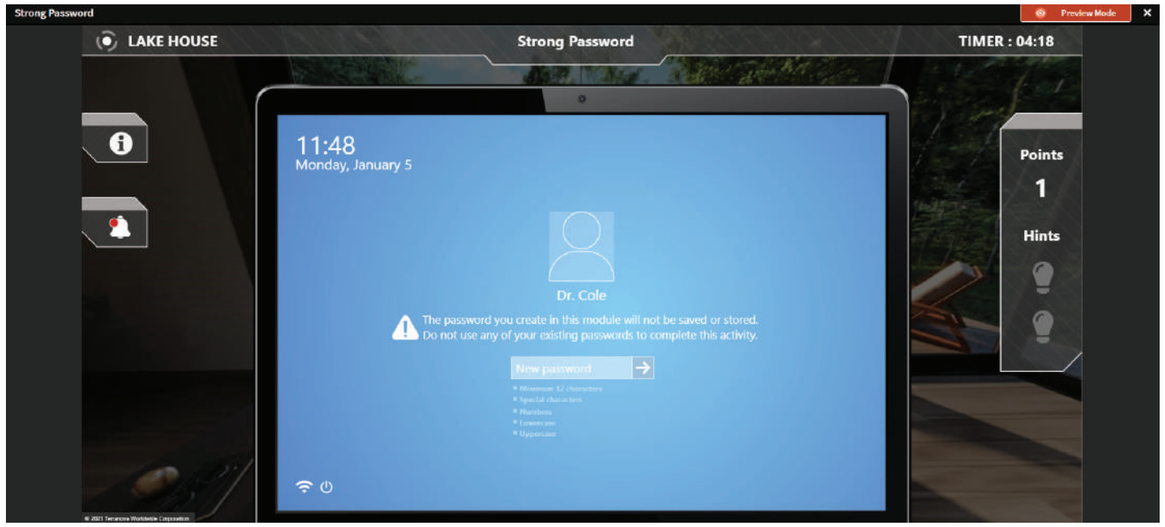
1. Increased Retention of Knowledge

According to the forgetting curve, if knowledge is not refreshed, 90% of it will be forgotten by students in seven days. When difficult subjects are divided into manageable learning chunks, students are less likely to feel overwhelmed and are more likely to retain the knowledge they have acquired.

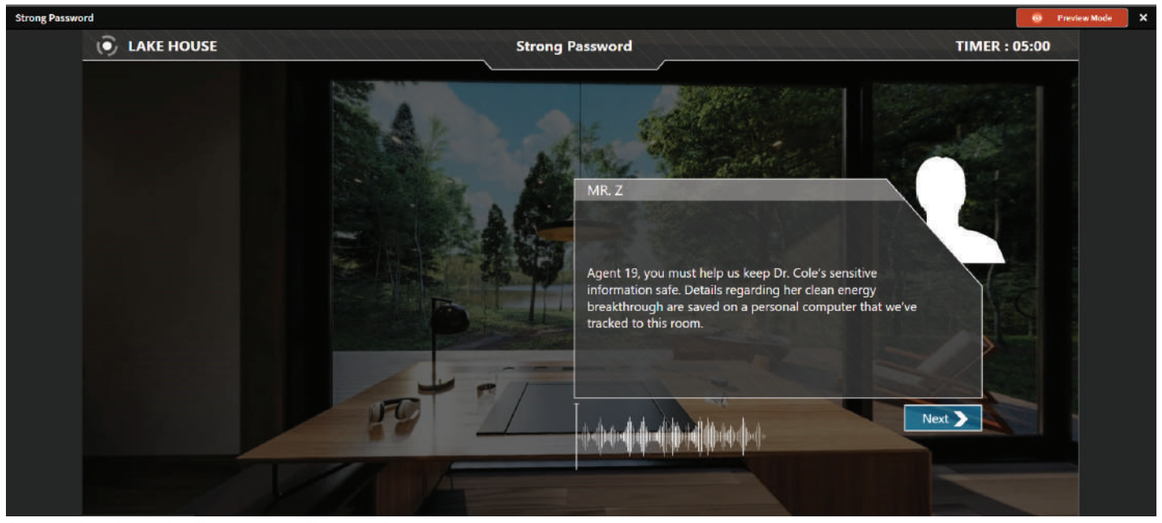
Repetition, spaced learning, and tailored learning experiences are further strategies that can be used in a microlearning training course and have been shown to improve retention. Microlearning involves students and enhances their learning experience by presenting them with real-world examples, utilizing visual aids, and designing interactive learning scenarios.

2. Facilitate Just-in-Time Learning

Just-in-time learning has gained popularity for its effectiveness, with microlearning being one of its best online training forms. Microlearning enables your employees to acquire targeted knowledge from compact modules, which they can immediately apply in real-life situations.



Screenshot from the Cyber Security Campaign eLearning Course Q4 2023



Screenshot from the Educational Escape Game

3. Enhance Employee Engagement

Microlearning is concise and targeted, making it more engaging than traditional training. And bite-size learning content is often video-based and highly visual, maintaining learner engagement throughout the session.

What are the Benefits of Educational Escape Games?

This engaging approach fosters critical thinking, teamwork, communication, cooperation, and creativity in addition to increasing student motivation and engagement. The Escape Game becomes an effective instrument to review important ideas of team cohesion, analytical skills, and initiative-taking, to reinforce learning, and to dynamically assess learners' understanding by tailoring puzzle games and scenarios to instructional content.

Because of its adaptability, learning may be made both engaging and profoundly impactful by immersing students in a virtual room full of puzzles that they must solve to leave in the allocated time. This approach can be used for all levels and disciplines.

2.5 | International Conferences

2.5.1 | CrewConnect 2023





President and CEO Mark O'Neil together with Group Director Crewing & Training Capt. Faouzi Fradi attending Crew Connect Event 2023

Seatrade Maritime CrewConnect Global took place between 21 and 23 November 2023 and featured a conference, Supplier Expo and CrewConnect Global Awards.

The Conference took place in the Philippines, which is home to a third of the world's seafarer workforce and welcomed hundreds of crewing professionals to explore and tackle the latest trends impacting the seafarer of today and tomorrow, including mental health and well-being, technology, recruitment and retention, training at sea, and ESG.

In addition to a packed programme of shipping-focused talks, the agenda also saw the CruiseConnect Summit which brought together a carefully curated selection of sessions, focusing on the specifics of crewing, retention, and training Seafarers for cruise vessels.

2.5.2 | Seafarer 2050 Conference "Shaping The Future Of Shipping"



Discussion panel Seafarer 2050 Conference

The "Shaping the Future of Shipping" Seafarer 2050 Summit was held in Manila, Philippines on 26June 2023 and was supported by the global shipping sector, The International Transport Workers' Federation (ITF) and International Maritime Employers' Council (IMEC). It brought together government ministers, regulators, ship owners, ship managers, charterers, industry leaders and technology and infrastructure providers to discuss the requirements for Seafarers in 2050.

The summit considered the elements required for a successful transformation of Seafarers' roles to meet the needs of shipping in the future, including education and training, building capacity and resilience, recruitment and retention of Seafarers, and ensuring that any transition is safe, equitable, and human-centric.

The keynote address was given by the President of The Philippines and speakers included Capt. Faouzi Fradi, CSM Group Director Crewing and Training. Capt. Faouzi discussed the future skills, education and training required to deliver a skilled workforce and the environment in which Seafarers of the future will operate.

2.5.3 | SAFETY4SEA Conference

The 4th SAFETY4SEA Limassol Forum took place on 1 March 2023 at the Columbia Venue Centre of Columbia Plaza, Limassol. This NON-PROFIT event attracts attendance from Safety, Technical and Marine departments of shipping operators and other related industry stakeholders.

CSM's speakers included Capt. Faouzi Fradi, Group Director of Crewing and Training, who highlighted the importance of training for human factors and the different types of training. For example, gamification can be used for effective COLREG training as it can attract younger Seafarers, it is entertaining, and can help increase their memory and focus.

Pankaj Sharma, Group Director Digital Performance Optimization, discussed how digitalisation impacts fleet operations and explained that we have produced an innovative, gamified, virtual reality application for clients, by helping them explore the various decks and components that are tagged in different scenes onboard the vessel. The Officers can take advantage of the AR-VR application to familiarise themselves with specific features found on the vessel.

Main Topics Discussed:

- Key safety challenges associated with human factors;
- Best practices for enhanced safety culture and safety learning;
- Ways to improve training: New approaches and ideas;
- Future focus: Psychological safety, Diversity Equity and Inclusion, human rights, human sustainability;
- Safety aspects of electric vehicles;
- Enhancing safety culture and leadership on board;
- Crew safety challenges and experience transfer;
- Using automation to enhance PSC Performance and minimise OPEX;
- IMO focus: EEDI, CII, EEXI;
- Improving energy efficiency and optimise performance on board;
- Alternative Fuel Options Carbon Capture Storage/ alternative fuels/ air emission reduction strategies;
- Decarbonisation, human factors and future challenges;
- Barriers and drivers for industry's digital transformation;
- Megatrends in Technology, IOT, Connectivity, Big Data & Analytics;
- Key considerations for the Autonomous Maritime Ecosystem;
- Cyber security challenges for sustainable shipping.



Group Director Crewing & Training, Capt. Faouzi Fradi was a speaker at the event

2.5.4 | SmartSea Monaco



Guests and panellists at the Columbia Shipmanagement Monaco Forum 27 June, 2024

The maritime industry will take advantage of the benefits that creating a unified digital language and standards will bring because every industry must now be digitised, according to Sergio Colella, European President of the aviation technology giant SITA and the Chairman of SmartSea.

Addressing the Columbia Shipmanagement Monaco Forum at the Yacht Club de Monaco, which was held in partnership with the marine energy solutions provider Baseblue, delegates were told that SITA proved that collaboration could work in the aviation industry so maritime needs to do the same.

The forum debate, entitled A Single Digital Voice: Unlocking True Optimisation in Shipping, was attended by representatives of the Monaco shipping industry. Speakers included Sergio Colella, President of SITA, Europe & Chairman of SmartSea; Julian Panter, CEO of SmartSea; Pankaj Sharma, Managing Director of OneLink; Capt. Faouzi Fradi, Group Director of Crewing and Training at the Columbia Group; and Nicholas Argyrou, Key Account Director at Baseblue.

Opening the conference, Mark O'Neil, President and CEO of the Columbia Group, told delegates to "imagine a world where cargo talks to vessels, vessels talk to ports and terminals, terminals talk to planes, trains and haulage and the ultimate customer has complete transparency over the whole process. Imagine the levels of optimisation which could be driven through that entire process."

He warned delegates that unless shipping embraced the digital change that was happening now across other industries such as aviation, "it would be swallowed up by the logistics platforms".

"The logistics industry is consolidating with liner companies buying up railway and airline assets; buying up haulage companies and integrating their logistics frameworks and the fear is that unless we embrace the change now, we will be swallowed up, apart from the niche players amongst us," he said.

"Maritime has traditionally been a siloed industry when it comes to digitisation initiatives and there has always been an apprehension to collaborate amongst the main players within the sector when it comes to data sharing and the unified development

of technology for the greater good of the industry," said Julian Panter, CEO of SmartSea. "But it is all about collaboration, as SITA proved in aviation and maritime needs to do it too."

SmartSea has been set up by SITA, with the Columbia Group as the anchor client to bring globally trusted transport technology and innovation to the maritime sector to revolutionise and drive it forward just as it does in the air transport sector.

SmartSea, powered by SITA, has set out to digitise the maritime industry by transforming the maritime digital ecosystem through the development of a state-of-the-art integrated maritime management platform (iMMP) and the establishment of a broad portfolio of services both on board and ashore.

"Having a common IT backbone, a common language with us all would be a game changer for our industry," said Mr Panter, adding, "Technology can be the maritime industries ultimate enabler in terms of revolutionising the way things are done. Imagine a world where the key stakeholders across the value chain are all connected digitally through one common set of digital standards, platforms and frameworks. How much more efficient would we be."

The need for a common digital platform was echoed by Capt. Faouzi Fradi, Group Director of Crewing and Training at Columbia Group, who said, "One of the biggest challenges is moving people. But it cannot be more complicated than moving plane crews; we just don't have the technology. We lack a platform that allows all this data to be stored in one place."

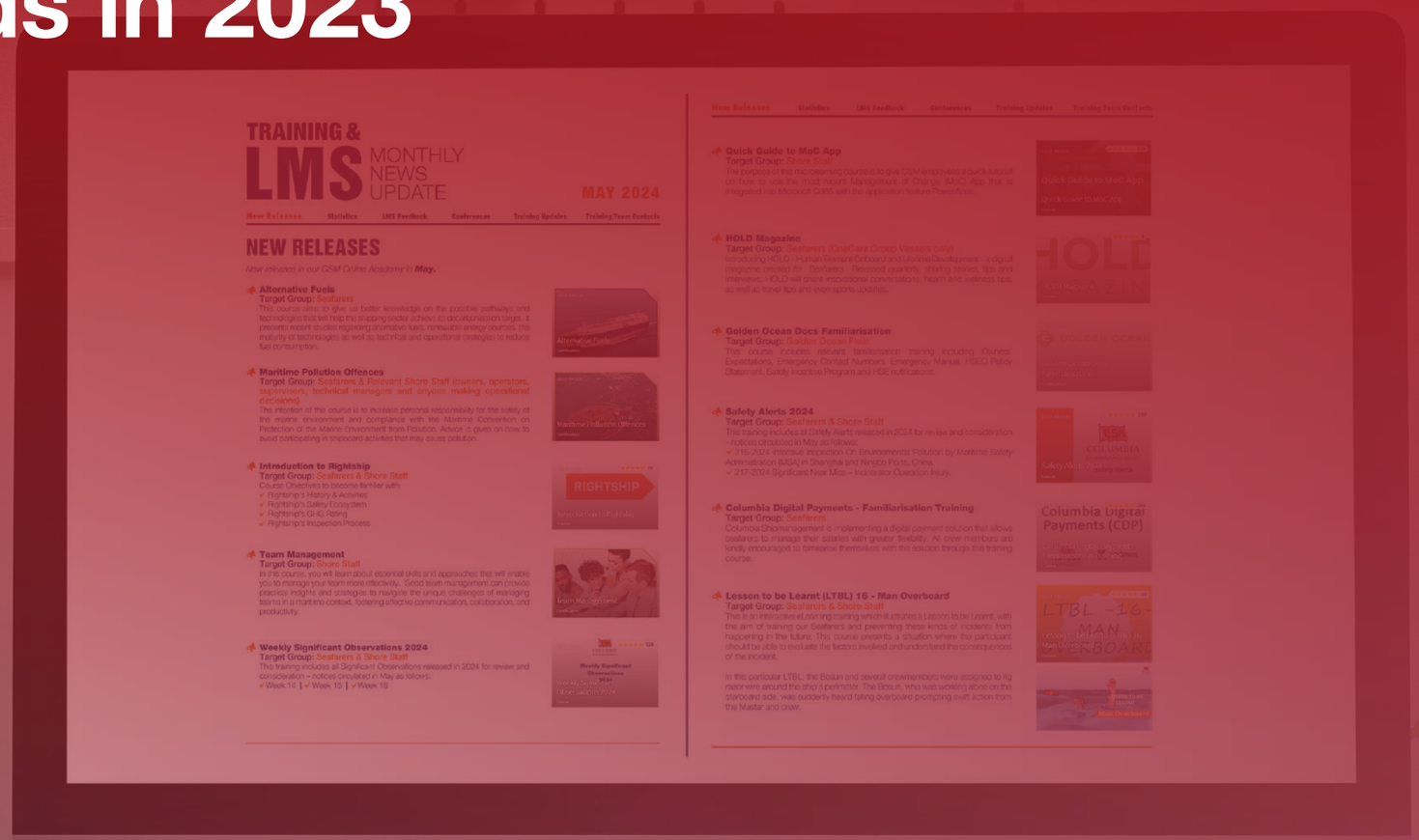
Capt. Faouzi questioned whether the maritime sector is too conservative, while arguing that the integration of technology simplifies the process if the industry adopts a unified digital solution. Columbia Group uses SmartSea to address some of these challenges.

Nicholas Argyrou, Key Account Director at Baseblue, added to the debate by citing the advances made in Singapore through the introduction of the bunker mass flow meter. "It determines how much fuel has been taken, a message is sent instantaneously to the port authority, and within five minutes, an invoice is drawn up," he said.



3

LMS Records in 2023



3.1 | LMS News

To ensure that our shore staff and seafarers are kept up to date and well-informed of all our latest training courses, we provide a monthly newsletter outlining the variety of courses available in CSM Online Academy.

These updates also include Training Updates, Feedback, Statistics plus information on Training Department contacts for enrolments and training needs.

LMS New Feature: Compliance Widget

The new Compliance Widget on the learner homepage provides a quick graphical overview of progress on all courses with a deadline. Briefly, learners can view courses that are overdue, on track and have deadlines upcoming in the next 7 days. Action can also be taken directly from the Compliance Widget!





Clicking on each category “Overdue”, “Upcoming within next 7 days” and “On track” shows the list of corresponding courses displayed with due date. Clicking on a course title from the list takes you directly to the course details page.





From 22,100 to 24,812 users.

24,812 — Users across all domains

6,527 — Visits to online academy via mobile

459 — Courses / 969 modules available

40,780 — Visits to csm online academy via web

99,231 — Courses completed

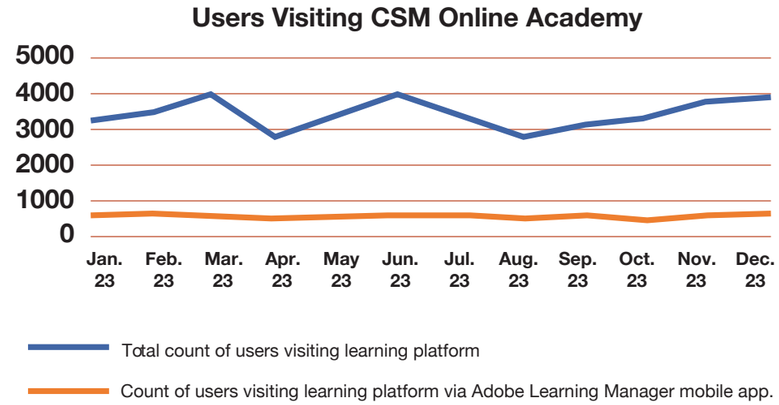
The eLearning platform is available to learners both on board and ashore. A total of 99,231 training courses were completed by 11,639 learners in CSM Online Academy in 2023.

Registered Users
Since the last annual Training Report, the number of registered users has increased from 22,100 to 24,812 users.

14,456 Users	**6,883** Users	**351** Users	**Other Domains** **3,122** Users

Total 24,812 Users

3.2 | CSM Online Academy



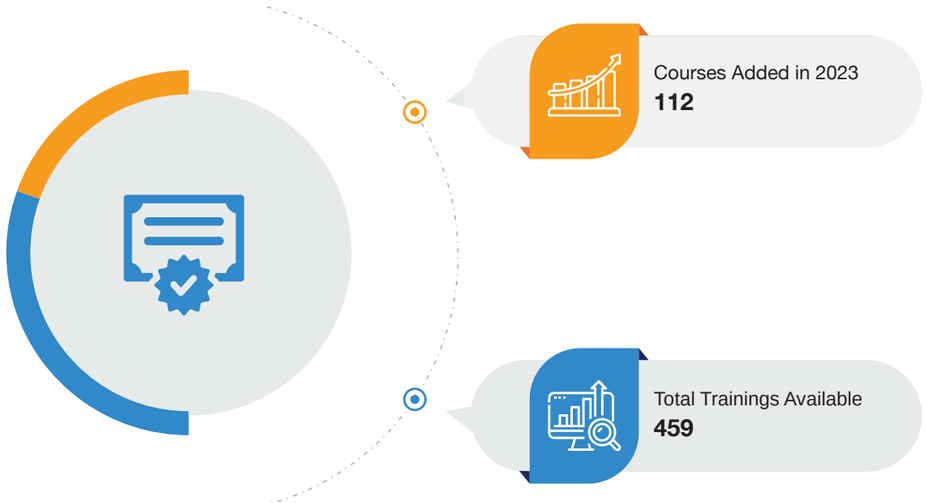
- 40,780 VISITS VIA WEB
- 6,527 VISITS VIA MOBILE
- 99,231 COURSES COMPLETED
- 459 COURSES / 969 MODULES AVAILABLE

The eLearning platform is available to learners both on board and ashore. A total of **99,231** training courses were completed by 11,639 learners in CSM Online Academy in 2023.

Users Visiting CSM Online Academy
An average of **3,398** learners visited our LMS every month in 2023, with an average of **544** using the mobile application.

Learning Content

There were approximately **112** courses added to CSM Online Academy during 2023, with a total of **459** courses available:



2023 Statistics for CSM Online Academy

- **40,780** Number of Users Visits
- **33,811** Number of Feedback Forms completed
- **100,916** Number of Emails sent to Learners
- **99,231** Number of Training Courses completed

Courses with the highest number of completions in 2023 (CSM Online Academy)

Training Course	Number of Completions 2023
GDPR (for Seafarers)	4,627
Refresher ECT for Ratings (CBT)	3,888
Management System Training Ratings	3,155
Management System Training Officers	2,757
AMOS QMS (Basic)	2,514
AMOS QMS (Advanced)	2,513
Refresher ECT for Deck Officers (Classroom)	2,292
Refresher ECT for Masters and Eng. Officers (Classroom)	2,292
Risk Assessment	2,212
Port State Control and Vetting (Ratings)	2,088
Never Again 2023	1,874
CSM - CODE OF CONDUCT	1,834

3.3 | Seafarers Certificates Uploading via the Crew Portal Platform

In order to provide an additional way to ensure your crew certificates are updated at all times, the Company has activated the feature for the crew, to upload the certificates via the Crew Portal.

The CREW MANAGEMENT feature allows Seafarers to upload their own certificates in different categories. It is important to clarify that such certificates will be verified/approved on the next stage by the Crewing Department before exported to our Certificates database.

3.4 | CCS Online Academy

2023 Statistics for CCS Online Academy

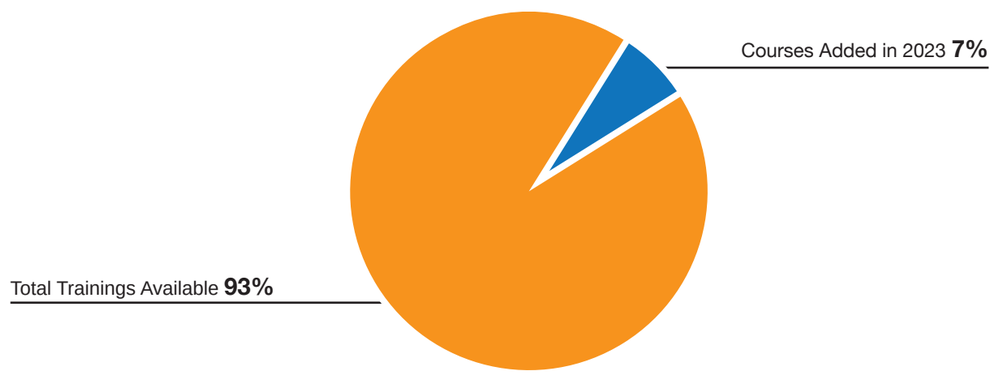
- **4,546** Visits to CCS Online Academy via web (approx.)
- **392** Visits to CCS Online Academy via mobile (approx.)
- **2,919** Number of Feedback Forms completed
- **10,804** Courses completed
- **166** Courses / **562** modules available

A total of **10,804** training courses were completed by **1,447** learners in CCS Online Academy in 2023.

Learning Content

There were approximately **27** courses added to CCS Online Academy during 2023, with a total of **349** courses available:

CCS LMS Learning Content



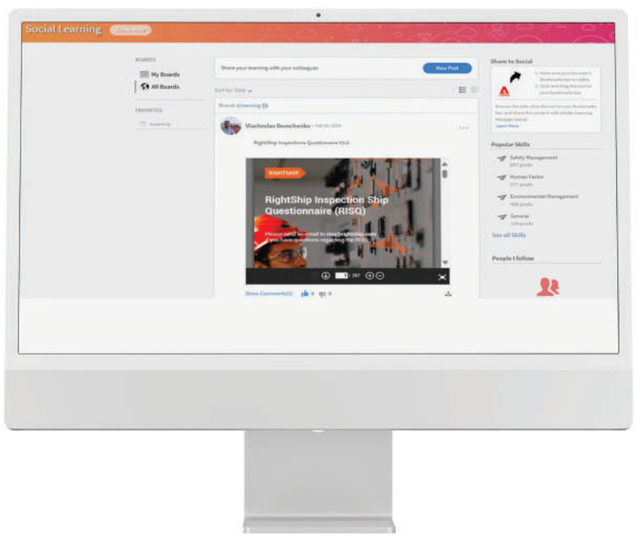
Courses with the highest number of completions in 2023 (CCS Online Academy)

Training Course	Number of Completions 2023
COVID-19 Awareness	717
GDPR	648
Cyber Security Awareness	539
E-STOP	527
DocMaster Introduction	444
CCS 2.0 - Introduction to the Organisation Marella	237
STCW Crisis Management and Human Behaviour	209
Risk Assessment	197
ISO 45001:2018	192
Social Media Awareness	177
Incident Investigation	158
Disability Awareness	150

Social Learning

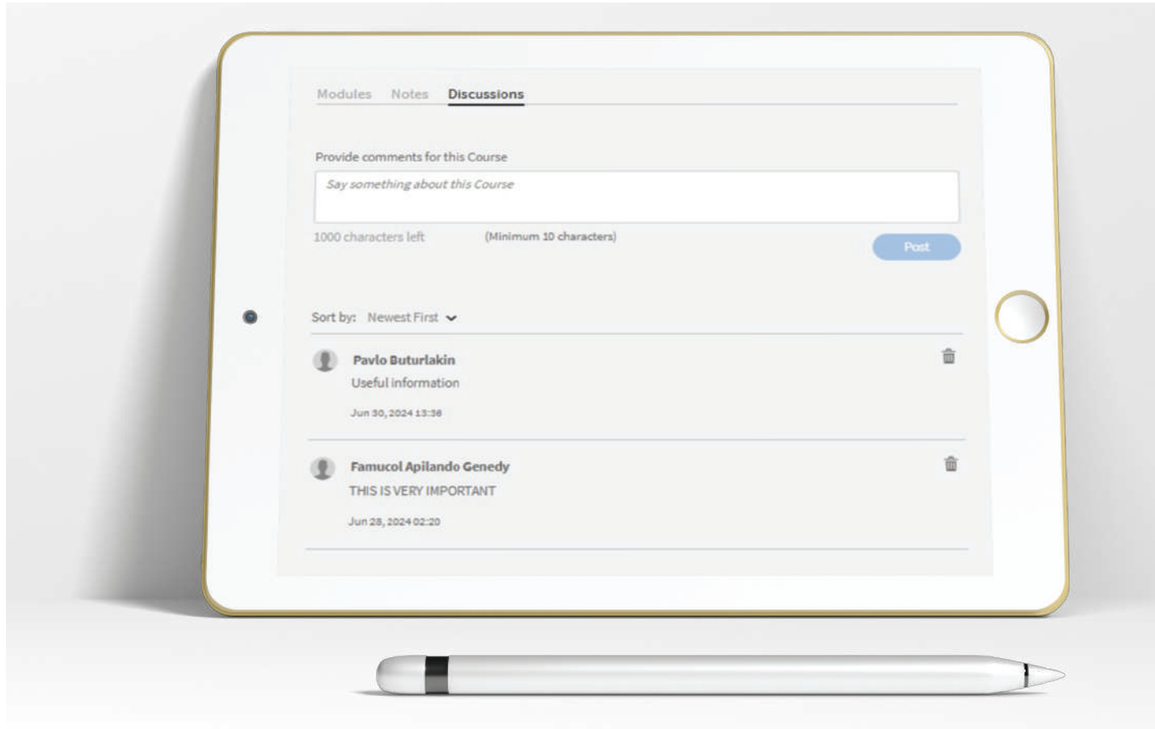
Social learning is a platform in CSM Online Academy which engages users to share ideas and meaningful insights in an informal environment. It is a methodology which supplements the idea of traditional learning. Similarly, Social Learning allows users to be able to interact with one another by being able to share and learn from content.

There are various boards available to view and post to, including eLearning, Environment, Safety, Mental Health Support, Human Factor, Maritime Education and Navigation.



Discussion Board

Each course has a Discussion Board which allows learners to post their comments or pose questions relevant to the training. Learners can interact with other users and instructors using the Discussion tab. Posts and comments can be viewed for any course, and if the course has been enrolled into, learners can also type their own posts or comments for other users to see.

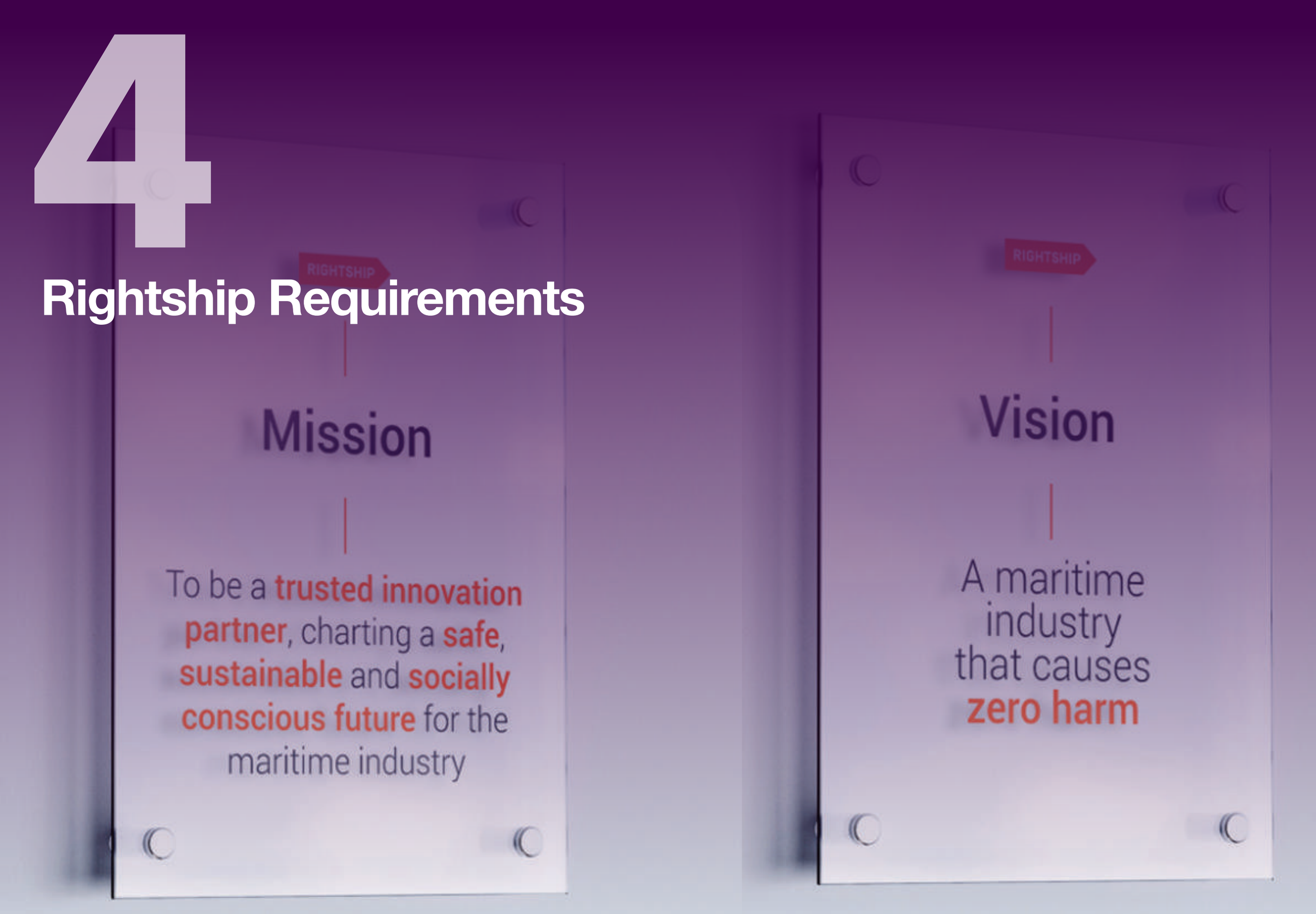


OLG Hybrid Solution

As part of the optimisation of the LMS for onboard crew training, and recognising operational satellite connectivity constraints, despite new technology such as Starlink, we have initiated a new programme to configure the CSM fleet vessels with an offline capability. This means regardless of being online or offline, our crew can conduct any of our training catalogue on board the vessel 24/7 and register the training certificate in the platform in the normal way. When the system returns to online, the LMS database is automatically synchronised and the crewing platform CAPE is updated with training records.

4

Rightship Requirements



Interview with Christopher Saunders, Rightship Chief Maritime Officer



Could you please explain how the Safety Score impacts on the initial perspective of the suitability of a potential vessel?

Ultimately that is down to each individual charterer. They each have their own individual policies and processes. However, overall, they all use it as a key metric when considering which vessels to work with commercially. They often have hundreds of potential vessel options for any given voyage so that list can be filtered down by discounting those with lower Safety Scores.

Since the introduction of RISQ Questionnaire, do you believe that companies are now better prepared than at the beginning?

Absolutely. Of course, not all are, but overall, it is very evident those Companies have invested time and effort in improving policy, process and standards across their fleet to align with RISQ. We see that in the overall inspection performance data and the trend in findings decreasing for those Companies who have taken proactive measures.

Do you think that the support from ship management companies is sufficient to educate the Officers?

Of course. There is huge variation in terms of support for crew across ship management companies globally. Some are doing an excellent job in supporting Officers and Crew, whilst others could do a lot more. What is clear is that the need to support Officers and Crew will become even more critical in the years ahead as the industry introduces new regulations, continues to digitise and adopts new technologies and fuels.

How important is the Crew Welfare within the Rightship inspections?

Crew Welfare is a critical element of a Rightship Inspection. A vessel will not pass the inspection if there are any concerns about the treatment and well-being of the crew on board. As an example, part of the inspection checklist pertains to the provision of recreation facilities and internet access on board. Likewise, we are currently running an online questionnaire inviting Seafarers to share their opinions and experiences on various aspects of their work and life at sea so we can improve the work we do to promote crew welfare.

Training Initiatives in CSM Online Academy:

Enclosed Space Entry - Rightship

Incidents involving enclosed spaces on ships can be extremely hazardous and are a significant concern in maritime safety. Enclosed spaces refer to areas on a ship that are not designed for continuous occupancy, such as cargo holds, tanks, or void spaces. Here are some key points related to enclosed space incidents on ships:

- **Atmospheric Hazards:** Enclosed spaces can have oxygen-deficient atmospheres, toxic gases, or flammable vapours, making them potentially deadly for anyone entering without proper precautions.
- **Accidents and Fatalities:** Incidents involving enclosed spaces can lead to accidents and fatalities. Unauthorised entry or inadequate safety measures are common causes.
- **Safety Procedures:** Ships should have strict safety procedures for entering enclosed spaces. This includes proper testing of the atmosphere, using appropriate personal protective equipment, and having a trained team to monitor and assist.
- **Training and Awareness:** Crew members must receive training on recognising and dealing with enclosed space hazards. They should be aware of the potential dangers and how to respond in emergencies.
- **Rescue Drills:** Regular enclosed space rescue drills are crucial. These drills help crew members practice rescue procedures and ensure they can respond effectively in real emergencies.
- **Safety Equipment:** Ships should be equipped with gas detectors, ventilation systems, lifelines, and other safety equipment to mitigate the risks associated with enclosed spaces.

Overall, ensuring safety in enclosed spaces on ships requires a combination of proper training, equipment, procedures, and a strong safety culture amongst the crew and operators.

Introduction To Rightship

Course objectives to become familiar with:

- Rightship History and Activities
- Rightship's Safety Ecosystem
- Rightship's GHG Rating
- Rightship's Inspection Process

RIGHTSHIP

5

Competency Management System

A participant attending Hydraulics lab at Nautilus Training Center

5.1 | Competency Management System (CMS) for Officers

At Columbia Shipmanagement we have a clear focus on safety, our people and their careers. Through education, training, skill development and career management we facilitate our Seafarers continuing professional development. This also helps to shape a positive work culture and encourage efficient operations.

Our Competency Management System is the perfect tool to demonstrate a quality-assured system to third party stakeholders and meet charterer requirements, particularly for tankers (TMSA, OVMSA).

We are constantly evolving our business processes, striving to reach ever higher standards in safety and performance and this includes the next stage in developing our competence management system.

Our aim is to take the next step to give better insights into our crews' levels of competency helping to build a company-wide picture of any shortfalls. This will allow us a better understanding of knowledge gaps; therefore, we can support our Seafarers in creating clear growth paths and career progression.

Enhancing our Competency Management System will further aid in the systematic development of competencies inside our fleet by facilitating activities such as identifying needs, planning and implementing interventions, and evaluating outcomes. We can then track our Seafarers' successes more easily, as well as identify future requirements.

We believe that our seafarers' safety and morale will be improved by investing in this next level, and that this strategy will also support our Columbia family approach, helping to keep our employees for the long-term. We know this approach also contributes to our strong reputation as a leading ship manager, where we can deliver the highest levels of satisfaction to our clients, and in which will make it easier to hire new employees as we continue to grow and expand across the group.

In our current system we assign activities to our Seafarers from our comprehensive matrix to evaluate the required competencies in his or her current position with the goal of promotion. By establishing continual learning and assessments, this will support the appraisal process of each Seafarer and inspire our Seafarers to take on more responsibility as they move through the ranks. We will also be able to assess their current ability levels and plot a clear path for improvement and growth demonstrating that investment. We can then optimise the training investment in only those areas where a gap exists.

The method demands each seafarer on board to submit the necessary documentation, proof of completing the specified work, confirmation and evaluation from their accountable Line Manager.

Then, it will be the responsibility of the Training Team to guarantee that each seafarer enrolled has finished the Learning Path in CSM Learning Manager.

As their responsible Line Manager mentors and guides them on how to competently complete the task with confidence and commitment, this process ensures that technical knowledge is applied in realistic situations on board. It also strengthens the working relationship with their subordinates as they share their own personal experiences and demonstrate to Junior Officers that they must complete all tasks in accordance with Columbia Shipmanagement's Company Core Values.

Officer Competency Management System Programme

Tasks	*Master*	*Chief Officer*	*2nd Officer*	*3rd Officer*	*Chief Engineer*	*2nd Engineer*	*3rd Engineer*	*4th Engineer*
Familiarisation	*	*	*	*	*	*	*	*
Emergency	*	*						
Commercial	*							
Navigation & Ship Handling	*	*	*	*				
Safety & Quality	*	*	*	*	*	*	*	*
Navigation		*	*	*				
Deck Operations		*	*	*				
Cargo Operations		*	*	*				
Safety		*	*	*	*	*	*	*
Security		*	*					
Environmental Protection & Energy Efficiency		*	*	*	*	*	*	*
Navigation Officer		*	*	*				
GMDSS		*	*	*				
Electronic Navigational Equipment		*	*	*				
Medical Officer			*					
Bridge Operations		*	*	*				
Cargo Operations		*	*	*				
Deck Operations		*	*	*				
Safety Equipment & Emergency		*	*	*				
Safe Working Practices & Administrative Work				*				
General Operations					*	*		
Machinery Space Operations					*	*	*	*
SEEMP and VGP					*	*	*	*
Specific Issues							*	*
Leadership and Management	*	*			*	*		
Communication Skills	*	*	*	*	*	*	*	*
Diversity, Inclusion and Organizational Culture	*	*	*	*	*	*	*	*
Competence Assessor Skills	*	*			*	*		

5.2 | IMEC Competency Management System for Ratings

CSM, as an active member of IMEC, recognises the value of having an effective Competency Management System, to help identify training needs, provide a training structure, and pave a pathway for promotion within the established rank structure. Formally structuring this pathway not only helps improve retention, but build self-esteem and morale amongst those on board, and lead to improved vessel safety and environmental performance.

CSM participated as part of a selected group to cooperate and develop the Competency Management System for Ratings. The result was a Competency Management System (CMS-R) which contains 264 different competencies split between deck, engine and catering departments and is suitable for various ship types.

6

Cadetship

Cadetship

Our strategy to grow our own pool of future seafarers logically comes from our cadet programme. We are continually developing and investing to grow organically the vast majority of our future seafarers. We are building closer relationships with the academies from where we recruit and work with organisations such as IMEC alongside the academies to shape the development of cadets to what the industry needs. At the same time, we are expanding our pool base of nationalities as we face the growing industry shortage of manpower challenge identified over the past few years.

It is critical that we not only recruit and increase our pool but that we also invest heavily in the two key areas of welfare and training. It is vital that we invest in both areas of our cadet programme and provide the best possible support to the next generation of young seafarers. The ultimate goal is to provide our clients with high-quality, well-trained seafarers whom we have grown and who also reap the reward of having satisfying, flexible, sea and shore careers with Columbia. We are excited to offer new opportunities to a global audience of young people and look to our clients to support us with cadet and junior officer slots as we take the next steps in achieving our goal of having an industry leading, innovative, diverse and sustainable cadet programme.



6.1 | Cadet Task Book - New Electrical Cadet Task book



Introducing the Enhanced Cadet Task Book for Electrical Engineer Cadets

As the world marches towards a future increasingly reliant on technology, the role of electrical engineers becomes ever more crucial. To prepare the next generation of electrical engineers for the challenges ahead, the release of the new Cadet Task Book for Electrical Engineer Cadets marks a significant milestone. This comprehensive resource promises to equip aspiring engineers with the skills and knowledge necessary to excel in their field.

A Comprehensive Guide
The Electrical Engineer Cadet Taskbook serves as a roadmap for electrical engineering cadets, outlining the essential competencies they must master throughout their training. From fundamental principles to advanced techniques, the book covers a wide range of topics, ensuring a well-rounded education for future ETOs.

Hands-On Learning
One of the standout features of the Electrical Engineer Cadet Task Book is its emphasis on hands-on learning. Through practical exercises while being on board, cadets will have the opportunity to apply theoretical knowledge in daily job practice. With its comprehensive content and hands-on learning opportunities, the Electrical Engineer Cadet Task Book prepares aspiring engineers to tackle the complex challenges of the 21st century with confidence and innovation.

Preparation for Future Challenges
In today's rapidly evolving technological landscape, electrical engineers face a myriad of challenges, from sustainability concerns to cybersecurity threats. The Cadet Task Book equips cadets with the skills and knowledge needed to address these challenges effectively, preparing them to make meaningful contributions to society as future leaders in the field of electrical engineering.

With its comprehensive content, hands-on learning opportunities, and emphasis on collaboration and mentorship, the Cadet Task Book prepares aspiring engineers to tackle the complex challenges of the 21st century with confidence and innovation. As they embark on their journey, cadets equipped with this invaluable resource are poised to make a lasting impact on the world through their contributions to the field of electrical engineering.

6.2 | Cadet Handbook Version 2.0



Cadet Handbook Version 2.0

CSM Training Department has released a new version of the Cadet Handbook, which covers vital topics for the new generation of seafarers who take part in the Company Cadetship Programme.

The first steps on career development are challenging and CSM recognises the need for support of young seafarers since the very beginning. The main purpose of the Cadet Handbook is to guide each Cadet through these steps in the industry and become familiar with the basic safety requirements such as onboard familiarization and training, as well as to get acquainted with the career development and the existing Cadet Task Book training programme on board.

The Cadet Handbook is a comprehensive guide addressing Company Overview, Company Policies, Vision, Mission and Values, Code of Conduct, iCare Philosophy, and Company Culture.

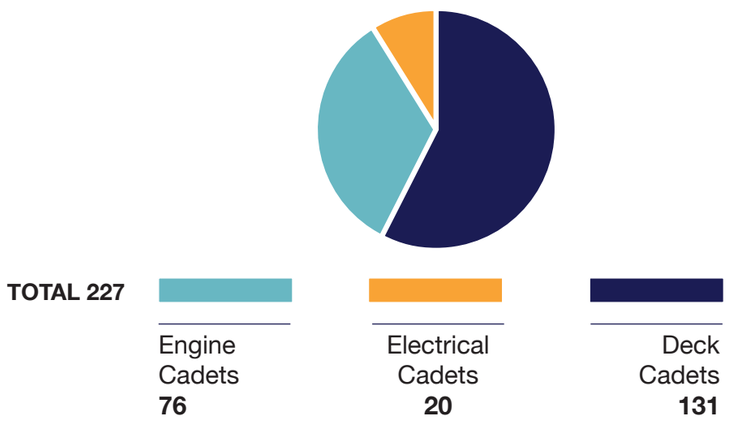
It also gives an overview of the preparation for traveling, mental health, and nutrition tips, which will assist each Cadet in being prepared for the first time going to sea.

The publication is also addressing the Female Cadets Mentoring Programme and the interest of the Company to employ more Female Cadets and seafarers as a Company goal.

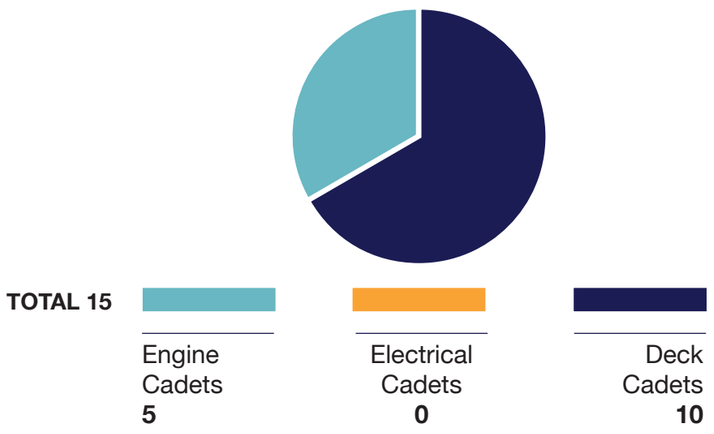
The Cadet Handbook will be available in both electronic and hardcopy formats and will be distributed across the fleet to each Cadet and before joining the vessel.

6.3 | Cadets Statistics 2023

TOTAL NUMBER OF CADETS - INTAKE 2023



TOTAL NUMER OF FEMALE CADETS - INTAKE 2023



CADETS RECRUITED PER NATIONALITY – 2023

NO	NATIONALITY	DECK CADETS	ENGINE CADETS	ELECTRICAL CADETS	TOTAL
1	British	1			1
2	Cypriot	8	1		9
3	German	7			7
4	Egyptian		1		1
5	Ethiopian		3	9	12
6	Georgian	21	14	2	37
7	Greek	3			3
8	Croatian	3			3
9	Indonesian	6		1	7
10	Indian	5	7	3	15
11	Lithuanian	2			2
12	Latvian	2			2
13	Montenegrin	1			1
14	Filipino	31	33	3	67
15	Romanian	3	1		4
16	Somalian	1			1
17	Turkish	3			3
18	Ukrainian	9	13	2	24
19	Un. Arab Emirates	20			20
20	Un. States of America	1			1
21	Venezuelan	1	1		2
22	Vietnamese		2		2
TOTAL		**131**	**76**	**20**	**227**



CADETS ON BOARD – 2023

NO	NATIONALITY	DECK CADETS	ENGINE CADETS	ELECTRICAL CADETS	TOTAL
1	British	1			1
2	Cypriot	8	1		9
3	German	7			7
4	Egyptian		1		1
5	Ethiopian		2	9	11
6	Georgian	21	14	2	37
7	Greek	2			2
8	Croatian	3			3
9	Indonesian	6		1	7
10	Indian	5	7	3	15
11	Lithuanian	2			2
12	Latvian	2			2
13	Montenegrin	1			1
14	Filipino	31	33	3	67
15	Romanian	3	1		4
16	Somalian				0
17	Turkish	3			3
18	Ukrainian	9	13	2	24
19	Un.Arab Emirates	17			17
20	Un. States of America	1			1
21	Venezuelan	1	1		2
22	Vietnamese		2		2
TOTAL		**123**	**75**	**20**	**218**



6.4 | Cadet Ships - AAL KEMBLA and AAL BRISBANE

6.4.1 | SHL Cadetship - Cypriot Cadet Visit

Cypriot Cadets joining Schoeller Holdings' fleet had the opportunity to meet with the owner's representative, Capt. Andreas Xapolytos, during a visit to the CSM premises aimed at fostering professional development and industry insight. The meeting, held at the owner's office, provided ideas and insights to the new generation of Cypriot Seafarers. During the visit, Cadets were given a comprehensive overview of the owner's operations.

The Cadets were particularly interested in learning about their prospects in working with Schoeller Holdings. Discussions also centred around safety protocols, environmental sustainability, and the importance of effective communication and teamwork on board.

For all the Cadets, the visit served as a source of inspiration and motivation as they embark on their careers in the maritime sector. It reinforced the significance of continuous learning and professional development in an ever-evolving industry.

Overall, the visit of Schoeller Holding Cadets from heavy lift vessels to meet the owner's representative was a fruitful endeavour, offering a valuable learning experience and facilitating meaningful exchanges between future Seafarers and industry leaders. It underscored the importance of collaboration and knowledge-sharing in driving innovation and excellence within the maritime community.



Left to right: Deck Cadet Kyriakos Fotiou (AAL DALIAN), Deck Cadet Stavros Voniatis (AAL Brisbane), Deck Cadet Konstantinos Monoyios (AAL KOBE), Deck Cadet Andreas Constantinides (AAL Singapore), AAL CSI Jhoanna Cayabyab, Schoeller Holdings Owner Representative Capt. Andreas Xapolytos



Deck Cadet Elina Roous (AAL Brisbane) with Schoeller Holdings Owners Representative Capt. Andreas Xapolytos

6.4.2 | AAL Brisbane – Visit by Senior Training Officer

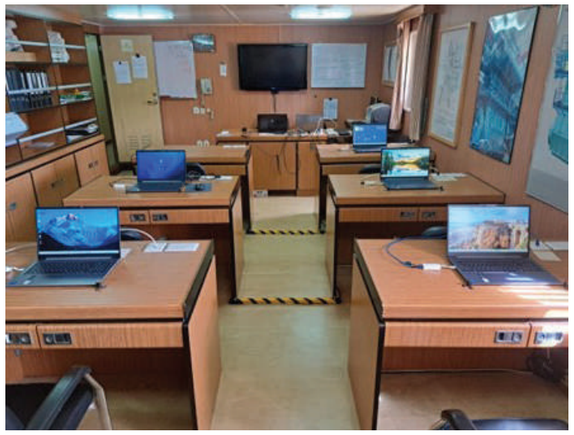
It is of utmost importance to cooperate and communicate with our Seafarers and Cadets whenever there is an opportunity. Columbia Shipmanagement Training Personnel consistently utilises such opportunities to stay engaged with Seafarers, particularly the young generation of maritime professionals, emphasising their crucial role in our training process.

Senior Training Officer, Capt. Josip Knezevic, recently visited AAL Brisbane during her call to Koper, Slovenia. Capt. Knezevic, an ex-Schoeller Holdings Captain on heavy list vessels, spoke with Officers, Crew, and Cadets, sharing his insights, encouraging the exchange of experience between generations, and emphasising the importance of proper training.

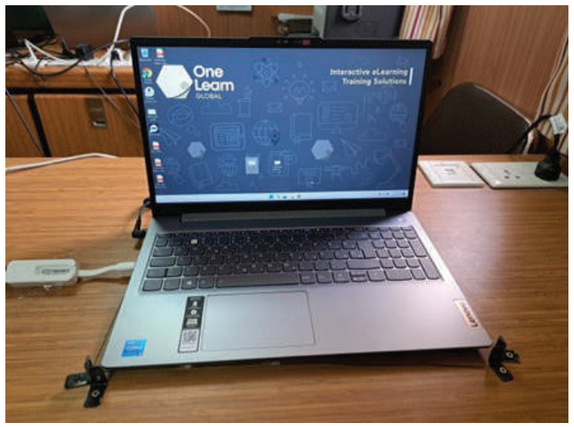


STRO Captain Josip Knezevic with the ship's command

As the vessel is one of the Cadetship Training vessels, the CSM Cyprus Training Department arranged and provided a major upgrade of training laptops for the classroom in cooperation with the CSM Rijeka Training Team. Senior Training Officer, Capt. Josip Knezevic, assisted in bringing the laptops on board the vessel.



New Training Laptops



New OLG Hybrid Solution Laptop

6.5 | Adopt a Cadet Programme Cyprus (Cyprus Maritime Academy CyMA)

Adopt a Cadet Event took place on 5 April 2023 at the Apollonia Hotel Conference venue in Limassol, Cyprus. The event was organised and held by Cyprus Maritime Academy representatives. Different shipping companies such as Columbia Shipmanagement, Bernhard Schulte Shipmanagement, Interorient, VShips and others had an opportunity to meet the Cadets, briefly interview them and explain the existing Cadetship Programmes.

CSM Senior Training Officer, Igor Fozyekosh, representing Columbia Shipmanagement, held 11 interviews and selected three first-year students for consideration with the Cadetship programme with CSM.



CSM Senior Training Officer, Igor Fozyekosh, with CyMA Cadets after the interviews

6.6 | Memorandum of Understanding between CYMA and CSM

Columbia Shipmanagement signs a Scholarship Agreement and Memorandum of Understanding with Cyprus Maritime Academy.

In December 2023, leading ship management provider Columbia Shipmanagement (CSM) signed a scholarship agreement and Memorandum of Understanding (MOU) with Cyprus Maritime Academy (CyMA), the first maritime academy in Cyprus to offer a four-year degree in Nautical Science. The initiative to participate in CyMA's Cadet Scholarship Programme reflects CSM's continuous efforts to promote academic excellence, professional training and research in the maritime industry.

With the MOU, CSM commits to providing three full scholarships for CyMA's newly enrolled Cadets on an annual basis, on the condition that they meet specific socio-economic and academic criteria. This agreement enables CSM to collaborate with CyMA in selecting scholarship recipients and offering them onboard sea service practicums, mentorships, internships, and various training opportunities.

"We are pleased to announce our collaboration with the Cyprus Maritime Academy," said Columbia Group President and CEO, Mark O'Neil. "Investing in the next generation of Seafarers and providing them with opportunities for personal and professional development is a strategic priority for us. Through this collaboration we are investing in our people, nurturing their potential, and preparing them for a future on board in the ever-evolving maritime industry."

A private maritime academy, CyMA is part of the educational organisation of Intercollege and the University of Nicosia. The Academy offers a four-year bachelor's degree programme in Nautical Science which also incorporates the IMO-STCW Certificate of Competence for an Officer in Charge of a Navigational Watch. The 12-month sea-service practicum is included in the four-year duration of the programme, which is delivered in English, enabling not only Cypriot but also EU and International Cadets to take advantage of this unique opportunity.

Finally, the agreement between CyMA and CSM enables Cadets who successfully complete their onboard sea service practicum to also have the possibility to be employed by CSM upon their graduation.



6.7 | IMEC Cadetship Programme

Interview with Rob Gale LLB (Hons), IMEC Head of Training:

What were the key objectives of the Cadetship Programme, and do you think they were effectively met?

The key objectives in my opinion are the following:
1. Provide high-quality Officers to the maritime industry.
2. Support those Seafarers from allocation interview to the end of their career as IMEC alumni.
3. Improve the standards of maritime training where possible.
4. Support the needs of our members where possible.

I think we are meeting the above - our Cadets are well rounded, and we feel are supported through their entire journey, not only by IMEC but also through our member sponsor companies. But we can always do more which is why feedback is crucial to continue to improve. I think there is a big focus now on value added training in addition to the academic Cadetship teaching and we have been implementing this across our programmes where additional skills or training might be required.



Do you have any achievements or successes during the programme?

For me, my favourite part of all IMEC Cadet programmes is to see the development from the initial screening or interviewing of nervous or even confident young adults and then seeing them all blossom into professional, well trained competent officers of the future.

I also really enjoyed the IMEC 15th Anniversary of the IMEC Programme in the Philippines in November last year. It was an opportunity to celebrate the partnerships though the last 15 years and we have many IMEC alumni attend alongside current Cadets, IMEC members, training providers and AMOSUP, one of the unions in the Philippines, and we thank all of them for contributing to such a great programme over the years.

What were the main challenges and how were they addressed?

I think one of the main challenges I have found is how different Cadet training programmes are in each country and ensuring that we don't apply a generic approach but instead focus on the uniqueness of the programmes to ensure the quality of the training matches those differences.
Before establishing any training programmes, IMEC carries out very robust thorough research utilising our member experts in the area to ensure we are aware of all those unique elements in each country and have prepared for that.

What was done to create a supportive and conducive learning environment for the Cadets?

In the Philippines, we have the support of our amazing team who are very hands on in this effort to create a great environment from travelling to each province to undertake interviews all the way through to providing free seminars on computer literacy and financial life skills. Not only that but we are currently building a brand-new campus in the Philippines which we hope to be ready in 2025 which will house 30 additional classrooms for IMEC Cadets. We see this as an opportunity to create a modern fit for purpose IMEC training environment which we are all very excited for.

How would you rate the success of the programme overall?

I think generally the programme has been a huge success. We receive thousands of applications annually with which we need to select between 220 and 260 Cadets per year. This proves that in the Philippines, young adults want to be part of an IMEC training programme and the trend in South Africa and India appear to be the same, so we are very happy with that.
We also feel the success of the programme is equally down to the IMEC members who take part of the programme and so we are always hoping for their feedback.

What do you envision for the future direction or enhancements for the programme?

Through the IMEC Recruitment and Training Committee we are constantly monitoring changes in training to ensure we stay at the forefront of innovation and the needs of Cadets into the future. I see a growing need to ensure the mental well-being, diversity and future skills like AI, cyber security and autonomous shipping, as well as decarbonisation, are something we plan for to make sure those Cadets and future officers are trained and ready for not only now but the future in maritime.

6.7.1 | IMEC Cadet Selection for Batch 2027

Columbia Shipmanagement have selected six Cadets from General Santos City Philippines for full sponsorship.
These Cadets are for Batch 2027 and are under the 3-1 Educational scheme (three years academic studies + one year Cadetship on board). After they complete their medical screening, they will then enter the Maritime Academy of the Asia Pacific. A total of 100 applicants at Gensan attended the event and the selection interview was attended by four companies (including CSM) in March 2023.



Recruitment of IMEC Cadets

6.8 | Female Cadet Mentorship Programme - Interviews from Mentors and Mentees

In August 2023, CSM, led by the Training Department in collaboration with OneCare Group Ltd, introduced the Female Cadet Mentoring Programme aiming to help mentees to develop the skills and knowledge they need to succeed in their careers and become leaders in the maritime industry.

MENTOR:
Valeriia Holovko
(Crewing Recruitment Superintendent)

What was your motivation for becoming a mentor?

My motivation for becoming a mentor for female Cadets is driven by a desire to support and empower young women in their seagoing careers, by sharing my knowledge and experiences which I gathered through all my years with CSM.

Please describe your approach to mentoring the Cadets. Do you feel there's a difference in the approach to male Cadets?

My approach to mentoring Cadets focuses on creating a supportive and inclusive environment where female cadets can grow professionally and personally. I encourage my guidance and support to each cadet's unique needs and goals. This includes personalised feedback, resources, and advice from my end. In my opinion there is no difference in the approach to male cadets and female cadets, since I experienced good communication and feedback from both. This is more related to the personality topic and reliability of seafarer as a person. One more argumentation is that both female and male Cadets need support in mentoring due to the fact of the age, non-experience in sailing on board and of course complete change of their environment for six to nine months of first contract.

What were the main challenges you experienced and how were they addressed?

For the time being I had experience only with one female Cadet, however I could already spot main challenges in my experience as a mentor. In one case I noticed that the mentee was not fully open in answering the questions, nevertheless she was sharing some positive sides of being on board for her first time. Personally, I needed two months of constant nice conversation with the mentee for her to finally share her concerns with me.

How did you ensure effective communication between you and the Cadets (and the Cadets themselves)?

In my opinion it's important to have a regular talk with a mentee to show that support can be provided from a mentor's side as well. Effective communication is essential for successful mentoring relationships. I think in general during the communication female Cadets can often bring unique information/situation that they faced during their assignment.

What do you view as your biggest success within this programme? and is there anything you're particularly proud of?

One of my biggest successes within this mentoring programme was witnessing the growth and development of the Cadet I mentored. Even though the Cadet was not very open at the beginning, we now have a successful build-up connection, which also identifies her growth in communication, coping with a new environment and willingness to continue her sea-going career.

What are the unique strengths and qualities that female Cadets possessed in the programme? How did you help them develop these qualities further?

Female Cadets often bring unique strengths and qualities to the programme, which can be further developed and leveraged through effective mentoring. Some of these strengths and qualities include adaptability to the situation on board, communication skills between crew members, leadership potential which female Cadets can enhance during their professional development, contribute effectively to chosen career.

Looking ahead, what improvements/changes would you make?

I would suggest bringing more females under the mentoring programme. We have a lot of females on PAX fleet, as well as on other ones who are already sailing with CSM, hence it would spread more information about the programme amongst females which are already employed with us, which automatically means growth for the mentoring programme.

MENTEE:
Evelyn February
(Deck Cadet)
On Board GOLDEN FINSBURY

What motivated you to join the programme at CSM? How does it align with your career goals?

Joining the Cadetship/mentoring programme at CSM was a strategic move for me. The opportunity to engage in a structured Cadetship/mentoring programme aligned perfectly with my career goals of continuous growth and development. I saw CSM as a reputable company where I could not only gain valuable skills and knowledge but also expand my professional network within the maritime industry.

Can you share any memorable experiences that particularly stand out from your Cadetship/ mentoring programme?

One memorable experience from my Cadetship/ mentoring programme was when my mentor introduced me to a key that I should figure out during my programme to succeed in my career and become a leader in the maritime industry. The opportunity to connect with someone at such a high-level opened doors for me and provided valuable insights.

Do you feel that the mentoring programme has been useful for you? What, if anything, would you improve?

The mentoring programme has been useful for me. Having a mentor to guide me through challenges, offer advice, and provide support has been invaluable. However, I believe there is always room for improvement. One aspect that could be enhanced is the frequency of mentorship meetings to ensure consistent guidance and feedback.

How did you navigate the challenges and obstacles you encountered during your time? And how were you supported?

Navigating challenges and obstacles during my time at CSM required resilience and determination. Whenever I encountered difficulties, I sought support from my mentor, colleagues, and supervisors. Their encouragement and assistance helped me overcome obstacles and stay focused on my goals.

Do you think your Cadetship at CSM will be helpful for your career path?

Absolutely! My Cadetship at CSM will undoubtedly be helpful for my career path. The skills, knowledge, and experiences I gained during my time there have equipped me with a strong foundation to succeed. Additionally, the connections I made through the programme will continue to be beneficial throughout my career.

Would you recommend the mentoring programme to others? If so, what are the main reasons why?

I would highly recommend the mentoring programme to others. The main reasons include the personalised guidance and support provided by experienced mentors, access to valuable maritime industry insights and networks, and the opportunity for personal and professional growth. It's an investment in one's future that can yield significant returns.





MENTOR:
Claudia Paschkewitz
(CSM Deutschland Managing Director, and Group Director Diversity, Inclusion and Sustainability)

What was your motivation for becoming a mentor?

I have many years of experience in the shipping industry which I would like to pass on to the next generation. I have been responsible for our training and student programme in the Hamburg office in Germany for many years. It is absolutely enriching to help young people in their development and to support them. With the Female Cadet Mentorship Programme, there is of course the bonus that we can support women. The proportion of women on board is still low and all programmes to change this are worth supporting. That's why I didn't hesitate for a second to become a mentor for this programme.

Please describe your approach to mentoring the Cadets. Do you feel there's a difference in the approach to male Cadets?

Building trust should be one of the first steps. Only with trust will the other person open up. We mentors were also well prepared with a special mentoring training for female Cadets from Mental Health Support Solutions (MHSS). I think the approach to male Cadets is basically the same, but of course there are issues that are different and specific to women, such as often being the only woman on board with men. That's why we have mentoring specifically for female Cadets.

What were the main challenges you experienced and how were they addressed?

I think building trust over a physical distance is a little more difficult and takes a little longer. But that was achieved through regular contact. Talking openly about problems is also handled differently in different cultures, but that was also resolved through regular contact.

How did you ensure effective communication between you and the Cadets (and the Cadets themselves)?

To communicate effectively, you first need to be able to communicate. My mentee and I used email, WhatsApp and phone calls. Sometimes there was only a weak signal and communication being not possible for a few days. But other times we used even more. Effective communication is based on trust, at eye level and on a regular basis. An interest in your counterpart is important - be curious, ask questions and listen. Try to understand the other person's feelings.

What do you view as your biggest success within this programme? And is there anything you're particularly proud of?

That my mentee opened up, gained confidence and talked about her problems.

What are the unique strengths and qualities that female Cadets possessed in the programme? How did help them develop these qualities further?

The absolute strength of my mentee is her absolute determination to have a successful career in the maritime industry. She didn't let her family and those around her, who said that she wouldn't make it, get in her way She draws her strength from this absolute will. I encouraged her to listen to herself and do what she wants.

Looking ahead, what improvements/changes would you make?

In fact, I wouldn't change much from the current perspective. The programme is running very well. Mentors and mentees from the same culture would be something we might focus on. The mentees may then open a little more quickly.



MENTEE:
Candice Smith (Deck Cadet)
On Board AAL MELBOURNE

What motivated you to join the programme at CSM, and how does it align with your career goals?

I joined the programme mainly for the company's standing reputation with the assurance that I will certainly receive the best training in the industry, and this aligns with both my personal and professional goals in a sense that the wealth of knowledge and skill I'm acquiring throughout this process will remain with me. Knowing that the company strives for diversity, inclusivity and, in general, encourages the empowerment of female Cadets in particular affirmed my decision.

Can you share any memorable experiences that particularly stand out from your Cadetship/ mentoring programme?

Thus far, without a doubt the learning curve is one to remember, as well as the shared experiences with the crew, particularly during downtime when we occasionally come together and socialise.

Do you feel that the mentoring programme has been useful for you? What, if anything, would you improve?

The programme has been quite helpful throughout the process, and as it stands, I have no suggestions.

How did you navigate the challenges and obstacles you encountered during your time? How were you supported?

I strongly believe in consulting Senior Officers and Ratings in general. Ask questions, repeatedly so. When asking questions, you come to understand a lot that is not clear. Your initial support system is your crew on board, and it is important to build rapport with them, in addition to having a mentor and the training officer who guides you in completing the assigned task books.

Do you think your Cadetship at CSM will be helpful for your career path?

I certainly do. The knowledge acquired throughout this process is invaluable and will help improve my skill set, and in addition to this I'd like to believe that I've gained a network of professionals who have guided me along the way.

Would you recommend the mentoring programme to others? If so, what are the main reasons why?

Yes, I would definitely recommend the programme to others, mainly because having a confidant is extremely helpful throughout the process. There are moments where you'll feel slightly overwhelmed, and you need that reassurance and a space of no judgment to help put things into perspective and somewhat nudge you in the right direction by providing guidance and to a certain extent emotional support when feeling homesick or out of place.





7

Innovation and New Training Technologies

7.1 | VR Project On Board

Join Our Voyage Virtually: Explore Our Whole Fleet In 3D!

We are thrilled to introduce our latest innovative marketing material - the 3D tour of our entire fleet of vessels using Virtual Reality (VR) technology. This groundbreaking initiative began in Q1 2024 with the vessel Front Savannah and has since garnered significant interest and support from stakeholders.

We have expanded our efforts to create immersive VR and AR scenarios for training purposes, offering an edutainment experience for our Seafarers to explore different decks and components onboard each vessel. Our application allows officers to familiarise themselves with specific features, providing remote safety training and technical overviews of onboard facilities. By providing edutainment with interactive elements and incorporating OEM machinery manuals and 3D visualisations, we aim to enhance deck and engine room familiarisation for both ashore staff and joining crew members. This initiative not only improves training efficiency but also stimulates and retains high-quality human resources, ultimately benefiting our entire organisation.



Salvador Jr Respeto



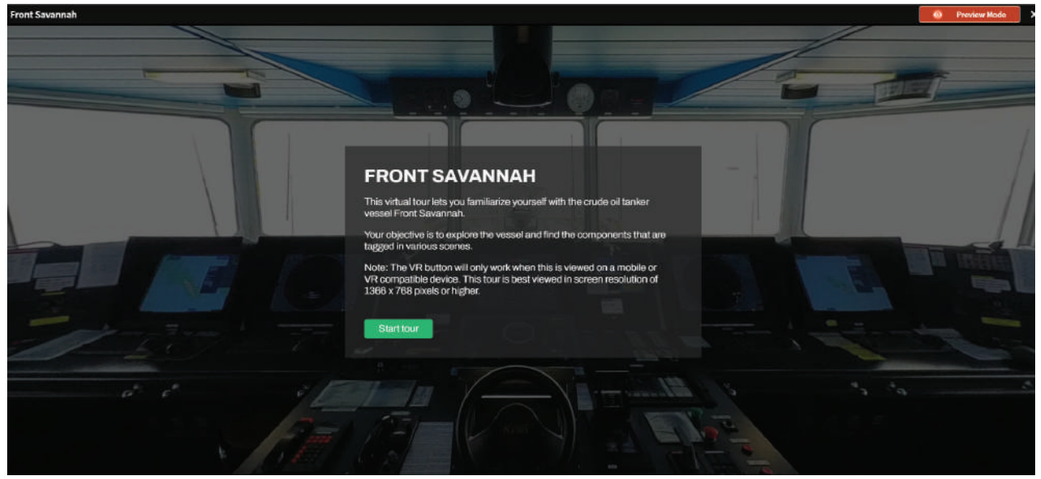
Pankaj Sharma

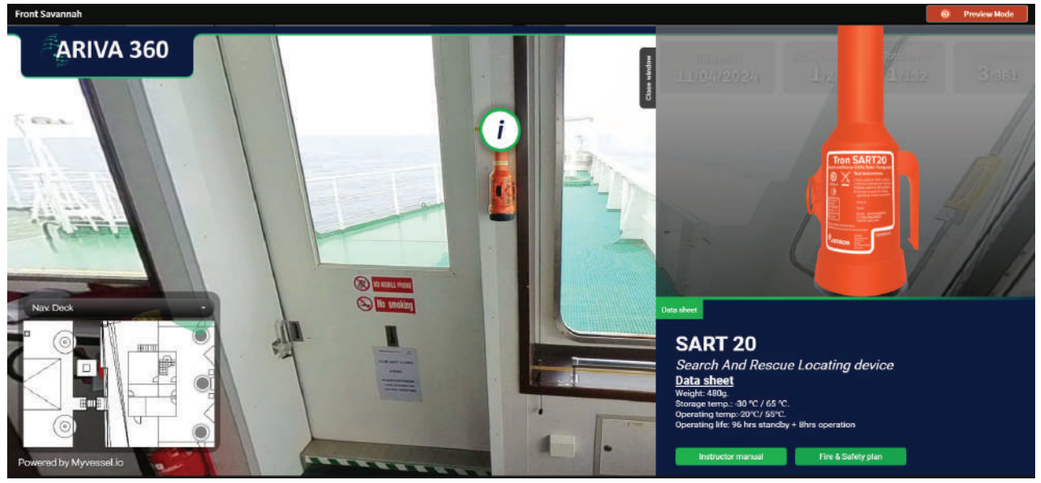
Sail Into Innovation and Step Aboard Virtually:

- Explore various decks and components on board the vessel;
- Familiarise Officers with specific vessel features;
- Enjoy remote safety familiarisation and technical overview;
- Immersive experience that isolates users from the physical world;
- Transport users into real-world and imagined environments.



Alejandro Justiniani





Interview with 2/E Vladyslav Sosnitskiy, who participated in a 3D shooting at FRONT SAVANNAH

1. What inspired you to participate in this project?

The idea of creating the project belongs to the Fleet Manager of CSM Singapore Mr. Salvador Respeto. I wanted to participate in the creation of something that, as far as I know, no one else has at the moment. We are the first to do this as a Company.

2. What artistic elements do you consider when creating a 3D photo?

It was important to create the effect of full presence so that you could visit the ship without leaving your home or office, move around the ship without restrictions, and visit places where only authorised personnel could.

3. How did you manage feedback and revisions during the project?

Creating something new always causes some challenges at the beginning, but as my close friend used to say, “The main thing is to get into a fight.” It was pleasant and fruitful to collaborate despite the time difference between Cyprus and Singapore. All the issues were discussed at the beginning of the project and during the test shooting in Singapore. All the magic regarding amendments and corrections happened during editing.

7.2 | Tradewinds interview on Training

Question time:
Ship managers have their say over the great training debate.

An interview with Columbia Group Director Crewing and Training, Capt. Faouzi Fradi, was published in TradeWinds Global Shipping News in May 2023.



"The biggest training challenge is the shortage of highly-qualified instructors at maritime academies and private training centres."

What is your greatest concern?

New technologies on board modern ships and alternative fuels (LNG, ammonia, biofuels, methanol, etc) are some of the main challenges. The quality of faculties and training staff is also challenging.

Moreover, delivering training requires expertise in new digital realities and the ability to implement high-tech solutions, such as VR/AR, hologram, metaverse and even ChatGPT. It is clear that Generation Z Seafarers have different preferences, and to ensure training effectiveness we must take their digital acuity into consideration.

How are you addressing it?

We are proactively cooperating with maritime training institutions and our partners to establish training solutions in the major countries where we have our Seafarers. We are also working with the maritime administrations and flag states to ensure compliance with the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW), as required. Columbia has also been leading the introduction of new training technologies. For example, our learning management system (LMS) has been in place for a few years and the platform Is utilised by more than 15,000 Seafarers. Our innovative hologram solution has attracted media attention worldwide.

What is the biggest hurdle?

Generally speaking, the lack of effective and mature alternative technologies and the excessive cost of simulators remain obstacles. The regulatory frame within the STCW lacks clarity and guidance on delivering e-learning or virtual classroom training as well as new technologies such as VR/AR. However, we expect that the next release of the revised STCW will cover many parts of new training technology.

Overall, we believe that the biggest training challenge today is the shortage of highly qualified trainers/ instructors, both at government-run maritime academies/universities and private training centres.

8

Onboard Training

8.1 | Partners In Safety

In 2023 CSM, as member of Partners in Safety Programme, adopted the new Reflective Learning from SHELL (Distraction and Fatigue Management). The aim of the Reflective Learnings is to make learning from incidents more effective by supporting people to internalise the learning using a structured engagement method.

CSM has rolled out the new material on board and incorporated the topics during Senior Officers and Ratings Conferences.

a) Distraction

The aim of this learning session is to think and talk about how distractions can impact safety on board.

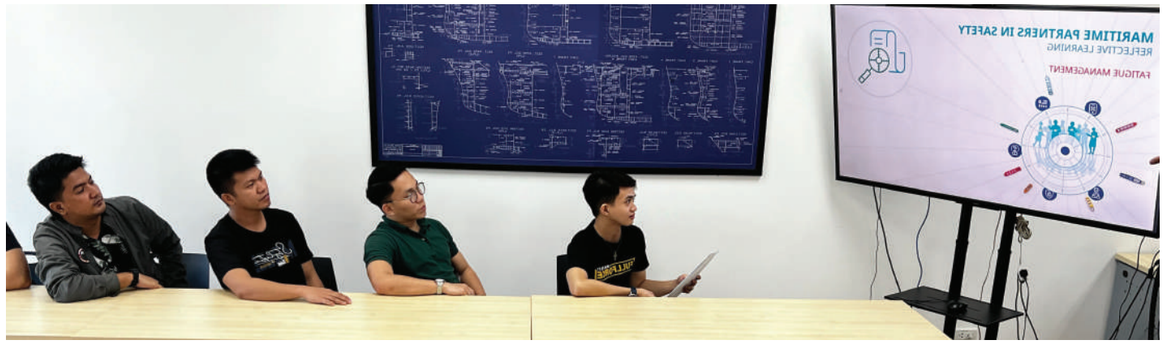
During this session, the group have an opportunity to reflect on the five Principles of Human Performance and elaborate on how to prevent incidents occurring because of distraction.

Multiple incidents have occurred due to distractions, such as the use of mobile (cell) phones and other electronic devices, personal issues that keep our mind off the job, stress etc. The limits of human concentration, meeting the events at sea, can lead to serious consequences from damaging your career and your reputation at sea, to causing a fatality.

No matter how comfortable and confident someone might feel in a situation of multitasking, it doesn't necessarily mean that they are sufficiently in control. Every time we switch from one event to another, there is a switching cost, meaning that we leave part of our brain behind at the previous task.

We have limits to what we can remember at any one point in time. The maximum being four, but when we experience stressful situations and when events are happening our brain capacity for memory can go down to one event at a time.





b) Fatigue Management

Sleep is as important as food and water, so it's essential we get enough of it. Good sleep can improve your mood, how well you can cope with life and how your body fights off illness – so you can bounce back from a cold quicker, for example. It also helps keep blood sugar and weight steady and can even reduce your risk of cancer.

Not enough sleep, or frequent physical or mental pressure, can lead to fatigue. Fatigue is dangerous because you may not even know how fatigued you are and it may put you, your colleagues, and your ship in danger. It can affect anyone, regardless of skill, knowledge, experience or training.

There are many reasons you may be fatigued. These can include the time of day (being awake when your body wants you to sleep, such as at night), how long you have been awake, the amount of sleep you have had etc.



Partners in Safety Train the Trainer Training conducted in Nautilus Pacific Maritime Training Center

Partners In Safety 2023

1st Quarter 2023

Month	January			February			March		
Total Vessels	236	236	236	234	234	234	232	232	232
Completed	236	236	236	234	234	234	232	232	232
Percentage	100%	100%	100%	100%	100%	100%	100%	100%	100%

Average 1st Quarter: **100%**

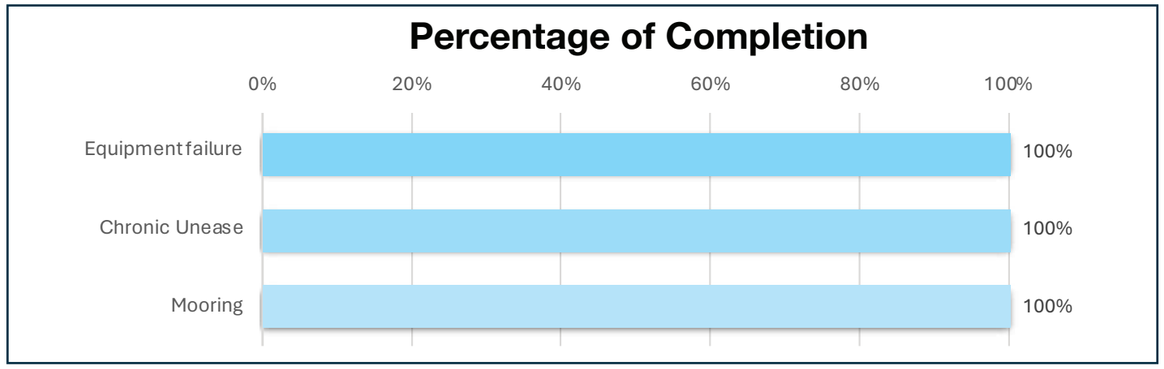
2nd Quarter 2023

Month	April			May			June		
Total Vessels	231	231	231	227	227	227	227	227	227
Completed	231	231	231	227	227	227	227	227	227
Percentage	100%	100%	100%	100%	100%	100%	100%	100%	100%

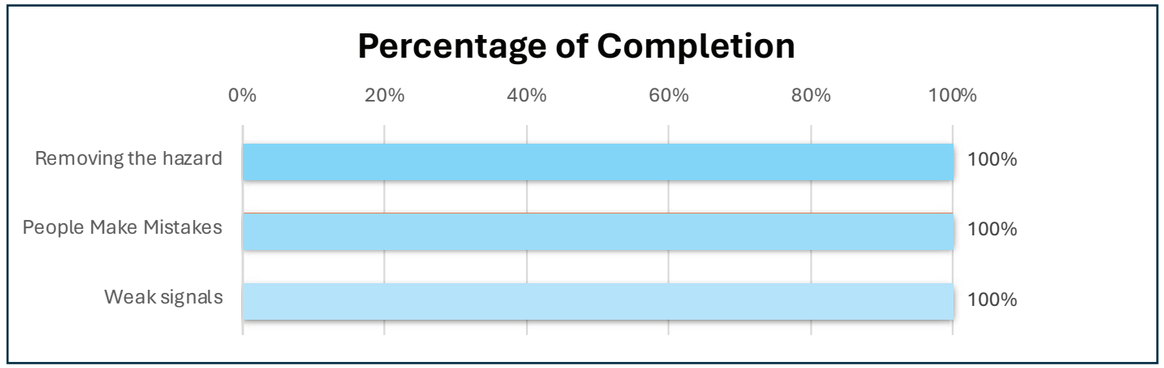
Average 2nd Quarter: **100%**

Partners In Safety RL, LET and Resilience Training

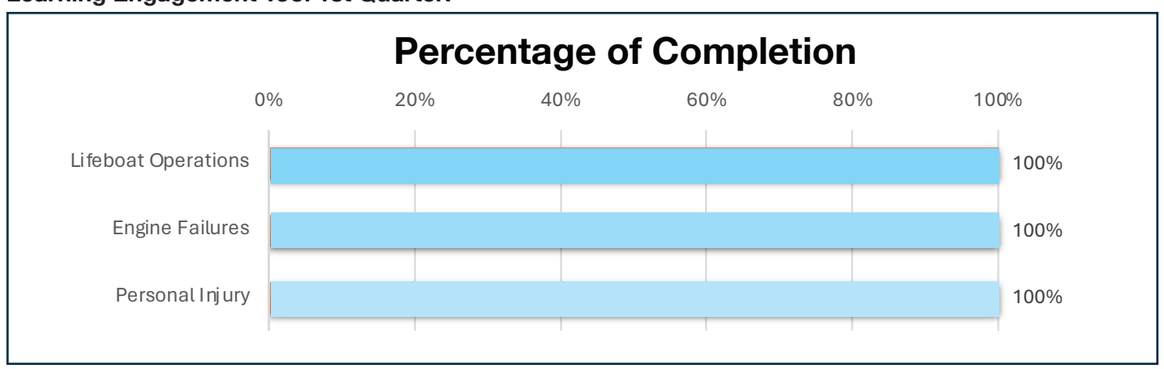
Reflective Learning 1st Quarter:



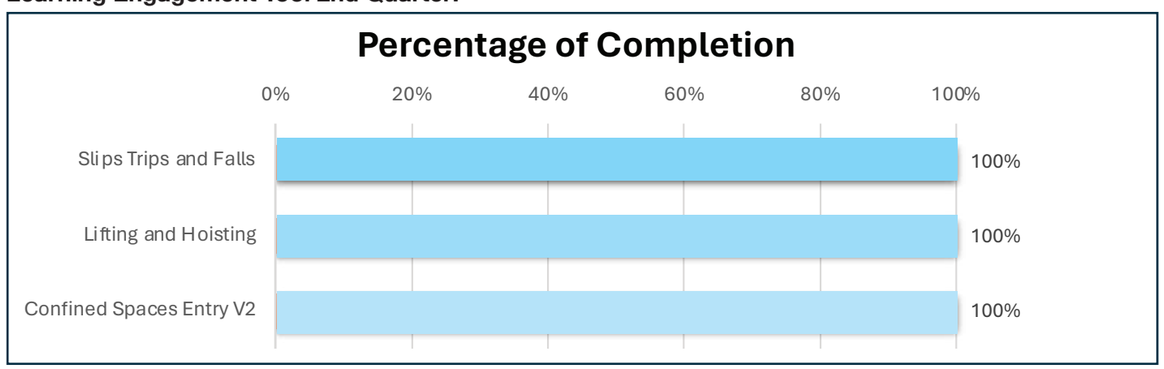
Reflective Learning 2nd Quarter:



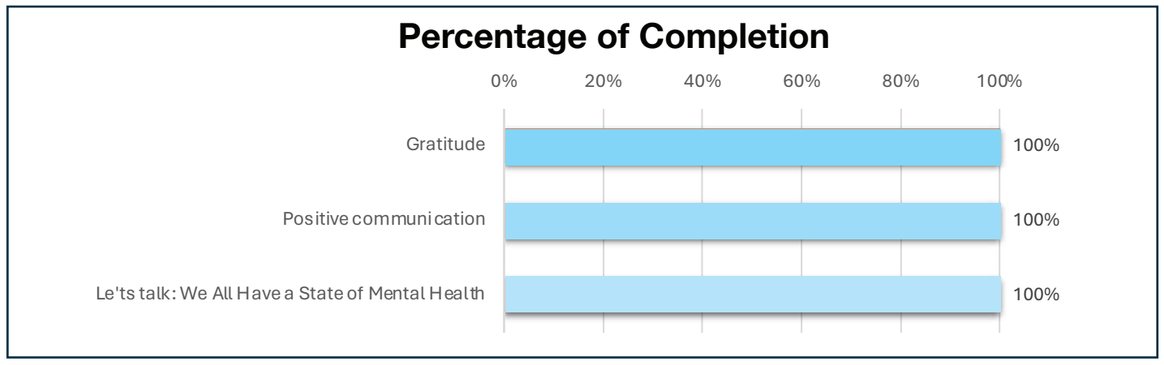
Learning Engagement Tool 1st Quarter:



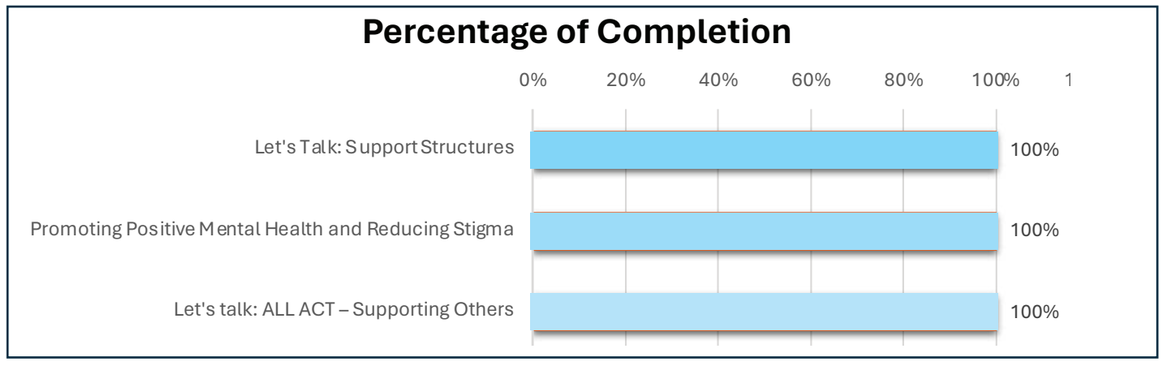
Learning Engagement Tool 2nd Quarter:



Resilience Training 1st Quarter:



Resilience Training 2nd Quarter:



3rd Quarter 2023

Month	July			August			September		
Total Vessels	233	233	233	249	249	249	253	253	253
Completed	233	233	233	249	249	249	253	253	253
Percentage	100%	100%	100%	100%	100%	100%	100%	100%	100%

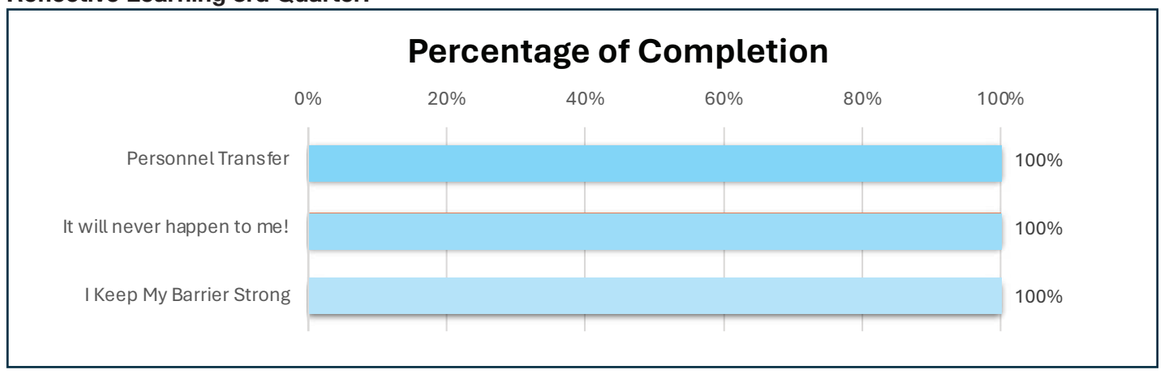
Average 3rd Quarter: **100%**

2nd Quarter 2023

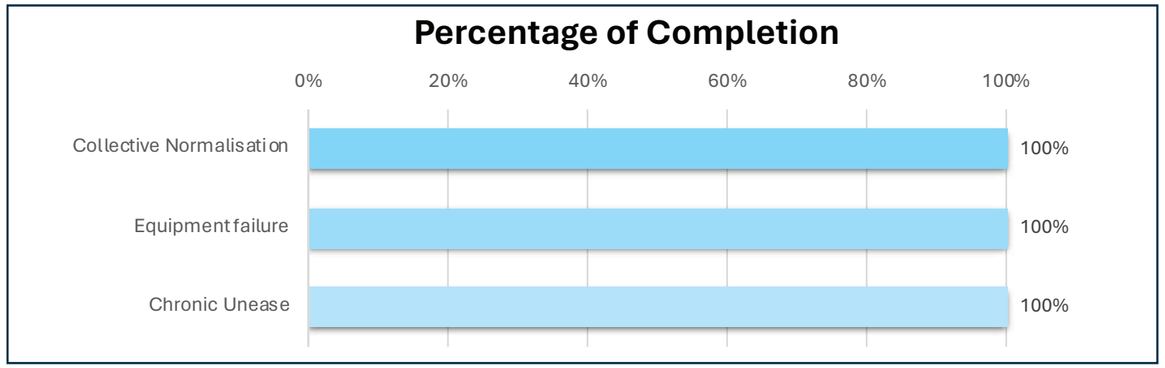
Month	October			November			December		
Total Vessels	228	228	228	231	231	231	233	233	233
Completed	228	228	228	231	231	231	233	233	233
Percentage	100%	100%	100%	100%	100%	100%	100%	100%	100%

Average 4th Quarter: **100%**

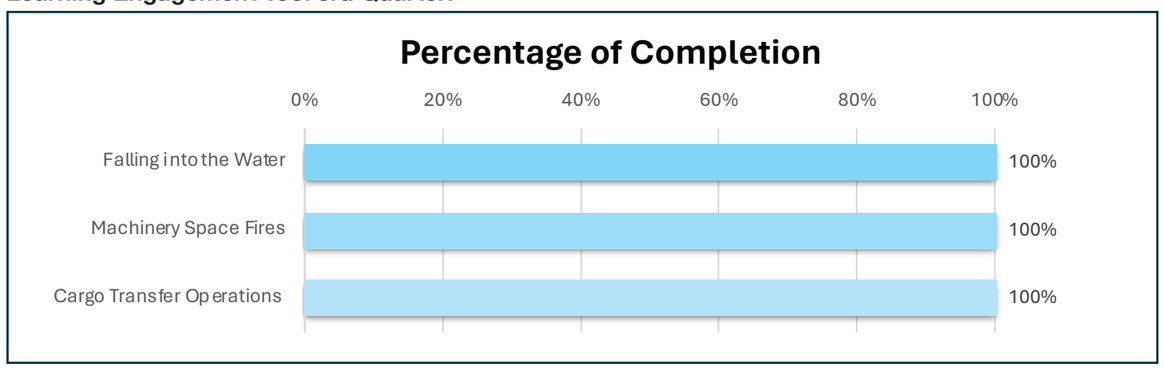
Reflective Learning 3rd Quarter:



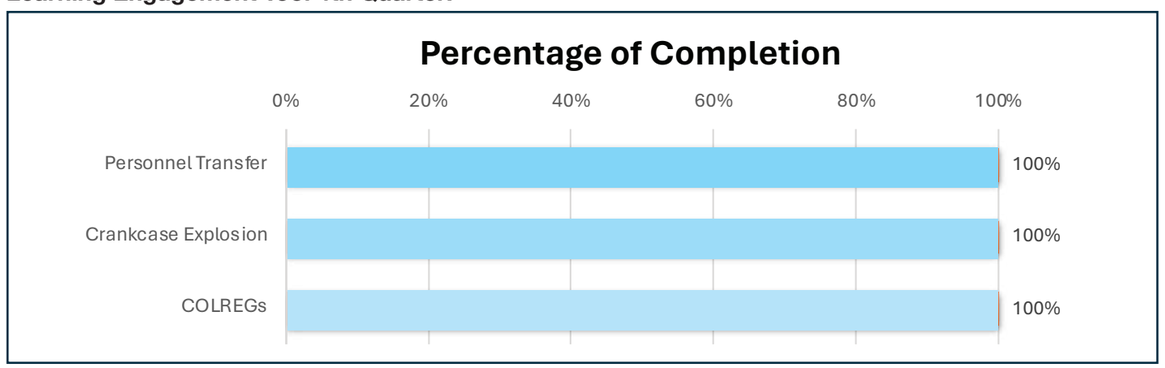
Reflective Learning 4th Quarter:



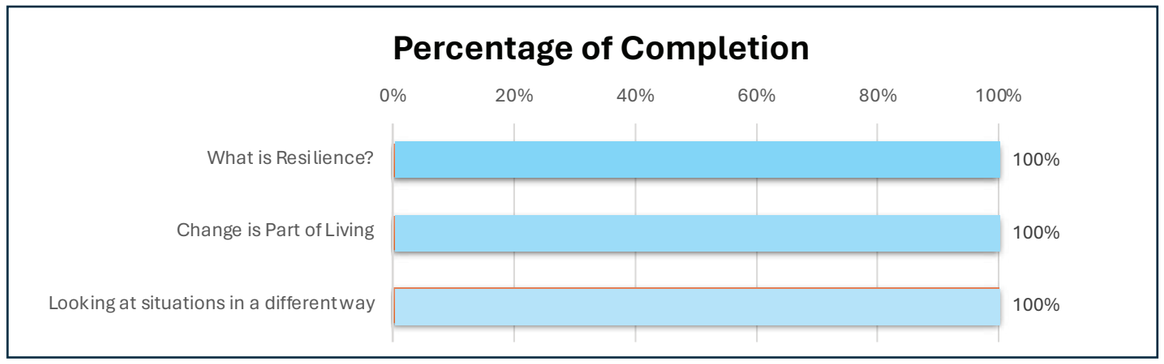
Learning Engagement Tool 3rd Quarter:



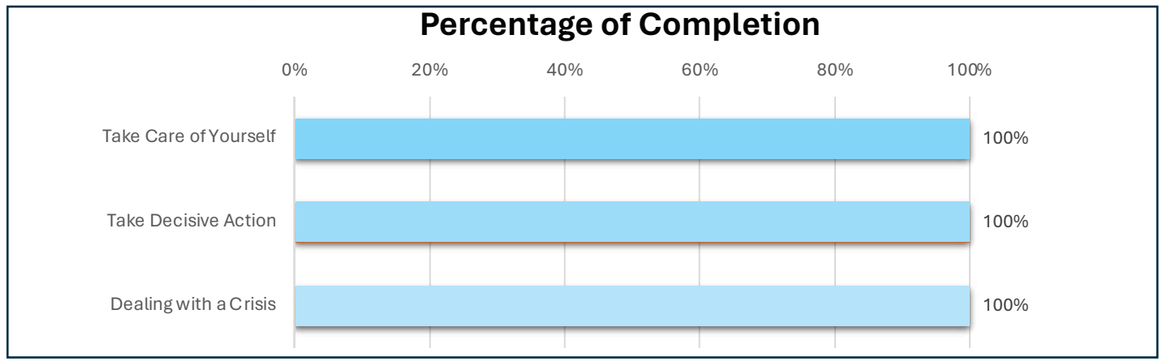
Learning Engagement Tool 4th Quarter:



Resilience Training 3rdQuarter:



Resilience Training 4th Quarter:



8.2 | Ships Visits

Enhancing Maritime Safety and Skills: The Impact of Training Officers' Visits on Cargo Ships

Cargo ships are the backbone of global trade, transporting goods across oceans to connect businesses and consumers worldwide. In this intricate web of maritime logistics, safety, and skill proficiency are paramount. One significant initiative contributing to the enhancement of safety standards and crew expertise is the visits of Training Officers to cargo ships during takeovers and on a client's demand. These visits offer a set of benefits for both – the Client and the Company:

1. Continuous Improvement in Safety Culture:

Training Officers bring with them a wealth of experience and knowledge in Company Safety Culture standards and requirements. Their visits provide an opportunity for onboard safety assessments ensuring that vessels' crews adhere to international regulations and industry best practices. By identifying potential hazards and addressing safety concerns, these visits contribute to the prevention of accidents and the protection of crew members, cargo, and the environment.

2. Skill Development and Training:

Training Officers conduct onboard training sessions tailored to the specific needs of the crew. These sessions cover a wide range of topics, including emergency procedures, management system familiarisation, understanding of Company Policies, Values, Vision, and Mission, and addressing the Company and Clients' expectations and demands. By imparting practical skills and theoretical knowledge, Training Officers empower crew members to perform their duties with efficiency and confidence. Continuous training fosters a culture of learning and improvement on board, enhancing the overall competency of maritime professionals.

3. Crew Well-being and Morale:

Beyond technical proficiency, Training Officers also play a vital role in supporting the well-being and morale of crew members. Their presence on board fosters a sense of teamwork, creating a positive work environment conducive to productivity and job satisfaction. Additionally, Training Officers serve as mentors and advisors, offering guidance and support to crew members facing challenges both on board and ashore.

4. Enhanced Reputation and Competitiveness:

Cargo ship operators who prioritise safety and crew training distinguish themselves as industry leaders committed to excellence. By investing in Training Officers' visits, Columbia Shipmanagement demonstrates its dedication to upholding the highest standards of professionalism and reliability. Such commitment enhances its reputation within the maritime community and gives it a competitive edge in attracting customers and business partners.

In conclusion, Training Officers' visits to cargo ships play a vital role in promoting maritime safety, skill development, and regulatory compliance. By leveraging their expertise and experience, Training Officers contribute to the overall efficiency and effectiveness of cargo ship operations. As the maritime industry continues to evolve, investing in the professional development of crewmembers remains essential for sustainable growth and success.





For the last year, CSM Training Officers completed 31 ship visits assisting with the takeovers, familiarising the Officers and Crew, and completing the safety training visits on demand of the Clients:

No.	SHIP'S NAME	SHIP'S TYPE	NAME	Duration (Days)	Month
1	MINDORO STAR	OIL	TRO Vladimir Dranichnikov	14	Feb-23
2	PERSEUS STAR	OIL	TRO Mikhail Klyushnikov	10	Feb-23
3	GOLDEN DAISY	OIL/CHEM	TRO Rafal Walzcuk	7	Mar-23
4	MARCAP EMDAD 5	AHTS	TRO Mikhail Klyushnikov	13	Apr-23
5	ANGEL STAR	OIL	TRO Rafal Walzcuk	11	Apr-23
6	EVERGLADES	OIL	TRO Aleksandr Serikov	13	Apr-23
7	WONDER VEGA	OIL	TRO Vladimir Dranichnikov	13	Apr-23
8	GOLDEN MONTERREY	BULK	TRO Jiri Kincl	17	May-23
9	GOLDEN ZHEJIANG	BULK	TRO Dmytro Petrashevsky	21	May-23
10	DREAM TERRAX	LPG	TRO Rafal Walzcuk	7	May-23
11	WONDER POLARIS	OIL	TRO Aleksandr Serikov	14	May-23
12	AEOLIAN PEARL	LPG	TRO Viktor Chyrkin	23	May-23
13	GOLDEN FINSBURY	BULK	TRO Andrej Barbalic	10	Jun-23
14	GOLDEN FULHAM	BULK	TRO Ronald Campuspos	13	Jun-23
15	DREAM ARRAX	LPG	TRO Aleksandr Serikov	17	Jun-23
16	PRESTIGE	CONT	TRO Kresimir Biljan	21	Jun-23
17	TOCONAO	CONT	TRO Egon Zunic	10	Jun-23
18	GOLDEN FUTURE	BULK	TRO Robert Stanescu	37	Jun-23
19	DREAM SYRAX	LPG	TRO Viktor Chyrkin	23	Jun-23
20	TRANCURA	CONT	TRO Maksym Nikitin	27	Jul-23
21	GOLDEN MAGNUM	BULK	STRO Marlon Tobias	19	Jul-23
22	GOLDEN KATHRINE	BULK	TRO Oleksandr Yepikhin	20	Aug-23
23	DREAM VERMAX	LPG	TRO Aleksandr Serikov	10	Aug-23
24	CMA CGM MISSISSIPPI	CONT	TRO Vanja Vuletin	20	Aug-23
25	CMA CGM CONGO	CONT	TRO Andrej Barbalic	20	Aug-23
26	GOOD PROSPECT	CONT	TRO Oleksandr Yepikhin	30	Sep-23
27	CMA CGM MISSOURI	CONT	TRO Vanja Vuletin	23	Oct-23
28	AQUARIUS	OIL/CHEM	STRO Igor Fozyekosh / TRO Deniss Vinogradovs	11	Oct-23
29	LOTUS A	CONT	TRO Oleksandr Yepikhin	14	Oct-23
30	CARIBBEAN LOYALTY	OIL	TRO Aleksandr Serikov	43	Dec-23
31	NISI	OIL/CHEM	STRO Igor Fozyekosh	3	Dec-23

No.	SHIP'S NAME	SHIP'S TYPE	NAME	Duration (Days)	Month
32	PERTAMINA GAS TULIP	LPG-C	TRO Viktor Chyrkin	28	Jan-24
33	NISI	Oil/chem	STRO Igor Fozyekosh	8	Jan-24
34	MARINOR	BULK	TRO Andrej Barbalic	5	Feb-24
35	SHEKOU STAR	CONT	TRO Vitaly Kuyantsev	19	Feb-24
36	PERTAMINA GAS BERGENIA	LPG-C	TRO Viktor Chyrkin	28	Feb-24
37	GOLDEN MONTERREY	BULK	TRO Oleksandr Yepikhin	41	Feb-24
38	BELLA VICTORIA	LPG-C	TRO Aleksandr Serikov	40	Feb-24
39	PLATA WEST	OIL	TRO Deniss Vinogradovs	26	Mar-24
40	AAL BRISBANE	HL	TRO Josip Knezevic	1	Mar-24
41	AAL SINGAPORE	HL	TRO Rafal Walzcuk	1	Apr-24
42	AFRICAN SHRIKE	BULK	TRO Mikhail Klyushnikov	13	Apr-24
43	OCEAN DIAMOND	BULK	TRO Maksym Nikitin	12	Apr-24
44	ELIKI	BULK	TRO Hrvoje Zgombic	14	Apr-24
45	PLATA EAST	OIL	TRO Deniss Vinogradovs	17	Apr-24
46	OCEAN DESTINY	BULK	TRO Deniss Vinogradovs	27	May-24
47	AFRICAN PLOVER	BULK	TRO Andrej Barbalic	11	May-24
48	AAL KEMBLA	HL	TRO Josip Knezevic	1	May-24
49	GITA	BULK	TRO Oleksandr Yepikhin	26	May-24
50	OCEAN FREEDOM	BULK	TRO Paul Nistor	30	May-24
51	AFRICAN ROLLER	BULK	TRO Aleksandr Serikov	15	Jun-24
52	CROWN IRIS	PAX	TRO Mikhail Klyushnikov	7	Jun-24



8.3 Safety Campaigns

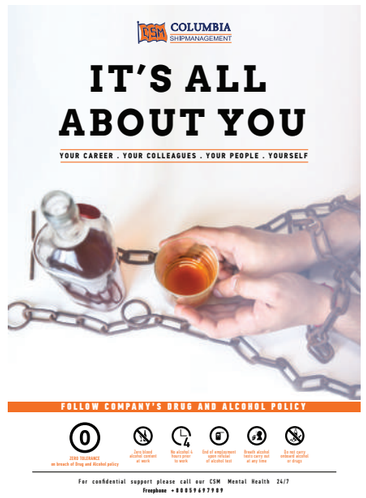
8.3.1 Alcohol Abuse Prevention Campaign

It is the policy of the Company to maintain a safe and healthy working environment, ashore and on-board vessels free from the use of illegal drugs and any unauthorised consumption of alcohol.

CSM has distributed posters and flyers circulated to all the Fleet and thousands of Seafarers in the manning agency to raise awareness.

The campaign also has been reinforced with an eLearning course on Drug and Alcohol Abuse Awareness. This microlearning course describes the risks, consequences and legal implications of drug and alcohol use in the maritime industry. Additionally, it provides the ways to identify, prevent and respond to substance abuse incidents, fostering a safety-focused, drug and alcohol-free workplace culture.

All the above efforts combined with a robust Alcohol and Drug and Alcohol Policy + Annual tests and Random tests ensures the well-being of all our Seafarers.



8.3.2 Data Protection Campaign

CSM Data Protection Awareness Campaign is a Company initiative to enhance awareness for all CSM employees, both ashore and on board, rolled out in May 2023 in line with the celebration of the 5th anniversary of GDPR. CSM ensures strict measures are followed on every process within the organisation which guarantee proper and appropriate handling of Personal Data.

Mr. Andreas Andreou (Group Director Insurance & Claims), as appointed Data Protection Officer, addressed a message to all CSM's employees, reminding of the commitment to GDPR Regulations and the Data Protection Policy. The video from Mr. Andreou was promulgated together with a Microlearning Course titled "GDPR Essentials" and published in our eLearning Platform.



Group Director Insurance & Claims + DPO, Mr. Andreas Andreou

Human Centred

9.1 | Enhancing Soft Skills (Human Element)



Soft skills are known as people skills or interpersonal; that is they include communication, teamwork, problem-solving, leadership, adaptability and emotional intelligence. In the maritime world these proficiencies carry equal if not greater importance than technical know-how for a variety of reasons:

Communication: On board effective communication is vital. Unclear instructions and feedback may be avoided that can result into accidents or inefficient operations.

Teamwork: Ships work like one single unit. Through smooth collaboration amongst its members of crew it ensures efficiency and security in operation.

Problem-Solving: This means thinking quickly under pressure as well as finding new ways to solve unforeseen problems which are required by the unpredictable nature of marine operations.

Leadership: Good leadership involves keeping up morale during tough times, ensuring adherence to safety procedures and guiding Seafarers through challenging circumstances.

Adaptability: Seafarers must be ready to change due to the dynamism of a maritime environment which comprises varying regulations across jurisdictions, diversified crews and changing weather patterns.

Emotional Intelligence: Realising one's feelings and managing them together with other individuals' emotions are critical elements presented by working aboard ships that often operate under high pressure conditions.

Soft Skills and the Need to Improve them

The maritime industry has a direct relationship between enhancement of soft skills with safety, efficacy and the welfare of the crew:

Safety: Soft skills are part of the "human element" in maritime safety. In several marine accidents, poor communication and teamwork have been identified as contributing factors. These incidences can be minimised by enhancing these attributes.

Efficiency: Crew integration is critical in ensuring effective services delivery. Through good communication and teamwork errors and delays are minimised.

Crew Welfare: A positive onboard environment that is created by strong soft skill helps reduce stress and enhance mental well-being leading to improved performance.

Strategies for Improving Soft Skills

Training Programmes: Integration of training on soft skills into curricula used for maritime education programmes. Such training can include simulations, role plays, interactive forums on communication, team work as well as leadership.

Continuous Professional Development: Encourage an attitude towards lifelong learning through workshops, seminars or online platforms focusing on emerging issues and best practices about soft skills.

Mentorship and Coaching: Introduce mentorship programme where experienced mariners guide junior colleagues offering insights on how to manage human relations.

Capt. Faouzi Fradi
Group Director Crewing & Training

9.2 | Diversity and Inclusion



Our Columbia Group Code of Conduct is a foundation for a strong company culture which includes a well-built diversity and inclusion culture with Diversity being a core value. Every colleague from Top Management to Trainee has agreed to this Code.

The company is committed to providing equal opportunities to everyone. Diversity in our workforce is essential for us to attract and retain the best possible people.

CSM has a goal to increase the number of female Seafarers up to 25% in next three years. Presently 8% of our Cadets are female Cadets.

To support this development, and with the goal of enhancing a culture of tolerance and diversity, CSM has implemented the Female Cadet Mentorship Program.

The mentoring process within our Fleet involves dedicated Shore Staff members from various departments, primarily holding managerial positions serving as inspirational role models. These mentors, who volunteer for the role, are assigned to female Cadets, our mentees, throughout the entirety of the 12-month Cadetship Program at sea. They provide invaluable emotional support and encouragement, especially during challenging or uncertain times, fostering a secure and nurturing space for mentees to express their concerns and seek guidance. Through this guidance, mentees are empowered to develop the confidence and resilience necessary for their success.

Mentors undergo training conducted by a network of professional psychologists, equipping them with essential mentoring and coaching tools.

Hence with this initiative, we are also promoting the important aspect of employee development on the mentoring side. We give them the opportunity to learn and grow and support them with the expertise of experts in the field of mental health.

As an additional measure, we organise quarterly forums facilitated by OneCare Group, inviting all mentors to share their experiences and offer suggestions for programme improvement.

This programme is of course in addition to the technical support and coaching provided by senior officials on board. Without these colleagues, it would not be possible to achieve our high quality of training.

To live and shape the Diversity and Inclusion culture within the company requires each colleague.

To ensure active participation and a platform for every employee to be heard, we have established various channels:

- The Diversity, Inclusion and Sustainability Newsletter.
- A Diversity and Inclusion e-mail address.
- The Sustainability Idea Catcher, a tool which submits all Sustainability (including Diversity & Inclusion) ideas in a structured way.

But there are also many other ways in which employees can express themselves, such as the "What makes you unique campaign" where we invited our colleagues, at sea and ashore, to tell us what makes them unique.

We cultivate a supportive work environment that values all employees, irrespective of age, ethnicity, nationality, gender and gender identity, physical and mental capabilities, religious beliefs, sexual orientation.

For us it is a matter of course that we have signed the Diversity Charter, celebrate and contribute to Internal Days related to Diversity and Inclusion, and support female employees with the WISTA membership (Women's International Shipping & Trading Association), just to name a few.

Claudia Paschkewitz
Managing Director CSM Deutschland and Group Director Diversity, Inclusion and Sustainability

9.3 | Code of Conduct

Columbia Shipmanagement's Code of Conduct sets out what behaviour we expect from each "Columbian" on board our vessels and ashore, and from our contractual partners, service providers and associates.

The Code of Conduct represents a personal contract, towards CSM employees towards the Columbia Group and Family. As a group, the Columbia Group has a very strong culture supported by seven powerful core values held together by our all-embracing icare Philosophy. We are in good shape, have our proverbial flag to rally around and have a great sense of belonging to the Columbia Family.

The new Code will provide all with an easy-to-use reference point. This document intends to better explain the link between our Core Values/icare Philosophy and accepted behaviour. It will give some examples where behaviour would not accord with our Core Values and would therefore be unacceptable. It is by no means exhaustive and serves as a general guide. This Code of Conduct draws on many aspects of the CSM Management System as well as our Company's 'icare Philosophy' which 'focuses on recognising the absolute importance of growing a strong Company culture with which its employees, crew and clients can readily and willingly identify and adopt'. Non-compliance with any part of this code can, in the most serious of cases, result in dismissal or criminal proceedings against the individual.

To Summarise:

1. The Code is built upon the foundation of our existing Company values, and icare Philosophy – in short, working in an honest, respectful and transparent manner;

2. The Code summarises our key policies, and the procedures which support them in one document

3. Employees shall communicate with their superior or use the Open Reporting System to raise concerns/report violations of the Code;

4. CSM will take appropriate action against employees on board or ashore who do not follow the Code.

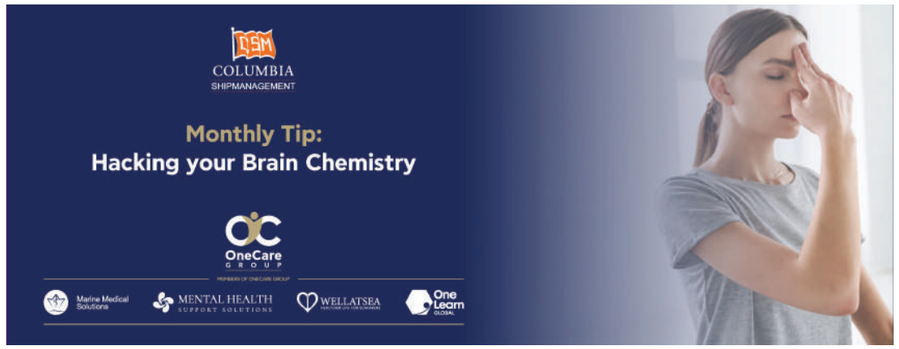


9.4 | Implementation of monthly Mental Health Tips

Implementation of Monthly Mental Health Tips

As part of CSM's ongoing commitment to employee well-being, we are pleased to introduce Monthly Mental Health Tips, prepared by the health professionals at OneCare. These concise, practical tips cover a wide range of mental health topics, offering valuable insights and strategies to support emotional wellness and resilience in daily life. Each month, these tips are shared with all CSM employees and serve as a reminder of the importance of prioritizing mental health.
Alongside the monthly tips, employees are also reminded of the 24/7 Crisis Support Line provided by OneCare. This confidential service is available to all CSM employees, offering immediate assistance and professional support whenever needed. Together, these initiatives aim to foster a culture of care and provide accessible resources to help every member of our team thrive.







9.5 | PEME Enhancement Programme

The PEME Enhancement Programme, provided by Marine Medical Solutions (MMS), a member of the OneCare Group, aims to elevate the quality of pre-employment medical examinations for Seafarers by integrating advanced medical practices and up-to-date knowledge. This programme ensures that examination profiles are regularly reviewed and aligned with current health standards, improving the accuracy of health assessments. By correlating pre-embarkation findings with onboard medical cases, it enhances the ability to detect and address potential health issues early. Preventative healthcare programmes are also introduced to promote long-term well-being. Through regular audits of medical facilities and cross-checking diagnostic results, the programme ensures consistent quality and reliability. In cases of acute illness, the programme supports telemedical assistance, ensuring timely intervention and effective treatment for seafarers.

Marine Medical Solutions

riverr

OneCare Group website: www.onecaregroup.global

9.6 | Animated LTBLs

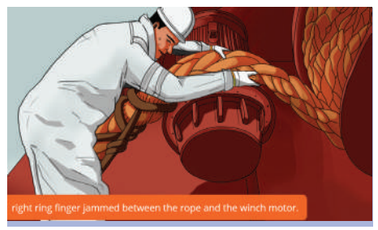
In 2023, the CSM Training Team developed and published four different animated courses for our series “Lesson to be Learnt”, which primarily address the topic of Personal Injuries. These interactive eLearning trainings illustrate a specific incident and aim to educate our Seafarers to prevent the event from occurring again.

- Finger Injury during Mooring Operation
- Fall from Height
- Face Injury during Manifold’s Valve Maintenance
- Main Engine Shutdown

These courses, which are available in our CSM Online Academy, present a situation where the learner can evaluate the factors involved and understand the consequences of the incident, whilst also recognising the direct cause and contributing factors. By using past incidents as a tool to learn, we can strive to avoid future instances and keep our vessels safe and accident-free.













9.7 | Culinary Training: Chief Cook Upgrading Course

MCTC Culinary Training: Empowering Cooks for Maritime Success

MCTC offers a transformative five-day Chief Cook’s Upgrading Course tailored to empower cooks on commercial ships with essential skills and knowledge vital for excelling in the maritime culinary industry. Whether they are existing cooks looking to refine their abilities, newly hired talents, or newly promoted chief cooks seeking to enhance their capabilities, the programme is tailored to meet their needs and aspirations.

The course curriculum ensures that participants undergo intensive training in both practical and theoretical sessions, covering a comprehensive range of topics crucial for success in the galley. Participants delve into essential skills such as proper plating techniques, catering management principles, familiarisation on selected cuisines, inventory control, stock optimisation, provision ordering and menu planning.

The primary objective of the course is to equip participants with skills and knowledge to thrive as ship’s sooks. By course completion, participants gain all the necessary skills to efficiently manage galley operations and contribute significantly to vessel success. Passing grade is at 70% which reflects MCTC’s commitment to excellence.

Led by experienced Culinary Training Consultants, the course delivers high-quality training aligned with industry standards. Through specialised training, food safety education, inventory management instruction, and practical scenarios participants gain valuable insights and hands-on experience.
Feedback is fundamental to MCTC’s commitment to continuous improvement. Participants are encouraged to provide both primary and final feedback, enabling the Culinary Training Consultants to address any areas of improvement and ensure their satisfaction with the course. With their own training centre in Manila, Philippines, and training opportunities in Mumbai, India and Turkey, MCTC is dedicated to expanding its services to aspiring cooks across the globe.

MCTC Webinars



In 2023 MCTC held two-day Family, Health and Nutrition Conference, in Manila, Philippines. Crew members and their families joined at MCTC Philippines offices where we talked about balanced healthy meals, the impact of sugar, behavioural control, the role of carbohydrates and many more. To spice things up we enjoyed some energetic Zumba dancing and other engaging activities.





9.8 | Mental Health Initiatives

9.8.1 | Suicide Prevention

The “Mental Fitness Saves Lives” campaign is designed to empower Captains and crew to address mental health challenges on board. The objective is to raise awareness about suicide prevention, provide resources for mental health support, and foster a supportive environment within the CSM fleet community. The programme consists of weekly video sessions, group discussions, and a comprehensive Mental Health Triage system to identify and manage psychological distress. Captains play a key role in guiding discussions, recognising signs of distress, and implementing mental health interventions when necessary.

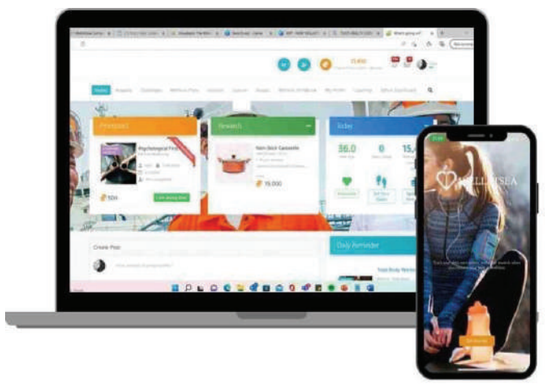


9.8.2 | WellAtSea

OneCare Group has recently partnered with WellAtSea, a leading wellness platform for Seafarers. WellAtSea provides a 360-degree wellness solution that addresses the unique mental and physical challenges faced by individuals in the maritime industry. The platform uses engaging game play to promote self-care and safeguard well-being. In addition to promoting mental and physical wellness, the programme offers training courses and educational resources developed in collaboration with OneLearn Global, helping seafarers enhance their skills and knowledge. This partnership allows us to further enhance our wellness programmes by empowering crew members to take control of their health and well-being, while earning points and rewards for positive lifestyle choices. With WellAtSea, we are committed to supporting Seafarers in leading healthier, more balanced lives while working at sea.

WELLATSEA
HEALTHIER LIFE FOR SEAFARERS

Website: https://wellatsea.com/



9.8.3 | Mental Health for CSM Seafarers

In 2023 Columbia Group’s preferred partner, OneCare Group, in collaboration with their affiliated company MHSS, hosted Senior Officer Conferences in Georgia and the Philippines. Columbia Group President and CEO, Mark O’Neil, took to the panel, alongside a group of experts including Top Management and MHSS clinical psychologists, delving into discussions on A Healthy Lifestyle and Balanced Diet at Sea, Trends on Personal Injury, Safety Work Practices, Suicide and Coping with Loss, as well as Port State Control and Risk Detention, amongst others.

The conferences included interactive workshops and group activities and were enjoyed by all who attended. Seminars are always an opportunity to provide a wealth of knowledge from many speakers in a short time, offering a fresh perspective and a sense of camaraderie.



OneCare Group Newsletters 2023

A quarterly newsletter is released for Seafarers covering a variety of topics such as Burnout Syndrome in Sailors, The Importance of Keeping Fit while On-Board, Sleep and Mental Health, Spiritual Wellness at Sea and Healthier Bones Through Nutrition.

9.8.4 | Mental Health for Shore Staff

On 14 September 2023, CSM Deutschland GmbH partnered with OneCare Group Ltd to train the local office personnel on ‘Change Fatigue’.

Agenda:
- Understanding Change Fatigue
- Strategies to Mitigate Change Fatigue
- Positive Feedback Loop & Mistake
- Management
- Q&A Session



9.8.5 | CSM Health Awareness Month

The CSM Cyprus office partnered with OneCare Group Ltd to deliver two Mental Health trainings to all CSM office personnel. Material from both webinars were uploaded in LMS and shared via email.

- **18 May 2023 – Stress and Anxiety Webinar**

A 45-minute webinar on “Stress and Anxiety” where discussions included the causes of stress and anxiety, how to recognise the symptoms, practical tips and advice on how to manage and cope.

- **19 May 2023 – Positive Communication**

A 45-minute webinar on the topic of “Positive Communication” designed to provide valuable tips and advice on how to improve communication skills and create more positive interactions in both personal and professional life. During this webinar, colleagues learned about the importance of positive communication, the impact it can have on your relationships, and practical strategies for developing positive communication habits.

9.8.6 | HOLD Magazine

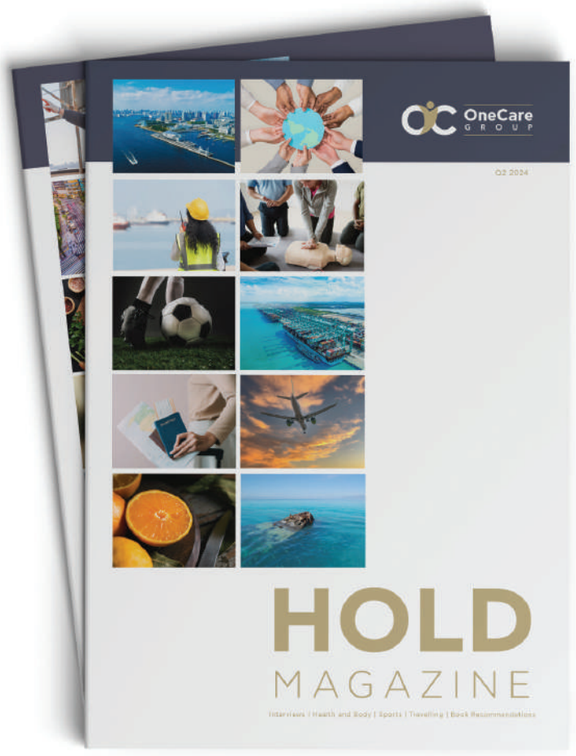
OneCare Group provides a full spectrum of health and well-being solutions to the maritime industry and aims to develop a Seafarers Life Matters Awareness Programme, which will encompass guidelines, circulars, and a digital magazine.

The magazine is published on a quarterly basis and at times shall include articles written by highly reputable experts from all around the world.

The publication is called HOLD and stands for Human Element of OneCare Lifetime Development. HOLD mainly address the following, but it is not limited to the below subjects:

- Nutrition
- Healthy Lifestyle Programme
- Cultural Awareness
- Diversity
- Sustainability
- Financial Management
- Investment
- Education
- Family Matters
- Mental Health
- Sports Updates

The publications, guidelines and circulars are delivered through the OneCare Crew App, under the Self-care picture feature.



9.8.7 | Leadership Skill Course



Stewart Bankier
Director Crewing Training

In line with our continued investment in human capability, which we will achieve through various programmes and projects over the coming years, we are developing a new applied practical leadership course. This new course will be a replacement for the Maritime Resource Management course as we have realised that our Seafarers need ever more tailored and customised learning and development content to support and develop their skills in this critical area.

We are collaborating with a number of subject matter experts and aim to create an engaging and varied course which provides the learner with skills that the day-to-day onboard operational activities demand. The course will focus on applied knowledge material using realistic case studies, gamification via the “Educational Escape Room Concept” and other activity-based methods. The leadership theory will be rooted in the routine tasks of our officers with the aim to give them tangible tools and tips to use in daily work situations.

This new course is the beginning of a Columbia journey to develop a career-wide approach to bring the skills needed throughout our Seafarers’ careers to support and arm them with the tools to deliver high performance as individuals but also in teams on board, therefore contributing to higher operational efficiency in our ships and for our clients.



10

Matrix-Based Training Records 2023



10.1 | STCW Training

Course Name	Duration	No. of Attendees
Basic Safety Training	5 days	4,210
Advanced Firefighting	3 days	1,438
Medical First Aid	3-4 days	858
Proficiency in Survival Craft and Rescue Boat	2 days	2,109
Seafarers with Designated Security Duties	1 day	1,343
Security Awareness	1 day	701
Ship Security Officer	2 days	361
Medical Care	5 days	396
ECDIS Generic	5 days	391
Radar, ARPA, Bridge Teamwork & Search and Rescue	4 days	229
Radar Navigation, Radar Plotting and Use of ARPA	8 days	223
High Voltage (if equipped)	5 days	108
Basic Oil & Chemical Tanker Cargo Operations	4 days	450
Advanced Oil Tanker Cargo Operations	5 days	475
Advanced Chemical Tanker Cargo Operations	5 days	352
Basic Liquefied Gas Tanker Cargo Operations	4 days	75
Advanced Liquefied Gas Tanker Cargo Operations	5 days	41
Basic IGF Training	3 days	32
Advanced IGF Training	4 days	9
Hazardous Material and HAZMAT CFR 49	4 days	750
Crowd Management	1 day	1,506
Crisis Management and Human Behaviour	2 days	855
Passenger Safety	1 day	298
Proficiency in Fast Rescue Boat	2 days	56
Grand Total		**17,266**

10.2 | Type-Specific Training

Type-specific training is generally conducted via the maker's approved courses either in specialised training centres, online or on board.

10.2.1 | Type-Specific Training

ECDIS Limited has been the primary platform for CSM to train our Deck Officers with type specific ECDIS courses. ECDIS Ltd has also been approved by Lloyd's Register Quality Assurance to the following Management System Standards ISO 9001:2015.

According to the type of equipment aboard the vessel they are joining, CSM Deck Officers must be enrolled and complete the following set of courses before they join the vessel.

The provider has been very supportive in addressing all client feedback for improvement. Their latest update includes the implementation of QR codes in the certification that will ensure easy verification and authenticity of issued certificates.



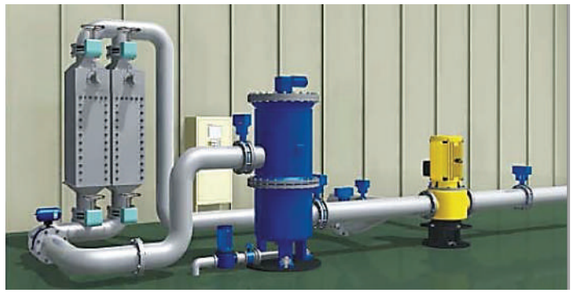
Currently 100% of the Type-Specific courses from ECDIS Limited have been approved by UK MCA.

Course Name	No. of Attendees
Transas Navi Sailor 4000	266
JRC 2000/701/901 ECDIS	326
Furuno FMD-3100, FMD-3200, FMD-3200-BB, FMD-3300	453
JRC JAN 7201/9201	274
Chartworld eGlobe G2 ECDIS	170
Sperry Visionmaster ECDIS	79
SAM ECDISPILOT Platinum	2
SAM ChartPilot 1100	1
Tokyo Keiki EC900A-8500A EC8100-8600 ECDIS	37
KH Manta Digital ZM ECDIS	25
Raytheon Anschutz Synapsis ECDIS 4.1	26
Simrad MARIS ECDIS900	26
Kongsberg K-Bridge ECDIS	10
Furuno FEA 2107/2807 ECDIS	14
Danelec DM800 ECDIS	13
Grand Total	**1,722**

10.2.2 | BWTS - Ballast Water Treatment System







Based on our proactive approach to ensure that all our officers are fully familiar with the BWTS on board, we have initiated a campaign to acquire or develop a type-specific course for all systems in our Fleet. Type-specific Training material is available for several makers:

Ballast Water Treatment System	No. of Attendees
SUNRUI BalClor	838
Alfa Laval PureBallast3	716
ERMA First FIT	465
Ocean Guard	455
Techcross	313
HiBallast Hyundai	296
Panasia Gloen Patrol	214
Ecochlor	205
JFE Ballast Ace	150
Purimar	118
Wartsila Aquarius	110
NK03 BlueBallast	100
Optimarin	68
BioSea	51
Blue Ocean Shield	44
BSKY	25
Hyde Guardian	23
Miura Co.HK	15
Puresteam Atlatium	6
BWTS - General	104
Total	**4316**

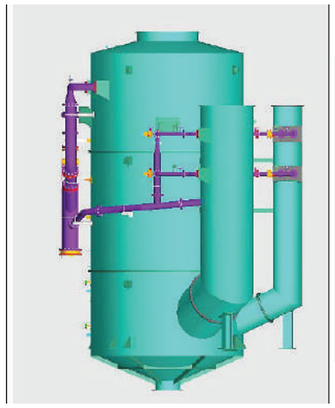
10.2.3 | EGCS - Exhaust Gas Cleaning System

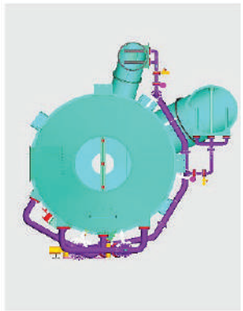
The EGCS courses are developed based on maker's specifications with the objectives of:

- Being familiar with international requirements.
- Understanding how EGCS works.
- Being able to identify the parts of the EGCS unit.
- Familiarising with the maintenance schedule.
- Being aware of the safety signs.



The Scrubber system is equipped with water analysis and gas analysis units and Officers must be familiar with its operations.







Scrubbers Make	Type	No. of Attendees
Feen Marine	Open Loop	386
Yara Gtm-k	Open Loop	86
Clean Marine	Open Loop	84
Alfa Laval PureSOx	Hybrid	78
Panasia PaSox	Open Loop	53
BSMS001	Open Loop	49
ContiOcean	Hybrid	12
Pure Teq	Open Loop	11
Wartsila SWT 5000	Hybrid	8
Total		**767**

10.2.4 | Electronic Engine Training

Electronic Engine Training
Electronic Engine Training is required for Chief Engineers, 2nd Engineers and Electro Technical Officers, employed on board ships equipped with Electronic Engines such as MAN ME-B, ME/ME-C or Wartsila RT-Flex.

The courses are conducted in Training Centres and Academies approved by the makers.

MAN ME-B Engines Operation and Analysis
Description
- Introduction to the ME-B engine of MAN.
- Operation of the ME-B engine.
- The training course covers the electronic control system of the ME-B engine.
- The ME-B engine training course is interactive, using a sophisticated ME simulator for practical exercises.
- Practical fault finding and problem solving.
- The practical and theoretical part is conducted by instructors from MTC, trained in MAN diesel.

Objectives
- To provide participants the knowledge about the ME-B engine and the engine control system.
- To provide participants the knowledge about peripheral equipment like control systems, filters, pumps, and valves.
- To provide participants the knowledge about safe and efficient operation of the ME-B engines.

MAN ME-C Engines Operation and Analysis
Description
- Introduction to the ME-C engine.
- Operation of the ME-C engine.
- The training course covers the electronic and hydraulic control system of the ME engine.
- The ME engine training course is interactive, using a sophisticated ME simulator for practical exercises.
- Practical fault finding and problem solving.
- The theoretical part is conducted by instructors from MTC, trained in MAN diesel.

Objectives
- To provide participants the knowledge about the ME engine and the engine control system.
- To provide participants the knowledge about peripheral equipment like control systems, hydraulic power supply systems, filters, pumps, and valves.
- To provide participants the knowledge about safe and efficient operation of the ME engines.

RT Flex - Advanced
This Engine RT-flex Operation Advanced (RT-flex O Adv.) training is aimed at Engineers and Operators who need detailed information about RT-flex engines technologies for their daily work and operation. This course is valid for RT-flex Engines 48 – 96 and includes W-X Engines 82 & 92. The participants learn the function of an electronic controlled 2-stroke engine. They get detailed knowledge of RT-flex engine components, hydraulic and pneumatic systems, WECS 9520 control system, flex view operator interface and cylinder lubrication.

Available Simulation for WinGD Engines:
- 2-stroke WinGD RT-flex 50 DF Dual Fuel with a Shaft Generator and Wartsila L20 generating sets.
- 2-stroke WinGD W-X35
- 2 stroke WinGD W-X62
- 2 stroke WinGD W-X72

Electronic Engine Training	No. of Attendees 2021	No. of Attendees 2022	No. of Attendees 2023
MAN- ME Training	78	118	207
WinGD Training	43	30	28

10.3 | Industry-Based Training

Course	Duration	No. of Attendees
General Data Protection Regulations (GDPR)	1 hour	4,484
Cargo and Ballast Handling Simulator	4 days	371
Ship Simulator and Bridge Teamwork (SSBT/BRM)	40 hours	834
Safety Officer	3 days	590
Engine Room Simulator	5 days	36
Cyber Security Awareness	0.5 hours	1,986
Social Media Awareness	2 hours	1,576
Marine Automation and Control Systems or Electrical and Electronic Control Systems maintenance for Marine Chief Engineer	3-4 days	2
Practical Marine Electrical Knowledge (in-house)	32 hours	39
Partners in Safety Facilitator Training	1 hour	516
Sanctions Training	CBT	20
Maritime Anti-Corruption Network Training (MACN)	2 hours	544
Inventory of Hazardous Material Training (IHM)	2 hours	189
Crude Oil Washing/ Inert Gas Systems	2 days	84
Advanced Chemical Tanker Training (in-house)	CBT	121
Advanced Oil Tanker Training (in-house)	CBT	168
Anti-Piracy Training	1 day	727
Culinary Training (Cargo and Passenger Ships)	10 days	58
TOTAL		**12,345**



10.3.1 | Ship Simulator and Bridge Teamwork (SSBT) and Bridge Resource Management

Novikontas Maritime College, Latvia

Novikontas Maritime College provides specialised ship handling training tailored to the precise requirements of Columbia Shipmanagement (CSM). Led by experienced instructors, this programme integrates CSM's needs, including specific scenarios like navigating through the Suez Canal and handling vessels with azimuth thrusters.

Through practical exercises using cutting-edge simulators, participants learn not only manoeuvres using conventional systems but in addition ASD. They train to address ship-to-ship interactions, and handle vessels with unique characteristics. The curriculum emphasises mastering standard manoeuvres, understanding wind and current effects, and navigating shallow waters — all crucial for CSM's operations. Moreover, the training encompasses various propulsion systems and incorporates the use of tugs, ensuring officers are adept at handling different vessel types in diverse conditions. Aligned with STCW Code requirements, this course equips Masters, Chief Officers, and mates with the essential skills needed for effective ship handling in the maritime industry.



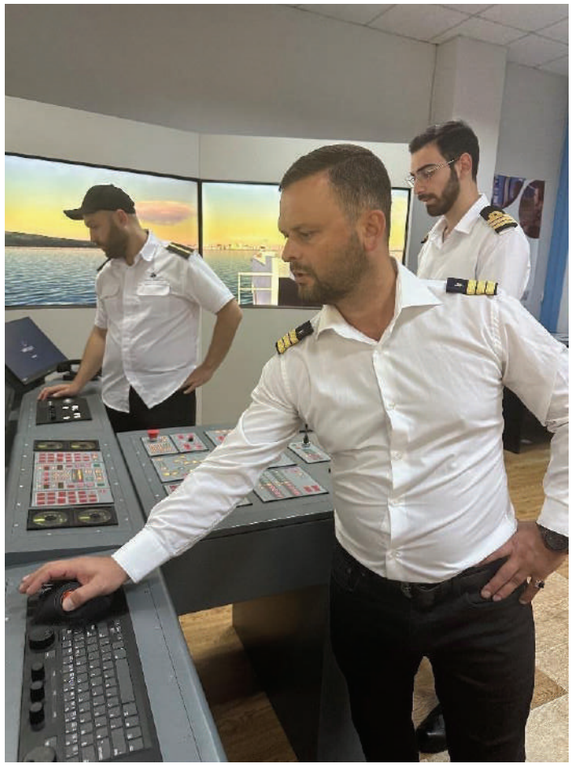
Batumi State Maritime Academy, Georgia

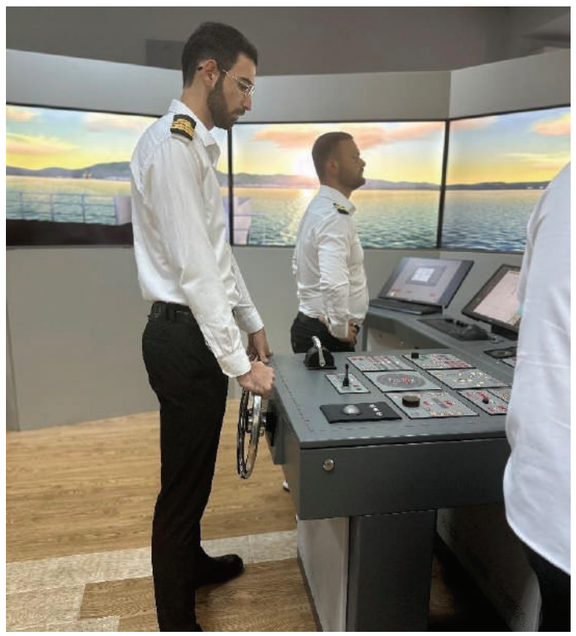
"Ship's Handling and Manoeuvring" Course at Batumi State Maritime Academy Seafarers' Training and Certification Centre covers mandatory requirements of STCW Convention, Table A-II/1, A-II/2 and A-II/3 on Minimum Standards of Competence for Officers, Chief Mates and Masters, and it is designed with recommendations of IMO Model Course 1.22.

Ship handling courses help maritime professionals master these techniques through theoretical knowledge and practical training. These courses cover topics such as manoeuvring principles, collision avoidance, berthing and unberthing procedures, emergency responses, and the use of navigational aids like radars and GPS systems.

The Course is Conducted by Well Experienced Seagoing Masters and duration is 40 hours, and it includes Theoretical study and Various Scenarios of Practical exercises on Wartsila Simulator "NTPro 6 Full Mission Bridge (x3) including Joint Operations with ERS, DP/AH and Ice navigation".

Upon request from Columbia Shipmanagement, we have integrated into the course specific scenarios of practical exercises, such as Suez Canal passage with specific type and size of Vessel, Restricted Visibility etc.







Nautilus Pacific Maritime Training Center, Philippines

Nautilus Pacific Maritime Training Center Inc (NPMTCI) is continuously innovating training courses and assessment, to meet the client needs for the continuous development and improvement of human resources in the maritime industry.

One of which is the development of realistic simulator exercises for Ship Simulator and Bridge Teamwork with BRM. This course covers the mandatory competences and the required knowledge, understanding and proficiencies prescribed in Section A-II/1, A-II/2, A-II/3, A-VIII/2, and B-VIII/2, Table A-II/1, A-II/2, and A-II/3 of the STCW Code, the U.S. Coast Guard 33 Code of Federal Regulations (CFR) § 157.415, taking into account the guidelines set forth in the IMO Model Course 1.22, 2022 edition.

Each class of SSBT with BRM has a maximum intake of 18 trainees only, where the practical demonstration and exercises conducted have an adequate supervision of a competent instructor. The class has a maximum instructor-trainee ratio of 1:18 for theoretical and practical training which is undertaken in small groups with the basis of man-machine ratio of 1:4 for Full Mission and 1:2 for Mini-Bridges.

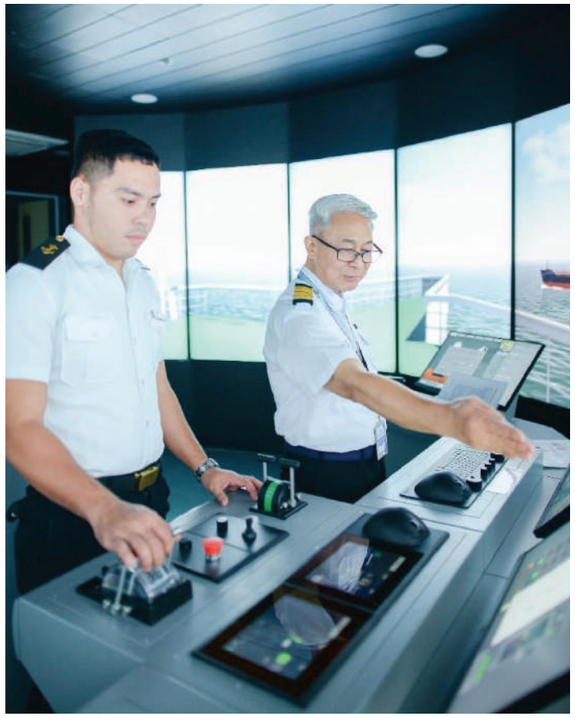
For the conduct of practical exercises, 2 Full Mission Bridge Simulators are being utilised to perform realistic scenarios in accordance with the client's needs. The Full Mission Bridge Simulator with Aft Visual is capable for Ice Navigation. These simulators run the latest Transas NTPRO version 6.0, and this is integrated to the Compact survival craft simulator (one of the states of art new simulators in the maritime training centre). The NPMTCI simulators are also integrated to the Engine Simulator.

NPMTCI is the first to offer training programmes using the most advanced Integrated Bridge and Engine Simulator available in the market today, the Wartsila-Transas NTPRO 6.0. The said simulators can provide trainings not only to uplift the navigational and manoeuvring skills of the crew in different types of vessels, but to also simulate the emergency scenarios, such as Man Overboard and Search and Rescue operation in various Sea Areas.
The trainees who successfully complete the SSBT with BRM course will have gained experience in handling ships under various conditions and will make a more effective contribution to the bridge team during ship manoeuvring in normal and emergency situations.

Specifically, upon completion, the trainee must be able to:

- Perform the proper use of engines and helm for ship manoeuvring;
- Understand the effects on the behaviour of the ship of wind, current, shallow water, banks and narrow channels, and condition of loading;
- Demonstrate a greater awareness of the importance of planning a passage or manoeuvre and the need for an alternative plan;
- Demonstrate a greater understanding and awareness of efficient bridge procedures and bridge teamwork during watch keeping and ship handling, in normal and in emergency situations;
- Understand good interactive communication style and the benefits of building a common shared mental model of the planned passage.

Furthermore, trainees' assessment has been conducted after the training completion to assess the Seafarer's knowledge which are applicable for the safe operation on board.



SSBT Interviews:

Capt. Ivo Logins / Master / last vessel - FRONT FUSION (AFRAMAX size oil tanker)

What motivated you to attend this ship handling and bridge teamwork simulator training?
Although the training certificate itself has no expiration date, the industry (SIRE, vetting) requires this training to be attended every five years (for tanker vessels).

Can you briefly describe your previous experience with ship handling and bridge teamwork?
This was my fourth ship handling and bridge teamwork simulator training course. The last two trainings I attended at NOVIKONTAS training centre in Riga, Latvia. The first two trainings I attended at the NSB Training Center in Buxtehude, Germany (under CSM).

What specific skills/knowledge were you hoping to gain from this training?
1) Mastering my ship handling skills under different environmental conditions and different operational conditions (open sea, inside port, at berth, at anchor); 2) Better understanding of the tug operations and their use during the manoeuvres; 3) Mastering my bridge team organisational and management skills, including the Pilot.

How would you rate the effectiveness of the simulator in simulating real-world scenarios? (1-Not Effective and 10-Excellent)
10 - excellent!

What were the most challenging aspects of the training for you?
Manoeuvring the vessel in the very strong current without the use of the tugs.

How did the training enhance your understanding of bridge team communication and coordination?
This training further gained my bridge team command and management skills, distribution of the bridge team duties, responsibilities and workload. Evaluation of each bridge team member capabilities and assigning the duties and responsibilities according to their best capabilities.

Did the training meet your expectations?
Yes, the training fully met my expectations. Each manoeuvre/task was briefed and de-briefed in details. Errors/mistakes were discussed and explained properly.

In what ways do you think this training will benefit you in your future endeavours or roles?
In choosing the most appropriate manoeuvre for the conditions while sailing without tugs/Pilot. Understanding of the Pilot and tug manoeuvres and to better understand of what to expect of them and to prepare (be ready) to take over/intervene whenever it becomes apparent that the manoeuvring is not going as planned and could possibly lead to incident.

How do you plan to apply the knowledge and skills you gained from this training in your professional practice?
I will evaluate my bridge team members individually, identify their weak spots, provide proper mentoring and improve their knowledge and practical skills in ship handling, decision making and acting as a one team during the different operational conditions.

Would you recommend this training to other colleagues?
Yes, I would recommend this training to my colleagues as this is refreshing your knowledge and understanding of ship handling and bridge team organisation by making/accepting the mistakes and understanding of what and when went wrong and how to avoid similar situations in real life. Also, the training would be very beneficial for the junior navigating officers as they usually do not have much of the theoretical and practical ship handling skills and understanding how to implement it in real life ship manoeuvres.

10.3.2 | Ship Handling (Manned Models)

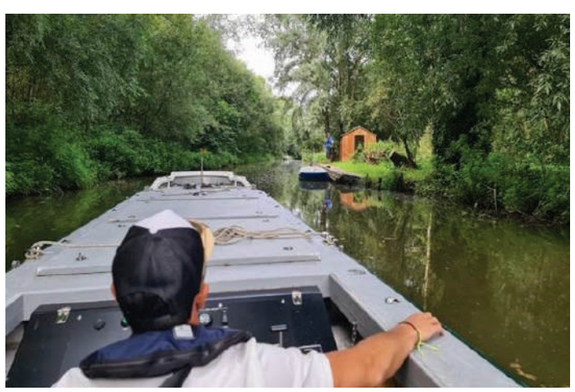


The Company recognises the importance of top-quality training for crew. In August 2023, three Masters were enrolled in Ship Handling Training at Warsash Maritime School (part of Solent University, Southampton). This Ship Handling centre is the only one of its kind in the UK, and one of very few in the world. Its harbour areas and 19 jetties can create multiple berths, offering a wide range of ship handling scenarios, and the course was delivered using scaled manned models, with emphasis on developing skills and understanding the behaviour and handling of large vessels with special emphasis on slow speed control.

The course is recognised by the MCA as meeting the principles laid down in Section A-II/2 and B-V/a of STCW98 regarding the training of officers on large ships. It includes an intensive period of exercises in the scaled manned ship models, supported by a programme of lectures and instruction at the ship handling centre. Specific situations encountered within the sphere of operations of individual students can be incorporated into the programme.

Training is conducted in the Ship Handling Center located at Timsbury Lake at Romsey, UK. The lake has been reshaped to enable a wide range of exercises to be conducted including ship-to-ship transfers in deep water or low under keel clearance operations either within the harbour or the scale four-mile canal which has a scale width of 150 metres and a scale depth of 22 meters. The banks of this canal have been shaped to provide the maximum interaction effects.

Within some of the harbour areas, there is minimum under keel clearance and a soft mud bottom, which allows for very realistic exercises using anchors and turning short rounds.



To further enhance the training there are different types of berths including floating and solid-faced. Further specific berthing scenarios can be replicated by using portable floating pontoons.

The manned model fleet currently consists of nine model ships ranging from 40,000dwt to 300,000dwt, including two twin screw vessels and a large containership. Some of these models can be reconfigured to change the ship type e.g. from inboard to outboard turning propellers, from shuttle tanker to LNG carrier, or from Panamax tanker to car carrier.

Numerous models have bow thrusters and operating anchors with the Captain/Pilot being seated in a position that corresponds to the correct height of the eye which then gives the correct perspective view. The second crew member has the controls for telegraph, rudder, etc. although many of the models have dual controls.

The course is advantageous in respect of various aspects of ship handling, particularly:

1. Realistic Simulation: Manned model ships provide a highly realistic simulation of ship-handling scenarios, allowing learners to gain practical experience without the risks associated with full-scale vessels.

2. Safety: The controlled environment of model ships ensures safety during training, reducing the likelihood of accidents or damage to real ships.

3. Skill Development: Participants can hone their ship handling skills, including manoeuvring, navigation, and communication, in a hands-on setting.

4. Risk Mitigation: By practicing in a simulated environment, learners can become better prepared to handle challenging situations and make informed decisions on real ships, reducing the risk of accidents and errors.



6. Confidence Building: Graduates of these courses typically gain confidence in their ship handling abilities, which is essential for a career in the maritime industry.

7. Assessment: Instructors (who are very experienced ex or working pilots) can closely monitor and assess participants' performance, providing feedback and guidance for improvement.

Rank	Feedback
Master	Manned model ships provide a highly realistic simulation of ship-handling scenarios, allowing learners to gain practical experience without the risks associated with full-scale vessels
Master	It's worth noting that there are only five locations worldwide where such courses are available, and Warsash Maritime School stands out as the premier choice amongst them. Becoming an official client of these courses would not only enhance the reputation of CSM but also demonstrate our commitment to excellence.
Master	Although addressed in the attached form we highly recommend making that course mandatory for all CSM Masters and Chief Officers. I personally agree to set aside funds required to pass this course on five-yearly basis.

10.3.3 | Safe Handling of Ships in Suez Canal

Suez Canal Training and Simulator Center is equipped with 360deg field of view.
In 1996, the Suez Canal Authority established the **Maritime Training and Simulation Center** for the purpose of training Suez Canal pilots on the safe handling of ships in different navigational situations. The Center adopted the most advanced training methods at the time and was one of the most highly specialised centres in the Middle East.

Starting from 2012, as maritime simulation technologies evolved, Suez Canal Authority expanded the training capabilities of the Maritime Training and Simulation Center to form a Simulation Complex containing:

- DNV Class A Full Mission Bridge Simulator with 360^0 field of view
- Two Class B Tug Bridge Simulator with 120^0 field of view
- ECDIS Simulator
- GMDSS Simulator
- Oil Spill Response Simulator

Navigational Simulation:
In 2012, DNV Class-A Full Mission Bridge Simulator with 360^0 field of view was installed and equipped with the most advanced navigational facilities and it is considered unique of its kind in the region.

Features:

- Full-mission, DNV-approved, Class-A Ship Handling Simulator.
- The possibility of making three separate and interactive manoeuvres simultaneously.
- The possibility of operating more than one type of propulsion in each bridge.
- Training in the open sea, coastal and restricted waterways.
- High-quality and realistic visualization of the Suez Canal.
- Support of various ship models including containers, bulk carriers, car carriers, VLCCs, LNGs, and more.

Debriefings
One of the most important elements of any simulation and training system is the exercise and debriefing facilities offered.

Suez Canal simulator debriefing includes highly developed analysis and replay tools to allow Instructors to complete their training objectives with comprehensive, detailed and effective debriefing sessions.

Evaluation and Assessment
The Transas Evaluation and Assessment System (TEAS) allows objective assessment of an exercise fulfilled by a trainee on a navigational simulator. It is possible to compare individual exercise fulfilment scores with other exercise results. Results can be averaged with other runs or with the results of other trainees.

Suez Canal simulator includes a full, high-detailed and up-to-date version of the Suez Canal area covering over 190KM, including the new Suez Canal. The database includes Suez Canal visual scene, radar simulation, and environmental information Suez Canal like approaches, anchorage areas, light houses, landmarks, buoys, and more.






Suez


Ismailia


Portsaid


Ferdan Bridge


Salam Bridge


East Portsaid Terminal

Rank	Feedback
Master	Modern simulators give a feeling of real-time passage of the Canal, hence giving an opportunity to be more confident and knowledgeable while passing the Canal in the future. Training is beneficial for assessing risks and safe handling of vessels in the Canal.
Master	Familiarisation with Suez Canal characteristics, preparedness for unforeseen situations, prediction and advanced knowledge of actions expected from local pilots gives huge benefits for safe navigation in the Canal. Modern simulators give a feeling of the real-time passage of the Canal.
CO	Familiarity with Suez Canal specifics and possible extraordinary situations gives very good basics to be prepared for safe passage.
CO	Simulators are well equipped and passing different situation handling gives the opportunity to see and understand actions and possible outcomes from the side.
CO	Real-time simulators give a very good opportunity to handle ships in different situations that cannot be done. The mentioned training is a very good ground for decision-making and risk mitigation in the future while passing the Suez Canal.

10.3.4 | Third Party Audit by Warsah Maritime School

In addition to our Annual Training Centre Evaluation, we have targeted to complete Course Evaluation Report for our Ship Simulator and Bridge Teamwork Course based on IMO model course 1.22 conducted by a third-party auditor.

For 2024, CSM has targeted to evaluate three preferred Training Centres:

1. Nautilus Pacific Maritime Training Center, Manila, Philippines
2. Batumi State Maritime Academy, Batumi, Georgia
3. Novikontas Training Center, Baltija, Latvia

CSM has appointed Warsash Maritime School to conduct the audits of the above Training Centres taking into consideration the long experience of their auditors and strong reputation in the market. The intention of the audit is to ensure our partner Training Centres, maintain a high level of Quality and all the arrangements are in accordance with the IMO Model Course 1.22. This third-party audit also provides transparency with all our clients in the decision from CSM in the selection of training partners, as well as to assess the efficiency of our Annual Evaluations, which are also positively perceived by our partners who value the importance of being competitive in the market.



So far we have evaluated two out of three Training Centers, and the reception and cooperation of the Training Centers have been positive. The outcome of the audits have demonstrated compliance with the syllabus and time tables in line with the IMO Model Course 1.22 and the Company's additional requirements in relation to minimum scenarios, ship's models used during the simulation and references to our Bridge Operations Manual.

10.4 | Recruitment and Promotion Training System

Newly hired and promoted Officers must complete Crew Evaluation System (CES), which includes 70 questions covering numerous topics. In addition, the Company assigns the tests on a random basis to the existing Officers; the scheme is called "Random Competency Assessment" (RCA).

During their tour, Duty Officers are appraised by the Master or the Chief Engineer while both top two Officers are appraised by visiting Superintendents. The appraisal forms include sections for training needs relevant to each competency and are automatically linked to the database making it easy for the responsible personnel to follow-up.

Number of Assessed Seafarers

ASSESSMENT	2023
MARLINS English Test	815
Random Competency Assessment & CES	408
Briefings and Debriefings	1,667
TOTAL	2,890

10.5 | Company's In-House Training

Newly hired and promoted Officers must complete Crew Evaluation System (CES), which includes 70 questions covering numerous topics. In addition, the Company assigns the tests on a random basis to the existing Officers; the scheme is called "Random Competency Assessment" (RCA).

During their tour, Duty Officers are appraised by the Master or the Chief Engineer while both top two Officers are appraised by visiting Superintendents. The appraisal forms include sections for training needs relevant to each competency and are automatically linked to the database making it easy for the responsible personnel to follow-up.

Statistics 2023

COURSE	DURATION	2023
Ship Simulator and Bridge Teamwork (for junior Officers)	5 days	67
Management of Change	CBT	597
ACAT-ECDIS Refresher (IMO 1.27)	4 hours	384
Port State Control & Vetting	4-8 hours.	1,454
AMOS PMS (Advanced)	4 hours	427
AMOS PMS (Standard)	2 hours	58
AMOS QMS (Advanced)	4 hours	1,052
AMOS QMS (Standard)	2 hours	827
Risk Assessment	2 hours	737
Incident Investigation	2 hours	276
Initial Environmental Compliance Training	1-2 days	1,237
Refresher Environmental Compliance Training	8 hours or CBT	2,983
Culinary Training / Cook Upgrading Course	8 days	22
Food Handling and Nutrition Course	4 hours	41
Management System Seminar/Training	4-6 hours	2,046
Code of Conduct	CBT	182
Maritime Crew Resource Management or MRM	3 days	597
TOTAL		12,987

Never Again Video

On 23 July each year CSM releases a reminder of Never Again Day, related to the Environmental Compliance Plan (ECP) imposed on the company for a probation period of four years back in 2013. That was the result of environmental violations occurring by four different vessels of the fleet. An embarrassing situation for which the company had to plead guilty and pay huge penalties.

The four-year probation was a very hard and demanding time for us all, both ashore and on board. It was, however, also a very fruitful period, as we managed to introduce appropriate measures helping us to improve and ensure Environmental Compliance. Our aim since that time remains: NEVER AGAIN.

Six years have passed since the end of the probation period on 23 July 2017, but we should not relax. We must refresh our memory and stay committed towards full compliance with environmental requirements.

It is important to always be vigilant and try our best to avoid any damage to the environment or any breach of the relevant rules.



10.6 | Port State Control and Vetting Performance 2023-2024

In 2023, a total of 592 Port State Control inspections were conducted across the whole CSM fleet, resulting in an average number of 1.08 deficiencies per inspection. This is a marked negative trend over the average 0.79 deficiencies per inspection obtained in 2022. We are, however, glad to report that over 62% of all PSC inspections performed in 2023 resulted in ZERO deficiencies. We would like to congratulate the Masters and crew for achieving ZERO deficiencies results.
In the first two Quarters of 2024, the number of inspections increased substantially with 362 PSC inspections and an average number of 1.35 deficiencies per inspection. 64% of all PSC inspections performed in 2Q/2024 resulted in ZERO deficiencies. It is a slight but extremely important positive achievement, and all vessels MUST aim to achieve this ZERO goal.
Unfortunately, we had a number of PSC Detentions, and we could have done much better here.

Normally when a **Port State Control Officer** (PSCO) inspects a foreign ship (Initial Inspection), any such inspection should be limited to verifying that there are valid certificates on board and that other relevant documentation and the PSCO form an impression of the overall condition of the ship, its equipment and its crew. If there are "**clear grounds**" or evidence that the ship, its equipment, or its crew do not correspond substantially with the requirements of the relevant conventions, or that the Master or crew members are not familiar with essential shipboard procedures relating to the safety of ships or the prevention of pollution, a more detailed inspection will be carried out.
In worse cases, the PSCO may exercise intervention action, i.e. **Detention**, when the condition of the ship or its crew does not correspond substantially with the relevant conventions. This is to ensure that the ship will not sail until it can proceed to sea without presenting a danger to the vessel or persons on board, or without presenting an unreasonable threat of harm to the marine environment.
We expect all of our Masters and crew to be fully familiar with the PSC inspections process. The Company has a very comprehensive procedure and process for PSC inspection preparations, including special measures in various geographical locations. More measures are underway to improve our e-LMS PSC training of officers and crew. But our efforts alone will not make results better without your commitment and professional approach to all issues on board which may constitute PSC deficiencies. We are looking for your full engagement into this process and request that you work closely with your responsible shore-based team to achieve good results during PSC inspections.

Vetting Performance

In 2023 we had a total of 317 SIRE inspections. Overall, CSM vetting performance has improved compared to the previous year where the average number of SIRE observations dropped from 2.55 in 2022 to 2.31 in 2023. It should also be recognised that our average number of observations is well below industry average. Nevertheless, we shall remember that the average number is not everything by far. Even one significant or repetitive observation may lead to a screening process issue and as a result rejection of the vessel.
Our analysis indicates we had several repetitive observations related to machinery/equipment status, general appearance/condition and safety management. These areas require more attention and efforts in 2024.
As we have just passed the first half of 2024, we can also report the results after two quarters in 2024. The average number of observations per inspection after 160 SIRE inspections is 2.69. As can be seen, the trend in 2024 is slightly negative. We can clearly see that inspectors are already adjusting their approach and getting ready for SIRE 2.0 and the number of observations has increased.
Performance in various chapters is very consistent with the previous year and, as can be seen, the same chapters are scoring the highest number of observations. Machinery and Equipment Reliability and Cosmetic Condition. [AB1] It is also very consistent with PSC performance and Superintendents' visit findings.
SIRE 2.0 - OCIMF has announced that SIRE 2.0 is scheduled to 'go-live' on Monday 2 September 2024. From this time, only SIRE 2.0 inspections will be conducted across the industry. This will mark the completion of the final stage of the transition to the updated, enhanced and digitalised tanker inspection programme for the industry. VIQ7 reports remain available for download for OCIMF members for 12 months from the date of publication.
CSM is in the final stage as per SIRE 2.0 MOC. The necessary processes have been tested and will also 'go-live' from 2 September 2024. CSM SIRE 2.0 training course is available in e-LMS and provides step-by-step guidance to the crew members on the actions that need to be performed prior and during the inspection. The course objectives will be achieved with a high level of user engagement, interactive content, knowledge checks, scenarios and course relevance which increases user retention. The questions are divided based on ranks, and each crew member can see content that is specifically tailored to their rank. This course is also applicable for the relevant office staff and should be completed prior to September 2024.
Overall, the vetting performance continues to be consistent with previous years, with a slight increase of observations. All efforts on board and ashore by the responsible teams shall be focused on the SIRE 2.0 readiness, as good results of the first SIRE 2.0 inspections are extremely important for CSM, charterers and clients.



Capt. Dimitrijs Adamecs
Group Director Marine & Operations

10.7 | Other Trainings

Recommended Training

The Company offers value-added training which results from a **Continuous Professional Development strategy**.

The Company decides on training goals for short, medium or long term based on the analysis of the Fleet performance, departmental Key Performance Indicators, HSEE Performance or Customers' feedback.

Course	Duration	No. of Attendees
Auxiliary Engine Training	5 days	4
AED (Automatic External Defibrillator) & CPR	4-7 hours	196
Passage Planning using ECDIS	3 days	92
Ropes and Wire Inspection	3 days	3
Total		**295**

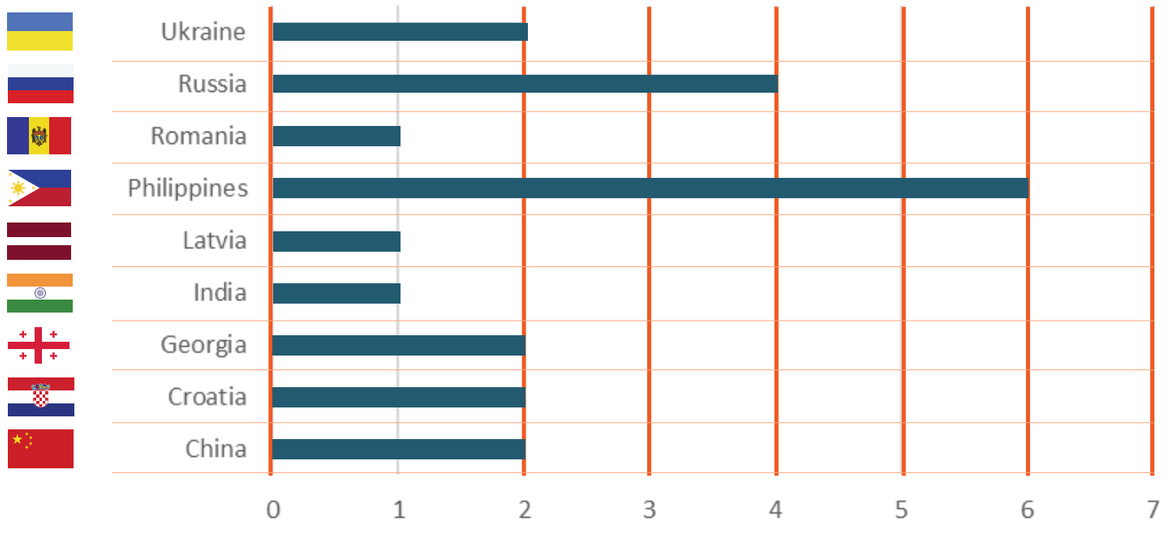


10.8 | Training Effectiveness

10.8.1 | Training Centres and Course Evaluations

Country	Training Centre	No. of Evaluations Completed
China	New Alliance Marine Training Center Singapore (Nantong) International Maritime Institute	**2**
Croatia	Advanced Maritime Venture Ltd Faculty of Maritime Studies Rijeka, Maritime Training Centre and Life-long learning (PFRI)	**2**
Georgia	Batumi State Maritime Academy (BSMA) Batumi State Maritime Academy Seafarers Training & Certification Centre (BSMA-STCC)	**2**
India	Hindustan Institute of Maritime Training (HIMT)	**1**
Latvia	Novikontas Maritime College	**1**
Philippines	Competent Maritime Professionals and Sea Staff Training Centre Inc. (COMPASS) GigaMare Inc. Nautilus Pacific Maritime Training Centre (NPMTCI) Norwegian Training Centre, Manila (NTC-M) United Marine Training Centre (UMTC) MCTC Far East Inc.	**6**
Romania	CERONAV Romanian Maritime Training Center	**1**
Russia	Admiral Makarov State University of Maritime and Inland Shipping (Makarov Training Centre) Admiral Ushakov Maritime State University (AUMSU) Admiral Ushakov Maritime State University (AUMSU) Branch in Rostov on Don Maritime Training Centre «GALS»	**4**
Ukraine	Odessa Maritime Training Centre (OMTC) Maritime Training Center "ADMIRAL"	**2**
TOTAL		**21**

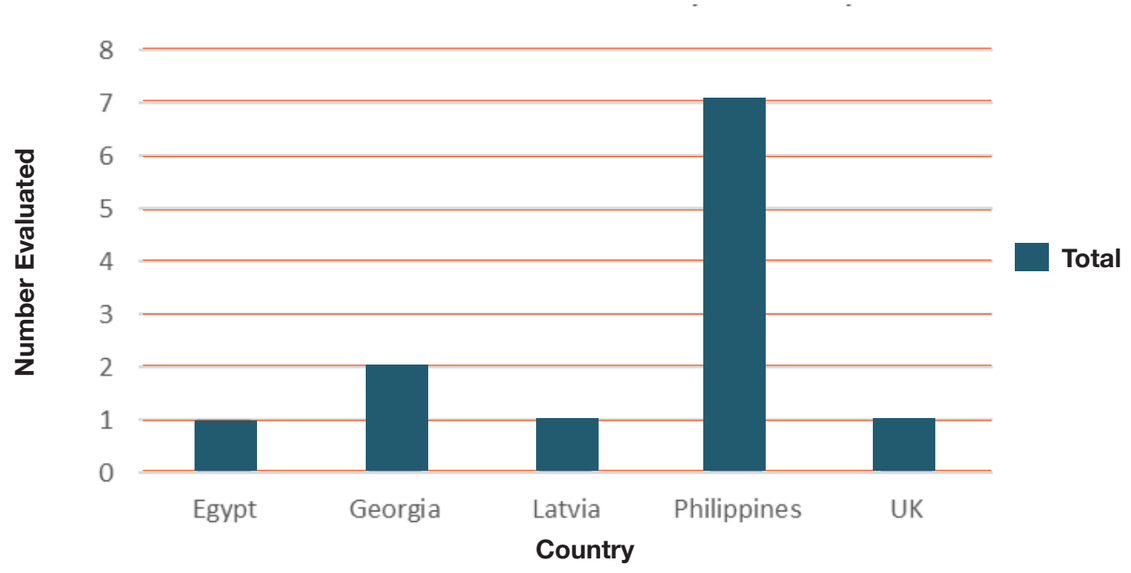
Training Centre Evaluations Completed 2023



Training Course Evaluations 2023:

Course Name	Country	Course Duration	Average Feedback (1 = Totally Agree/ 2 = Agree)
Safe Handling of Ships in Suez Canal	Egypt	5 days	1
OWS Operation, Maintenance and Troubleshooting	Georgia	8 hours	1
Ships Handling and Manoeuvring, BRM	Georgia	40 hours	1
Azimuth Stern Drive Ship handling	Latvia	3 days	2
Carbon Intensity Index by POCR	Philippines	1 day	1
SSBT with BRM	Philippines	40 hours/5 days	n/a
RT Flex Operation and Practical	Philippines	40 hours/5 days	n/a
Maritime Resource Management	Philippines	24 hours/3 days	1
Advanced Training for Service on Ships Subject to the IGF Code	Philippines	34 hours/5 days	n/a
Basic Training for Service on Ships Subject to the IGF Code	Philippines	32 hours/4 days	n/a
Crane Handling Simulator	Philippines	16 hours/2 days	n/a
Ship Handling (Manned Models)	UK	36 hours	1
TOTAL EXTERNAL COURSES EVALUATED IN 2023 = 12			

Course Evaluations by Country



Feedback:

Safe Handling of Ships in Suez Canal
"Modern simulators give a feeling of real-time passage of the Canal, hence giving an opportunity to be more confident and knowledgeable while passing the Canal in the future. Training is beneficial for assessing risks and safe handling of vessels in the Canal." - Master

Ship Handling (Manned Models)
"Manned model ships provide a highly-realistic simulation of ship-handling scenarios, allowing learners to gain practical experience without the risks associated with full-scale vessels." - Master

Carbon Intensity Index by POCR
"The training is well executed." - 2nd Engineer

Maritime Resource Management
"The training is suitable for all crew to help us to make good decisions." - Chief Officer



10.8.2 | Training Feedback

Feedback is extremely important for the Training Department to monitor course effectiveness, participant satisfaction and identify any areas for improvement.

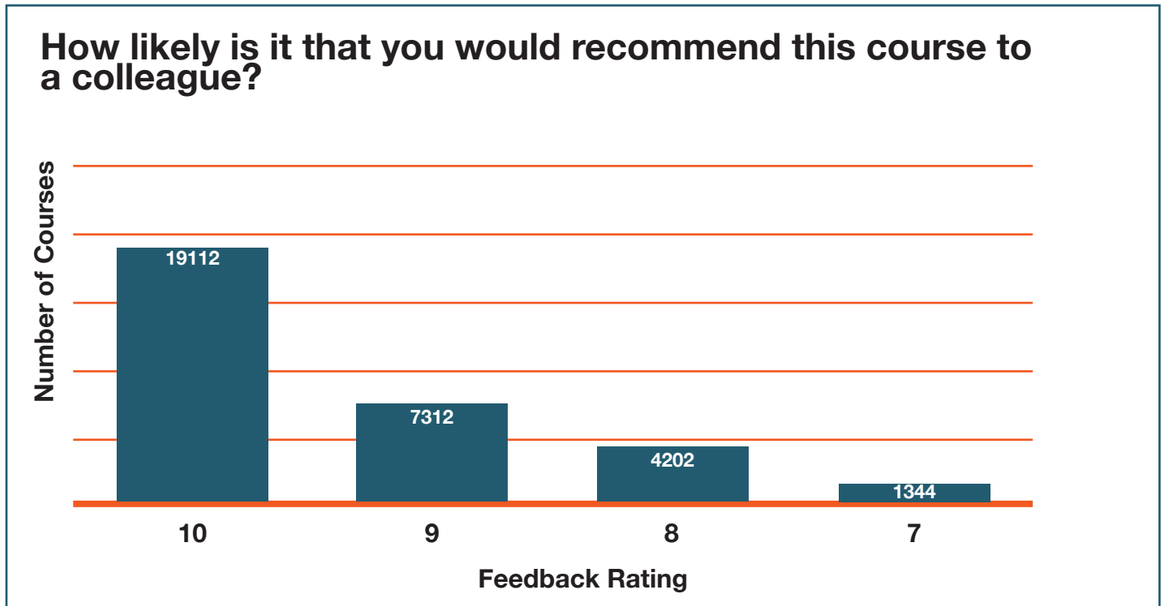
In 2023, Learners and Managers completed a total of 33,811 feedback forms for the LMS eLearning and Classroom courses.

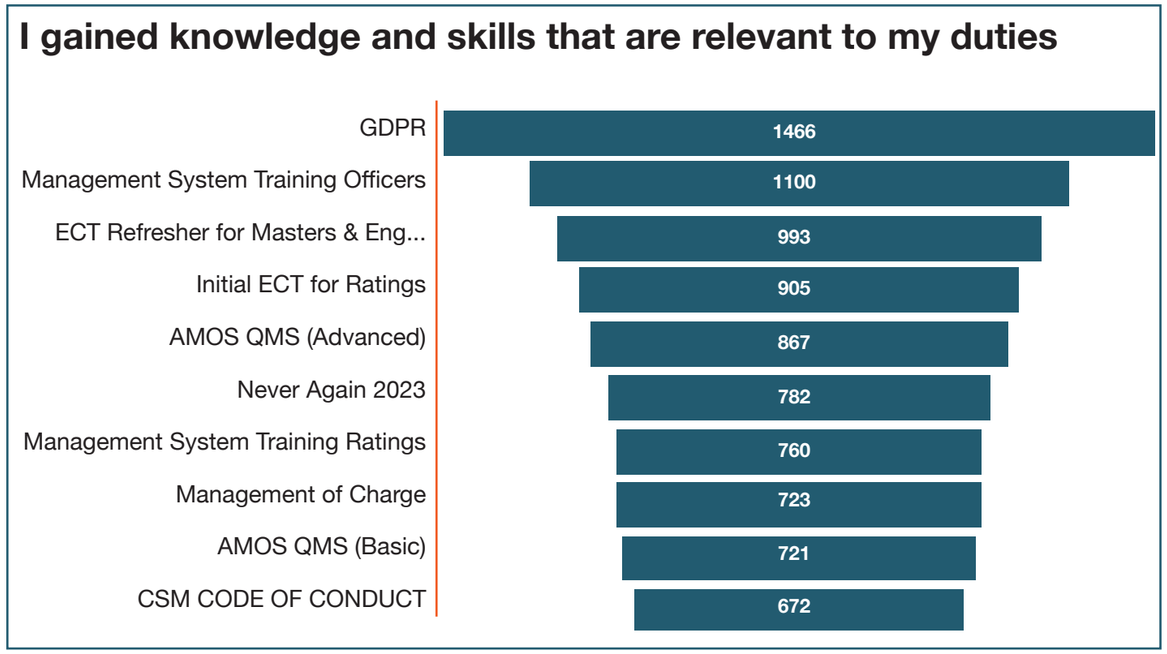
30,037 Self-Paced Courses
3,774 Classroom Courses

95% of users would recommend the course to a colleague (rated 7/8/9/10)

97% of learners say they gained knowledge and skills that are relevant to their duties

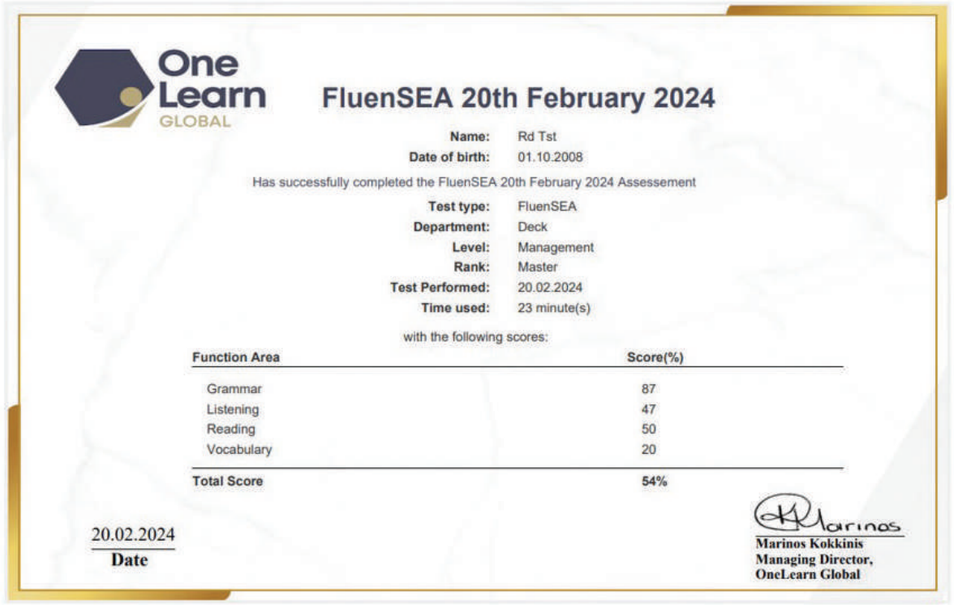
Highest Rated Courses for This Feedback





OneLearn Global Updates

11.1 | CompetenSEA and FluenSEA



One Learn GLOBAL

FluenSEA 20th February 2024

Name: Rd Tst
Date of birth: 01.10.2008

Has successfully completed the FluenSEA 20th February 2024 Assessement

Test type: FluenSEA
Department: Deck
Level: Management
Rank: Master
Test Performed: 20.02.2024
Time used: 23 minute(s)

with the following scores:

Function Area	Score(%)
Grammar	87
Listening	47
Reading	50
Vocabulary	20
Total Score	**54%**

20.02.2024
Date

Marinos Kokkinis
Managing Director,
OneLearn Global

Columbia Shipmanagement is excited to introduce the new Seafarer Evaluation App (SEA) from OneLearn Global, member of Columbia Group, a comprehensive digital solution designed to elevate our evaluation and training processes for seafarers.
Solution Overview
The Seafarer Evaluation App (SEA) is an all-in-one digital evaluation tool that enables us to assess the competencies of our seafarers efficiently and effectively. SEA includes two main components:

CompetenSEA and FluenSEA.

- CompetenSEA: This tool evaluates seafarers' knowledge and skills, ensuring they meet the required standards for their roles. It supports pre-hiring decisions, streamlines the hiring process, and aids in continuous training and development by regularly measuring competency levels. CompetenSEA utilises a robust question bank covering various Standards of Training, Certification, and Watchkeeping (STCW) knowledge areas, making it highly customisable to our specific needs.

- FluenSEA: This tool assesses seafarers' proficiency in maritime English, covering grammar, listening, reading, and vocabulary. Effective communication is critical in our multinational crews, and FluenSEA helps ensure our teams can work together seamlessly.

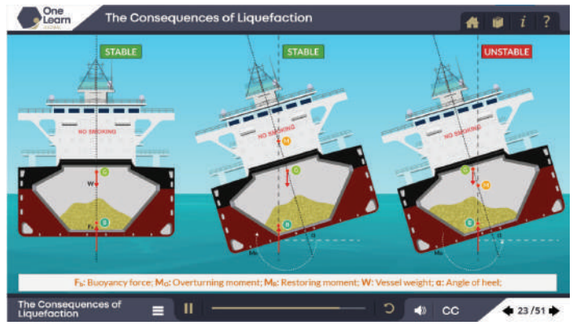
FluenSEA Sample Report

Implementing SEA provides numerous benefits to Columbia Shipmanagement:

- Efficiency: Streamlines the evaluation and reporting process by consolidating all information in one platform.
- Accuracy: Offers precise assessments tailored to each seafarer's role and requirements.
- Customisation: Allows for the addition of custom question banks and assessments to meet our unique needs.
- Improved Communication: Enhances maritime English proficiency, fostering better communication amongst crew members.
- By integrating OneLearn Global's Seafarer Evaluation App into our operations, CSM reaffirms our commitment to maintaining the highest standards of competency and communication within our workforce. This innovative solution not only optimises our evaluation processes but also supports the continuous development and safety of our seafarers, ensuring a brighter future for the maritime industry.

11.2 | eLearning Developments for 2023-2024

In 2023-2024, CSM experienced significant advancements in elearning, thanks to our collaboration with OneLearn Global. We developed numerous courses including a wide range of specialised training for CSM. These developments encompass various critical areas essential for modern maritime operations.



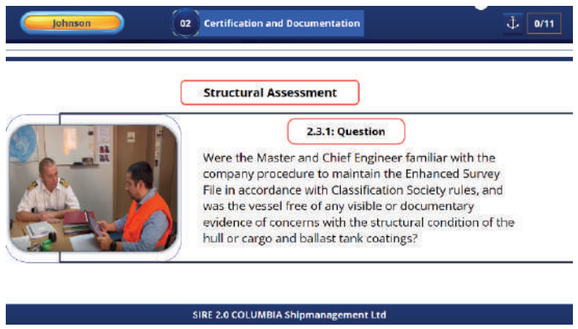
Safety Management
OLG introduced courses focused on ensuring the safety of our seafarers. Key topics include Hatch Covers, which provide essential training on the proper handling and safety protocols. Additionally, courses on Ice Navigation and Cold/Heavy Weather prepare seafarers for challenging weather conditions, enhancing their ability to navigate safely in adverse environments. Cargo Liquefaction on Bulk Carriers addresses the risks associated with cargo shifting and causing instability, preventing accidents and ensuring safe transport. Furthermore, specialised training on EV Firefighting Onboard Pure Car Carriers and Ferries equips our crew with the skills to manage electric vehicle fires at sea, enhancing onboard safety.

Decarbonisation and Alternative Fuels
In response to the maritime industry's shift towards sustainability, OneLearn developed courses on Decarbonization in the Maritime Industry, Alternative Fuels, and SEEMP Part III. These courses provide strategies and practices for reducing carbon emissions and exploring the use of eco-friendly fuels in maritime operations. The SEEMP Part III course helps our crew implement energy efficiency measures and achieve carbon intensity reduction targets, supporting the global effort to combat climate change and promote a greener maritime industry.

LPG/LNG Hazard Management
Specialised training in managing liquefied petroleum gas hazards included courses on the Identification of Hazards for LPG, Physics of Liquefied Gases, and Fire Hazard Management. These courses help our seafarers recognise and mitigate risks associated with LPG, understand the properties and fire risks of liquefied gases, and develop effective fire hazard management strategies, ensuring a safe working environment.

Custom Projects for Columbia Shipmanagement
OneLearn also developed customised training programmes tailored specifically for CSM. The **Maritime Soft Skills Series**, a comprehensive 20-course series, focuses on essential interpersonal and leadership skills, enhancing the effectiveness of our crew in their daily interactions. **Mastering SIRE 2.0** eLearning course, with its 36 sub-courses, is customised for different ranks and vessel types, providing targeted training to meet the specific needs of our crew in order to master SIRE 2.0. inspections. Additionally, courses on **Maritime Diversity and Inclusion** promote a diverse and inclusive working environment, while **Data Protection** course ensures the confidentiality and security of personal and organizational data.
These eLearning developments underscore our commitment to providing comprehensive, high-quality training that enhances the skills and knowledge of our seafarers, ensuring safety, compliance, and operational excellence in the maritime industry.





11.3 | Future Plans and Projects

Looking ahead, OneLearn Global is committed to further enhancing the training and development of seafarers across the maritime industry. We are planning to develop a Practical Marine Engineering Series specifically designed for vessels that do not have an Electrotechnical Officer on board. This series will train engineers on practical marine engineering skills, enabling them to effectively undertake this role. Additionally, we plan to launch the STCW Passenger Safety, Cargo Safety, and Hull Integrity to ensure comprehensive safety standards are met across all aspects of maritime operations. Another key development will be a comprehensive course for RISQ 3.0 Rightship Inspections, providing seafarers with the knowledge and skills needed to excel in these crucial inspections on Bulk Carriers. These future projects demonstrate our ongoing dedication to providing the highest quality training and maintaining the highest standards of safety and efficiency in the maritime industry.



11.4 | OLG New Offline Solution

Offline LMS is a solution that enables seafarers to access learning materials directly from the vessels, even in the absence of temporary internet connectivity.

Understanding the challenges posed by limited satellite internet access, we have integrated this new service seamlessly into our main product, aiming to bridge the gap and empower Seafarers with uninterrupted access to essential learning resources. With this advancement, seafarers will have the ability to run comprehensive courses while on board, ensuring continuous skill development and knowledge enhancement.

One of the key features of our system is its offline capability, enabling seafarers to consume educational content without reliance on internet connectivity. Upon course completion, seafarers will have the convenience of downloading PDF certificates that validate their achievement and mastery of the courses undertaken.

Furthermore, Offline LMS ensures the synchronisation of learning records with secure cloud servers. This means that managers ashore will have real-time access to review the progress and performance of seafarers. This transparency and seamless connectivity empower shore-based managers to track individual and collective learning outcomes, facilitating informed decision-making and enhancing the overall efficiency of operations.

12

Passenger Ships Training

12 | Passenger Ships Training

2023 was an exciting and busy time for leisure training, bringing into service three cruise vessels spread from Europe into Asia, utilising our expanding pool of fleet trainers, developing custom emergency procedures and muster lists for these vessels. This enabled the training department to provide valuable support to crew joining the vessels. As more and more people discover working at sea, training plays a vital role in allowing them to adapt to life at sea and understand their role on board, whilst maintaining safety as a key factor.

Using new technology to support our Learning Management System, our catalogue of courses was enhanced further, providing client and vessel-specific training. This combined with fleet trainer visits provides us the perfect blend of learning styles to suit crew development.

With ever changing technology being used at sea, we broadened our interactions with specialist training centres to match the needs of crew using simulators to provide realistic and relevant training.

We expanded our pool of trainers further by welcoming Joanne Georgiou as our hospitality trainer, with over 10 years' experience delivering soft skill training in the industry. This has enabled us to continue support our cruise vessels, with vessel visits, webinar training sessions and eLearning content, to ensure the crew have the necessary skills to succeed.

More specialist projects completed have been supporting clients with software changes being used on board for safety management, providing the necessary information in its correct format, and ensuring a smooth change over for crew to not impact services in operation. With new software being developed in the industry our team play a key role in clients engaging with these advancements.

We closed 2023 out with 16 super yachts coming into management, with training supporting the training requirements needed for the diverse differences across these vessels and their needs.

Preparing for 2024 and more takeovers coming, the training team is looking towards the use of more technology such as 360 images to further enhance the skills of our crew to match the needs of our clients.

Throughout the first two quarters of 2024, we were gearing up for an exciting collaboration with our new client, Cruise Saudi.

This endeavour involves the creation of a comprehensive training manual specifically designed for hotel staff, encompassing various departments such as Food and Beverage, Galley, Housekeeping, and Entertainment.

This extensive and intricate project promises to be an invaluable experience for our deck, engine, and hotel crew within CCS.

In partnership with COLUMBIA signature, we are committed to ensuring that our clients receive well-prepared and highly trained crew members.

Our team will be sourced from countries that typically do not have a presence on cruise ships. As a result, our training department must focus on developing their skills through enhanced training programmes.

These programmes will include specialised training such as Butler Training, Train the Trainer for hotel staff, Cultural Awareness, Fine Dining Service, Housekeeping, and even Shisha and Cigar Training.

This initiative not only highlights our dedication to excellence but also emphasises the importance of providing top-tier service and hospitality.

By equipping our crew with these essential skills, we aim to deliver an exceptional experience for Cruise Saudi's guests, ensuring that every aspect of their journey is handled with the utmost professionalism and care.




Limblad Expedition visiting the CSM office in Limassol, Cyprus


Ship Abandon Drills on board MV Mediterranea

13

Regional News

13.1 | Columbia Group Opens up in Istanbul



Mark O'Neil with CSM Turkey General Manager and Representative, Capt. Ozgur Gunes

On 30 May 2023, our new office located in Turkey opened up to offer the full spectrum of the Columbia Group integrated maritime services with diverse support to all its stakeholders as well as full 'second party' technical and crew management services. CSM Turkey offers essential vessel digitalisation and optimisation services through Columbia's much heralded Performance Optimisation Control Room (POCR), in addition to training, catering and newbuilding consultancy. It will also act as a valuable springboard for the new entity's expansion into the luxury aviation, super yacht, and cruise management sectors in Turkey.

Tanker pool management is also available through UPT, as well as mental health and crew well-being services through OneCare Group, while Columbia Finance can provide stakeholders in the Turkish market with the necessary project equity.

CSM Turkey will explore a range of in-house joint venture opportunities with Turkish owners as well as offer top-notch crew management services to the Turkish market, that will include the supply and management of Filipino, Indian, East European, Vietnamese, Indonesian, Chinese and of course Turkish seafarers.

The importance of the 'second party' Shipmanagement model to the Turkish market was underlined by Mark O'Neil, President and CEO of the Columbia Group, who said CSM Turkey's blueprint was all about "working with our stakeholders, our clients and our partners, side-by-side, supporting their ability to grow through the delivery of Columbia Group services".

Addressing invited guests at the office's opening, Mr. O'Neil said Turkey offered a range of exciting opportunities, ranging from shipbuilding, offshore management and construction, to the cruise sector, super yachts and private jets, all of which could benefit from the services offered by the Columbia Group.

"We want to talk to you about managing your ships, about building vessels, about building barges and offshore units in Turkey. We want to advise you on how to manage, operate and invest in private jets and the super yacht industry. If there is a market for cruise in Turkey, come and talk to us. We will invest in that market, and we will invest in those vessels," he added.

"We are ready to invest in these areas because the Columbia Group is here for the long term. It is not what we can get out of Turkey that matters, but how we can invest in the country and grow our businesses together."

Mr. O'Neil emphasised that Columbia is committed to contributing to the Turkish society and is talking with Turkish maritime universities abut offering Columbia scholarships to Turkish Cadets.

13.1.1 | CSM Turkey Visited by IMEC Representatives



Representatives from the International Maritime Employers' Council (IMEC) engaged in a country exploration project orchestrated by CSM in March 2024. The delegation aimed to evaluate advancements within the Turkish maritime industry, with a notable focus on developments in maritime education and training.

During the visit, the well-educated Cadets from CSM left a lasting impression, underscoring our commitment to nurturing a skilled and competent maritime workforce. This emphasis on education aligns with CSM's dedication to maintaining high standards within the industry.

In addition to assessing educational aspects, IMEC delegates inspected various maritime facilities, all of which were found to be in excellent condition. This underscores CSM's commitment to ensuring top-tier standards in the industry.

The visit also acknowledged our role in contributing to the global maritime landscape. Positive outcomes from this exploration project underscore CSM's dedication to excellence, solidifying its position as a noteworthy player in the maritime sector. As CSM continues to spearhead such initiatives, these exchanges are poised to contribute to ongoing advancements within the company and the broader maritime industry. The exploration project led by CSM stands as a testament to the company's unwavering commitment to excellence in maritime education and training.

13.1.2 | Columbia Group Signs MOU with Two Universities as it Anchors Presence in Turkey

Cementing its inauguration in Istanbul and paving the way for maritime advancement, Columbia Group has signed an MOU with two Turkish universities to support maritime Cadets.

It is the latest step in Columbia Group's commitment to fostering and nurturing growth within the Turkish maritime community and the collaboration with Istanbul Technical University and Piri Reis University underlines the group's dedication to helping develop new talent in the region.

Columbia Group, a revered stalwart in the maritime industry commanding a fleet of over 400 vessels, continues to find new ways of broadening its horizons globally through its trusted arm, Columbia Shipmanagement. Having opened in May 2023, CSM Turkey is bringing the full spectrum of Columbia Group integrated maritime services to Istanbul, headed by Capt. Ozgur Gunes and overseen by Xanthos Kyriacou and Johann Meyer.

This has enabled the Group to offer wide-ranging support to all its stakeholders in Turkey as well as full 'second-party' technical and crew management services. Through its renowned Performance Optimisation Control Room (POCR), CSM Turkey also offers essential digitalisation and optimisation services, as well as catering, training and a newbuild consultancy, tapping into the region's prowess as a major shipbuilder.
The opening of CSM Turkey also created a springboard for expansion into the luxury aviation, super yacht and cruise management sectors in the region.

Commenting on Columbia Group's investment in helping local maritime Cadets, Xanthos Kyriacou, Group Regional Managing Director, said: "As a testament to our dedication to education, we take great pride in actively supporting maritime Cadets in collaboration with Istanbul Technical University and Piri Reis University."

Columbia Group President and CEO, Mark O'Neil, added: "This visionary programme will offer invaluable support to students pursuing higher education in the specialised field of maritime studies. Furthermore, we are excited to provide students with exclusive access to Columbia Group's state-of-the-art eLearning system, enriching their educational journey with cutting-edge resources. We are genuinely excited about this collaboration, and we eagerly anticipate the role we will play in shaping the promising futures of these talented individuals."



CSM Turkey Representatives with Turkish universities to support maritime cadets

13.2 | IMEC MAAP Recruitment and Selection in the Philippines

CSM participated in the selection of IMEC Cadet allocation for Batch 2028 on 5 April 2024. CSM interviewed 16 Cadet candidates out of 30 applicants. There were four (4) companies that participated in the selection for this event: Friendly Maritime and one of their principal representatives, and a V-Ship representative.

CSM selected three (3) females and five (5) male Cadets on this occasion.

These Cadets need to undergo medical exams to be arranged by the academy (Maritime Academy of Asia and the Pacific) and undergo the indoctrination/ orientation period (IOP).

Every year, IMEC appoints different locations in the Philippines for the Cadet selection. Those areas are normally well known for the seafaring profession; to name a few, those are the City of Manila, Pangasinan (North of Luzon), Cebu City (Visayas), and General Santos City (Mindanao).

Most of the IMEC member companies were participating with the goal of selecting the best Cadets that fit with the company's expectations.

IMEC has a tedious process prior Cadets to qualify for allocation. The aspiring Cadets need to pass both the academic and IMEC written tests before they qualify for the IMEC member's selection. However, this does not guarantee their academic acceptance until they pass the medical exam and the rigorous indoctrination period, which is an academe (MAAP) prerogative requirement.

Maritime Academy of Asia Pacific (MAAP) offers the following courses:

- Bachelor of Science in Marine Transportation (BSMT)
- Bachelor of Science in Marine Engineering (BSMarE)
- STCW Safety Courses
- Other upgrading courses



Cadet Coordinator, Mckenly Liman in CSM Manila, Philippines

13.3 | Hindustan Institute of Maritime Training HIMT Approved in India

CSM understands the importance of maintaining overall supervision of all Training Centres cooperating with CSM. CSM maintains a strict Initial Evaluation followed by an annual verification where different areas are covered, such as Maritime Administration Approvals, Maker's approvals, ISO 9001 accreditation, building condition, accessibility, Hygiene conditions and performance of the courses provided amongst other areas.

Group Director Crewing and Training, Capt. Faouzi Fradi, visited Hindustan Institute of Maritime Training HIMT in September 2023, where the Management of the Training Centre presented the facilities and all the items on the evaluation has been verified confirming HIMT offers the best Maritime Services for our Seafarers in the region.

Additionally, to the Maritime Administration's approval from D.G. Shipping HIMT counts with additional approvals from different flags such as Marshall Islands and Liberia. HIMT is also approved by UK Maritime and Coastguard Agency, which shows the commitment and high standards.

The evaluation has been completed successfully and the Training Centre has been added to the CSM approved Training Centre list.



CSM Representatives visiting HIMT facilities



13.4 | Babogaya Maritime and Logistics Academy (BMLA)- Ethiopia

Director Crewing Training, Stewart Bankier, visited Ethiopia on 8 March 2024, to evaluate Babugaya Maritime and Logistics Academy (BMLA). CSM have been recruiting from Ethiopia for few years now and will develop a closer cooperation with Ethiopian Shipping Lines (ESL) who are developing a maritime academy where we recently signed an MOU. We hope to work closely with them and increase our pool of engineers and ETOs. The academy has excellent facilities, and they also have a close cooperation with the Military engineering university with high quality workshops and research and design facilities. BMLA have experience delivering STCW basic training and near coastal deck and engine courses and now wish to expand to unlimited certification. The new Dean Mr. Tewdoros Endeshaw and his team are very enthusiastic about the future development of the academy where the focus area for BMLA will be in marine engineering/ electrical training courses. This can be achieved successfully given their cooperation with the local defense academy who have excellent practical workshop facilities. CSM looks forward to welcoming new Ethiopian engineers from 2025.





13.5 | Jamaican Cadet's Recruitment Process

CSM initiated cooperation with the American Caribbean Maritime Foundation and Jamaican Maritime Academy.

As a pilot project, CSM will allocate four pre-selected and approved Cadets on the Company's fully managed vessels for future development as Officers.

Interview with Capt. Devron S. Newman MSc / Dean, Faculty of Marine & Nautical Studies Caribbean Maritime University

What are the key skills and attributes the Academy aims to develop in their cadets?

The skills and attributes that the CMU aim to develop in its Cadets are advanced knowledge of maritime regulations and safety standards by including maritime legislation and safety in our curricula.

Ensuring that they are proficient in navigational equipment and systems using simulators and visits to ships where possible.

Cadets are required to speak in a variety of settings from 'boot camp' to classroom sessions and special occasions which enhances their communication and interpersonal skills.

Strong leadership and decision-making ability through appointment of positions within the ranks of the Cadet programme. We have one Company Leader; one Second in Command; eight Divisional Commanders and eight Section Leaders; one Flag Party Leader and one Sick Parade Leader in the Company of Cadets.

Attention to detail – this is developed during practical training in seamanship or engineering workshop and regular classroom sessions where their work is scrutinised for calculation or precision errors in all our professional courses.

How does the Academy ensure Cadets are up to date with the latest technological advancements in the maritime industry?

Ship visits; use of simulators; guest lectures; seminars, workshops; research projects; and interaction with part time lecturers who are currently sailing.

How does the academy support Cadets in finding employment opportunities?

The CMU has a Placement Officer who works closely with the Dean and the shipping companies to place Cadets, and the Cadets are required to register and submit their CV and certificates to the officer. The Cadets are also able to obtain letters from the University to apply for their Seaman Passport, Discharge Book, and visas.

What are the long-term goals for the Cadets, and how can CSM support those goals?

Long-term goals for our Cadets are gainful employment with reputable companies and that some of them will return to the University as lecturers to continue the legacy as well as to serve the national maritime industry. CSM can support by employing our Cadets and providing financial support to assist with paying some of their tuition fees through scholarships and grants.



Capt. Devron S. Newman MSc / Dean, Faculty of Marine & Nautical Studies Caribbean Maritime University

13.6 | Strengthening Commitment to Investment in People with Expansion into Indonesia

CSM opened up his new Manning Agency in Indonesia on 29 August 2023. CSM Indonesia offers manning solutions in Indonesia and its surrounding regions, diversifying the crew pool on Columbia-managed vessels and utilising the vast wealth of personnel resources that can be found there.

With more than 12 million people employed in the maritime sector in the country, Columbia Group is proud to further its commitment and investment in its people with the expansion to Indonesia.

The news comes at an exciting time for the Indonesian maritime sector with several recent investments and developments in the region. The Indonesian commercial fleet has doubled in size since 2005, with shipping-related business emerging as a leading sector of the Indonesian economy. These trends indicate the increasing offshore crewing supply emerging from the region – an opportunity that Columbia recognises and looks to utilise with the creation of CSM Indonesia.

President and CEO of Columbia Group, Mark O'Neil, said: "It's long been our ambition to fully establish the CSM brand in Indonesia, having utilised manning operations there for many years through third-party arrangements. We are excited to invest and foster the Columbia brand with strong local staff that share our vision. The Columbia Group is all about investing in the people within it, and the benefits of providing the best level of quality and welfare of our crew through our network of manning agencies are vast. We look forward to the launch of CSM Indonesia."

CSM Indonesia has established an excellent cooperation with the most reputable academies, and we have currently 10 Cadets sailing in our Fleet demonstrating an exceptional performance and strong commitment to continue their career together with CSM.





13.7 | South African (IMEC) Cadets

To address the increasing demand for a more varied global maritime workforce, IMEC has collaborated with the South African Maritime Training Academy (SAMTRA) and the South African International Maritime Institute (SAIMI) to offer training opportunities to ambitious South African sailors.

CSM, one of the IMEC participating members, cooperated in the IMEC South Africa Cadets pre-selection process in 2024.

The interviewed female and male candidates showed a good level of education and appeared well-motivated and interested in the industry.

In line with the MoU signed between CSM and IMEC South Africa, those pre-selected and approved Cadets will soon join Columbia fully managed ships to gain relevant professional experience during the required sea service time. Upon graduation from the academy and getting their licenses, they will be considered for future Officer positions.

To be considered for the programme, each candidate must have completed the tertiary education of the Officer of the Watch before applying to the IMEC programme.

13.8 | English Language Training Officer in Vietnam



Mr. Jaswinder Singh
English Language Training Officer in CSM Vietnam

Taking into consideration the English Language gaps in the Vietnamese Maritime Academies, understanding communication is key in the performance of our Seafarers. Aiming to provide the best service to our clients, CSM has employed a former Deck Officer and certified Dedicated English Teacher to provide English language sessions to our Vietnamese Seafarers.

Jaswinder Singh is a former 2nd Deck Officer with experience on General Cargo, and has been employed since May 2024 with the main task of enhancing English Proficiency for all Seafarers employed by the CSM Vietnam Office.

The English Language Training includes different areas, such as the following:

- Maritime Law for all Seafarers - The course focuses on International Conventions such as MARPOL, ISM, ISPS, MLC 2006, amongst others.
- Emergencies and LSA - Including vocabulary related to Emergency Drills, and Life Saving Appliances based on the IMO Standard Maritime Communication Phrases
- For Deck Officers – COLREGS and IALA, CARGO WORK (IMSBC, IMDG, BLU, GRAIN CODE, etc.).
- English Communication for Ratings - Mainly based on communication related to Mooring Operations, Cargo Operations, Maintenance and reporting to Officers.

Existing Crew Development:

We offer English language enhancement programmes for current CSM crew members.

Additionally, our English Language Training Officer provides English communication training to the CSM Vietnam office staff to improve their interaction with foreign clients and partners.

13.9 | Fitters Training Programme in Georgia

Due to the high demand of fitters in the market and taking into consideration the resources and opportunities in Georgia, CSM has rolled out the Fitters Training Programme in cooperation with the Batumi State Maritime Academy (BSMA), which was approved and accredited by the Government of Georgia. These initiatives emphasise CSM's dedication to advancing training programmes, fostering industry connections and staying at the forefront of maritime education and certification in Georgia.

The programme is designed for existing Seafarers certified already as STCW AIII/4, AIII/5, AII/4, AII/5 and to provide them with technical skills as follows:

1. Safe operation and maintenance of the lathe machines and welding units existing in the ship's engineering workshop;

2. Carrying out repair works of ship's construction, pipelines, different plants and machinery by means of the performing metal welding, drilling, turning and milling.

The duration of training programme is 495 hours – split as follows: 105 theoretical hours, 150 auditorial practical hours and 240 industrial practice.

The first group of graduates have been successfully certified as competent welders by BV in Besiktas Shipyard Turkey with support and funding of CSM, after that they have been already allocated on board of CSM fleet.



Fitters attending a Class Approval Test by Bureau Veritas in Turkey, accompanied by CSM Georgia and CSM Turkey Representatives





13.10 | ETO Training in Manila, Nautilus Pacific Maritime Training Center

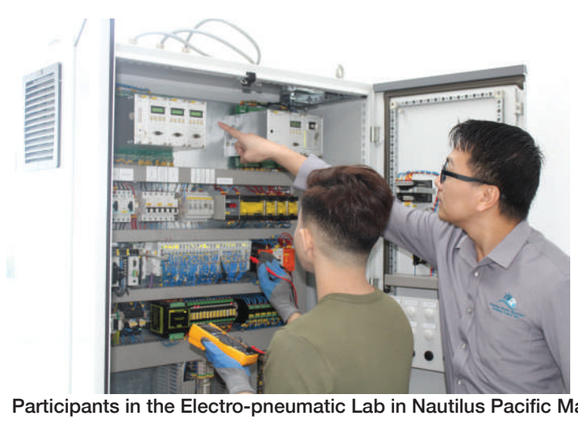
In partnership with Nautilus Pacific Maritime Training Center, and considering the investment Nautilus Pacific Maritime Training Center, has recently made on a high performance ETO Pneumatic Lab including Instrumentation & Automation Control Circuit Trainer and High Voltage Equipment CSM has rolled out the ETO Training Programme in Manila.

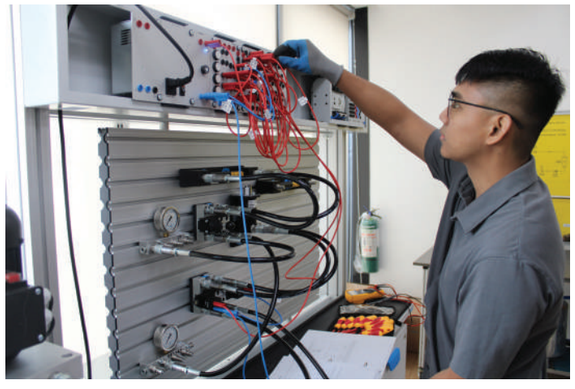
What is the Electro-Technical Officer (ETO) Programme?

- From 1 January 2017, all Electrical Officers (Electrical Engineer, Electronic Engineers, Electricians in some companies) should obtain a COC as ETO as per STCW Regulation III/6 from their national administration.
- MARINA as the Maritime administration of the Philippines issued Memorandum Circular No. SC-2021-06 (11 February 2021) which defines the Mandatory minimum requirements for issuance of COC for ETO. Correspondingly, Memorandum Circular No. SC-2022-05 (dated 14 November 2022) which stipulates the standards for mandatory training courses under the STCW Convention, 1978, as amended to include ETO Training course (as part of the ETO programme).
- The programme will bridge Seafarers or aspiring Seafarers to obtain ETO COC.
- The programme is composed of three phases:

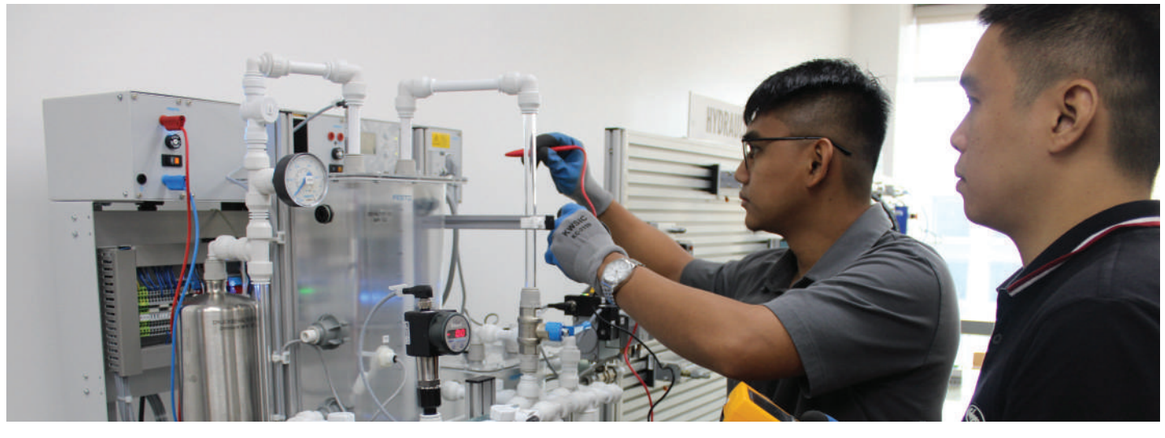
Phase 1 - Electro Technical Training Course
Phase 2 - Shipboard Training
Phase 3 - Evaluation of Training Record Book (TRB)

Capt. Noriel Cereno, Managing Director Nautilus Pacific Maritime Training Center





Participants in the Electro-pneumatic Lab in Nautilus Pacific Maritime Training Center



13.11 | Crane Troubleshooting in Manila, Nautilus

The Course is designed to enhance the knowledge, understanding and proficiency of Electro-Technical Officers (ETO) or Electro-Technical Ratings (ETR) on the maintenance and troubleshooting process associated with vessel deck cranes. The course specifically utilises DK II 120t NMF Crane training equipment for troubleshooting of electrical control systems.

This course requires **sixteen (16)** training hours to cover the following topics:

1. Crane Maintenance Safety
   - Hazards and risk
   - Risk assessment
   - Permit to work
   - Electrical safe working practices
2. Crane inspection and maintenance procedures
   - Safe inspection, maintenance and repair procedures
3. Troubleshooting and fault finding

The course is open for Electro-Technical Officers (ETO) or Electro-Technical Ratings (ETR). In which after completion of the course, the trainees will be able to demonstrate crane maintenance safe working practices; maintain, troubleshoot and repair NMF crane electrical control systems.



14

Projects in the Pipeline

14 | Projects in the Pipeline

For 2024 the Training Department has aligned with the Company's vision to be the leading international provider of ship management and maritime services. In that sense we have been developing the below projects that are aimed to be completed during 2024 2024-2025:

- Engine Room High Voltage Training available in Nautilus Training Center;
- Cadet's App;
- Everyday Safe Mobile App;
- Continuation of VR Project familiarisation;
- Alternative Fuel eLearning interactive course;
- WellAtSea App;
- Alternative Fuel Workshop in Manila;
- ESG Training;
- Training centre upgrades and developments in India, Vietnam and Georgia;
- Practical Leadership Training.







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