

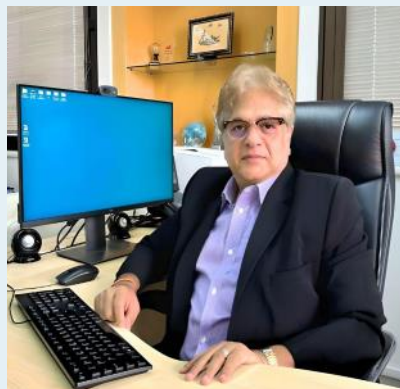


SAFETY TALK

Message from the Managing Director

Dear Colleagues At Sea & Ashore,

Now that we have arrived in the last quarter of 2023 it is time to reflect on our performance in the last 3 quarters. Our achievements and setbacks have been shared with you progressively by the DPA to enhance safety awareness and deliver the safety message from me.



From MD's Deck

I would like to highlight the safety precautions to be taken while on mooring stations, wearing PPE at the manifold on chemical tankers, entry into enclosed spaces, working aloft, working over side and hot work. I request all Captains and Chief Engineers to make sure daily tool-box meetings are carried out on board and information exchanged between the 2 departments. Quality time must be spent for daily toolbox meetings, making of permits and Risk Assessments to the task as defined in the SMS.

Everyone must think of their own and their colleagues' safety first.

I have authorized all our seafarers to use the stop card policy and stop work which could lead to an unsafe act. Safety First! Safety Always! The objective must be to return healthier and happier back to your families.

Next year is going to be the year of stricter environmental compliance. MTM has rolled out the Company Specific Energy Management Plan. The company's Vessel Performance Team is monitoring the fuel consumption on a daily basis.

October 2023
Issue: 3rd Quarter 2023

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Please note every ton of fuel saved will save 3.5MT of carbon emission. This equates to 350 USD payment by owners / charterers to the European Union as carbon tax. So please work hard to save every ton of fuel on board by good planning and minimizing energy consumption to run the ships safely and efficiently. Follow the energy management plan. Some ships are enrolled under the Voyage Optimization Program. All Masters should follow the program as voyage optimization alone can save 5% of fuel.

The new tanker inspection regime called Sire 2.0 will perhaps be implemented in Mid-2024. MTM is prepared with its software and ERP geared up to handle the requirements of reporting and closing observations. Training of tanker officers is in progress and almost 60% of the officers are already trained. We will soon be implementing on board training programs for Sire 2.0. Please read the article in this edition on Sire 2.0 by Capt Kavi Diwan.

The bulk carriers may be seeing more and more RightShip inspections as required by the trade. Preparations of software to ensure our ships are always ready for such inspections is underway and is expected to be completed by November this year.

Our Industry is involved in evolving challenges and we in MTM are geared to manage them with confidence and thus propel the business needs of our owners towards efficient, safe & reliable operations and good asset management.

Human based safety training programs are being developed to provide training on psychological first aid to our seafarers. This is an important program under development that provides insights to Safety of Life at Sea. I am sure all my colleagues at sea will benefit from this.

Good to see ships added this quarter and wish MTM continual growth in times to come.

My sincere thanks to all those who contributed articles for this edition of Safety Talk. Trust all of you will enjoy reading them.

Wishing you all safe voyages and following seas.



MTM @ OCEAN EXPO NINGBO

The MTM brand and reputation for high quality ship management with an Owner's approach is continuing to grow across social media, industry conferences and exhibitions. MTM recently exhibited at Ocean Expo in Ningbo, China, the prestigious and important regional platform for economic, trade and technical exchange and cooperation in the maritime economy.

Mr Rupesh Kumar, Deputy Fleet Manager, **Mr Li Jingshen**, Vessel Manager and **Capt Kavi Diwan**, Business Development Manager were in attendance on behalf of MTM meeting old and new clients.



BEHAVIOUR BASED TRAINING @ WAVELINK



A large group of MTM management in Singapore attended a very interesting one day training session hosted by Wavelink Maritime Institute recently. The topic for the event was **MTM Safety Day - Behavioural-Based Training Masterclass**.

You may have begun to notice our industry talking more and more about behaviour-based training and this is one of the initiatives MTM has undertaken to be part of this conversation. In your Monthly Safety Committee Meeting we ask you to review every month the Human Behaviour & Safety KST and ask your crew "Why do people behave like this?"

We all fundamentally know not wearing PPE on deck or in the engine room, not obtaining permits, or taking risks with electrical appliances can have life-changing consequences. Yet these activities happen every day in the Merchant Marine industry. What is going on in our minds that we think "It will never happen to me"?

These are the types of issues we need to be addressing and finding real long-term practical solutions to changing peoples' mindsets and behaviours.

By: Mr. Allister Nisbet
Group Training Manager

WHAT IS SIRE 2.0?

In 1993, the Oil Companies International Marine Forum (OCIMF) launched the Ship Inspection Report Programme (SIRE) to ensure the maintenance of safety standards in shipping by oil majors and improve the safety of tankers.



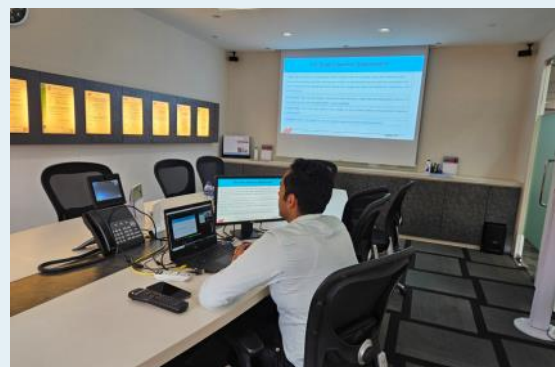
To adapt to the changing risk profiles in the industry, OCIMF have now developed SIRE 2.0. A digitised comprehensive inspection program with updated tools and strengthened governance processes for higher quality marine assurance data.

This transformation in how inspections are conducted hopes to support industry efforts to continuously enhance safety.

SIRE 2.0 inspectors will now complete a compiled vessel inspection questionnaire undertaken in real time where questions are selected based on a range of criteria to create a risk-based questionnaire tailored to each individual vessel.

At MTM we are thoroughly preparing for this new regime by providing detailed monthly webinar training sessions with on leave MTM Officers in attendance. So far we've had sessions in July, August and September—attended by over 450 officers and cadets. By attending you will be much better informed about processes and expectations surrounding SIRE 2.0.

During these interactive training sessions MTM Officers have been able to ask questions to facilitator **Capt Kavi Diwan** and we wanted to share some of these Q&As directly with you. These questions were all asked by your colleagues.



SIRE 2.0 training webinar

Q&A

Is there a list of possible questions that might be asked by the inspector and can you also provide the answers?

⇒ There are 385 questions as per Sire 2.0 out of which approx. 260 are applicable for our vessels. All the questions will be shared with the vessels and training will be carried out for applicable answers by our Superintendents.

Will the 110 questions be pre generated and given to the vessel one day or 2 days before the inspection or will it be like a surprise entrance?

⇒ The Compiled Vessel Inspection Questionnaire (CVIQ) contains 110 selected questions which is only for Inspector and generated out of Sire 2.0 questions and vessel history.

I understand that the Inspector will need to take photo record. What will he/we do if Terminal does not allow intrinsically safe tablet or camera?

⇒ If the Terminal does not allow, the Inspector will not take photos. Master will need to take permission before the inspection and inform Inspector if photos are allowed.

May Master input any comment if not agree with observation?

⇒ Yes, the Master can put his comments as it was in earlier system of VIQ7.

With regards to SIRE 2.0, prior submitting photos and documents. Is there a standard procedure for all ships to follow regarding counter checking of photos and documents to be uploaded from office? And who would it be?

⇒ Yes, all the photos and documents will be verified by Marine Supt before uploading to OCIMF.

How the crew documentation will work? Inspector personally check or we need to upload on the system?

⇒ Inspector will check the crew documents randomly. Only the trading certificates will be uploaded in OCIMF.

Some defect or question rectified during inspection will it be accepted by Inspector? If the observation is rectified during inspection, will it show in the final list of observations?

⇒ Yes, the Inspector will not delete the observation but you can request him to put a comment 'closed' during the inspection.

Superintendent will have a say during an ongoing inspection? Can they accompany an Inspector?

⇒ They can accompany the inspection but not allowed to comment.

Even if we sent the photos in advance still Inspector will take round on the ship?

⇒ Yes, the Inspector will take the round of the ship to verify the true picture of the vessel.

All vessels will need to have an intrinsically safe camera due to uploading of photographs. Trust this is being planned and budgeted for?

⇒ Yes, all the ships have been supplied with intrinsically safe cameras.

Inspection time on board will still be valid for 8 hrs?

⇒ Yes

What about last minute defects which arises after submitting the defect reports and before inspections?

⇒ Please make a proper record to justify it happened on the day of inspection. During the inspection defects you need to convince with the records that it was a sudden equipment failure and was working satisfactorily before. The inspector will put it only as hardware observation if he is satisfied with your comments.

What about certificates for various servicing of equipment etc, if inspector will check all these certificates?

⇒ All the dates will be entered in the Pre Inspection Questionnaire (PIQ) and he will randomly verify a few certificates.

Any training planned for Ratings pertaining to them answering general questions at the time of inspection?

⇒ Yes, Superintendents will be going on board to carry out training and emphasizing typical answers for all 260 applicable questions.

WHAT'S THE SAFETY MESSAGE?

MTM has been partners in safety with Shell for a long time now. All of you have been exposed to the Maritime Partners in Safety materials on a variety of platforms: in your Crew Web Portal; during pre-departure orientation training; and of course, onboard your ships in special training sessions or Safety Committee Meetings.

During our senior management Leadership Visits to your vessels we ask you about the key components and safety messages that are contained in Shell's Partners in Safety material; Shell themselves will do exactly the same thing during their Verification Visit when they will not look at the vessel, cargo or operations but only the crew's understanding of Partners in Safety. Only on that criteria will the safety of your vessel be judged by one of our major customers.

Retaining a good level of knowledge of what is a large amount of material is challenging, we get that, and hence the reason it is accessible in the various platforms mentioned earlier. 10 minutes of regular revision or re-familiarisation however will keep some of the key components fresh in the mind.

This is the third in a series of 'explainers' (see Q1 & Q2 2023 Safety Talk) in which I will distil each of the modules down to the key safety message. Each one of these will take less than 5 minutes to review. I suggest you spend that time to read, discuss, and test each other; to make the connection between the module title – some of which can seem quite random – and the associated Safety Message.

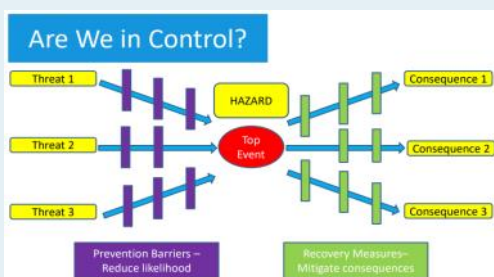
Let's look at a selection of the LETs:

Mooring Operations v2



- ◆ Maintain clear and effective communications between all stations.
- ◆ The entire mooring area has snap back risks.
- ◆ Always be aware of external factors which may impact safe mooring.
- ◆ Maintain situational awareness and avoid being distracted.
- ◆ Keep fingers and hands clear of warping drum and stoppers.
- ◆ Maintenance of mooring equipment is a critical activity keep it well maintained and ready for use.

Are We in Control?



- ◆ Ensure the Risk Assessment is relevant for the task and has been properly reviewed to determine the risk.
- ◆ Be curious and ask the question "what is the worst that could happen?"
- ◆ A Tool Box Talk must be specific and refer to the Risk Assessment.
- ◆ TBT is a discussion, listen and ask questions to measure understanding of the risks and mitigations.
- ◆ A system must be proven fully depressurized before any work starts.

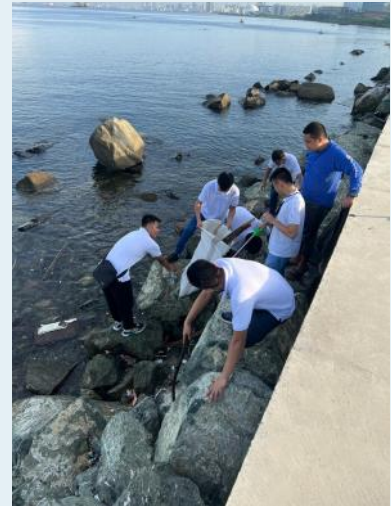
Human Performance 2



- ◆ People Make Mistakes—Error is normal and even the best people make mistakes.
- ◆ Blame Fixes Nothing—It is rare that an individual's actions are the root cause.
- ◆ Learning and Improving is Vital—When mistakes are made and things go wrong, we need to learn from these events.
- ◆ Context Drives Behaviour—We do what we do for a reason and the reason makes sense at the time.
- ◆ How You Respond Matters—How you respond will determine how your staff will communicate in future.



INTERNATIONAL CLEAN UP DAY IN MANILA



An early start at Okada Breakwater, Manila Bay for our Philippines colleagues at Next Wave Maritime Management as they volunteered in a coastal cleanup as part of International Cleanup Day.

Congratulations and well done to the 21 office staff and 15 Cadets who participated. NWMMI President **Capt Jose Librodo** commented: "Zero pollution at sea, zero pollution on land...we can all play a part today for a cleaner tomorrow for our children."

MARITIME WELLBEING - FATIGUE IN SHIPPING

It seems appropriate to follow the above article with the topic of Fatigue. Fatigue of course is one of those nearly hidden conditions that can affect anyone – whether collecting litter on a hot Manila morning or standing on the bridge of a ship at 0330.

We all know when we feel tired but what we might not know is how deep the tiredness is affecting our thinking and decision-making ability. A split-second decision, wrongly judged, as you know can have serious consequences.

I wonder when the last time you took a look at the Maritime Wellbeing App on your phone? You might know already there are some useful tips and advice there on spotting the symptoms of fatigue and some of the techniques for fatigue risk management.

The world and the workplace can be fast-paced with seeming never-ending deadlines and jobs to complete – few more so than on a merchant vessel. And, we get tired, of course. But do be aware of the many hidden and possibly catastrophic consequences of failing to recognise and manage fatigue.



DECK CRANE INSPECTION & MAINTENANCE

MTM is in the business of carrying cargoes on behalf of our customers and we promise to do that business safely and reliably. We have many challenges to overcome in our day to day activities and one such is the variety and complexity of ports and the conditions we encounter for loading and unloading.

We are partly able to successfully overcome these challenges by maintaining a high level of reliability in our lifting equipment. Proper inspection and maintenance of the cranes provides this reliability and is essential to MTM and our customers' success.

We can divide this inspection and maintenance into:

- ⇒ **Structural inspection/maintenance**
- ⇒ **Machinery inspection/maintenance**

Structural Inspection/Maintenance

Regular inspection to be carried out every 6 months or as per the PMS Schedule.

Wire Inspection

- ◆ Renew wire at 1000 hours RH and check conditions every 6 months or before cargo operation.
- ◆ Check for size reduction (diameter) not more than 10% - renew.
- ◆ D shape formation more than 1/3 of diameter – renew.
- ◆ Grease should enter the core of the wire and no corrosion should be seen inside of the wire.
- ◆ Every inspection of wires should include the condition of wires coiled in the drum.



Sheave Inspection & Greasing Schedule

- ◆ Check all sheaves and also all block sheave & bearings condition, follow the maker's instructed greasing schedule.
- ◆ Carry out sheave greasing before starting every cargo operation.
- ◆ Carry out daily greasing of fall block sheave bearing during cargo operation.
- ◆ Check grease nipples, grease pipe and sheave bearings and noisy operation if any.
- ◆ Check for sheaves deep grooving and renew sheave if the groove depth > 3mm at DD.

Jib Dent Damage (most common causes of jib indentation)

- ◆ Fall block or grab from other deck crane hitting the crane jib.
- ◆ Severe corrosion causes pitting and failure of jib.
- ◆ DO NOT operate crane with bypass mode, it will cause severe damage to the jib when it hits the parking crutch.
- ◆ Do not leave the jib bypass keys inside the crane panel when handing over the crane to the stevedores.
- ◆ Shore gantry crane hits the vessels crane due to careless operation of the shore gantry crane.

All above cases minimum damage cost is US\$150,000 and 2 to 3 months down time.



Operator Cabin Inspection

- ◆ Check window wiper / cabin cleanliness, glass windows / operator's chair / fan condition etc.
- ◆ Check if the window of cabin is latched properly to avoid rain water ingress.
- ◆ Check the condition of the emergency escape ladder from the cabin.

TTB Inspection (turntable bearing) Rocking Test

- ◆ Check 6 monthly TTB bearing rocking test is to assess the condition of slew bearing.
- ◆ Max clearance is 2mm (~3.7mm subject to the diameter of slew bearing ball 35mm ~70mm).
- ◆ Carry out periodic greasing of TTB bearing, some cranes greasing points located inside the crane above the slew gear some cranes located outside the crane.
- ◆ Sufficiently grease up TTB before cargo operation starts.
- ◆ Greasing to be only pneumatic powered grease gun.

Machinery Inspection/ Maintenance

Hoisting and Luffing Brake Inspection and Maintenance

- ◆ Type - brake bands, check brake hydraulic system, brake band thickness and renew if necessary.
- ◆ Type - brake disc, check brake disc's conditions.
- ◆ Worn or deformed or cracked discs to be renewed. Renew as a full assembly set of discs.
- ◆ Maintain minimum ROB spare two sets of brake discs for each Hoisting and Luffing gear.

Hydraulic Pump and Motor - Pressure Measuring Points

- ◆ Check the various pressure measuring points of Main Hyd Pump and the Hyd Motor as per maker's instructions.
- ◆ Note down and compare the pressure value and compare with the original maker's value (for example, MHI cranes the set point is 20.6MPa pressure.)
- ◆ Check the hoisting / luffing and slewing speed and compare with maker's instructed speed.
- ◆ Always maintain one set of Hydraulic motor spare ROB.

Hydraulic Oil Condition and Gear Oil Condition Inspection;

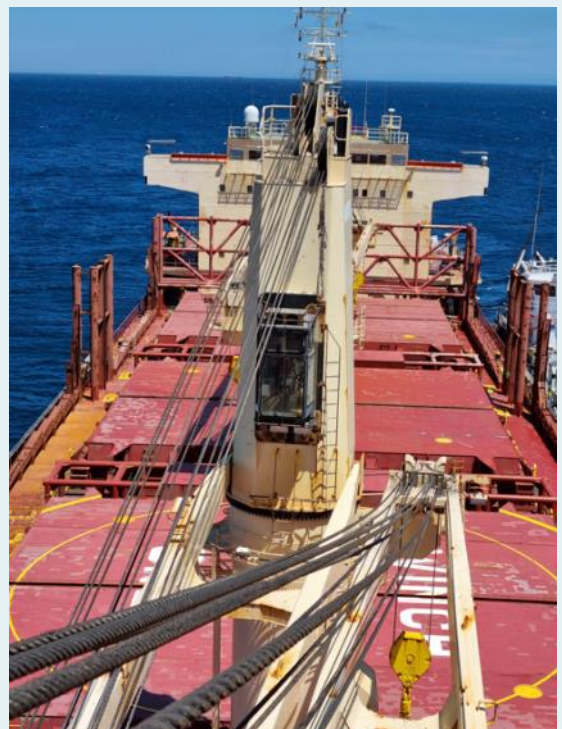
- ◆ Don't let hydraulic oil mix with the gear case oil in the gear drum.
- ◆ Check brake disc seals condition between the hydraulic oil and gear oil space.
- ◆ Check - Daily gear drum oil level during operation to assess no mixing or seal break.
- ◆ Gear oil to be renewed every 6 months duration in each gear drum.
- ◆ Check condition of hydraulic oil by shore analysis, clean the filter and renew hydraulic oil if necessary.

Electrical Machinery Inspection / Maintenance

- ◆ Main motor megger test / main motor overhaul (at DD).
- ◆ LO cooler fan motor megger test / LO cooler fan motor overhaul (in DD).
- ◆ Slip ring maintenance / limit switch testing
- ◆ Checking self return of joystick with max movement at no load test.

Deck Crane Trouble Reporting

- ◆ Report to office what is the problem in detail by phone call and email with photos.
- ◆ Check the deck crane hoisting, luffing and slewing hydraulic pressure.
- ◆ Check hoisting, luffing and slewing speed.
- ◆ When was pump and hydraulic motor last renewed?
- ◆ What are the spares available ROB on board?



CELEBRATION TIME



Happy Birthday E/O Simeon Alejandro



Happy Birthday MSM Fernan Pagkaliwagan



Happy Birthday J/O Jules Hamor



Happy Birthday ECDT Parth Kumar



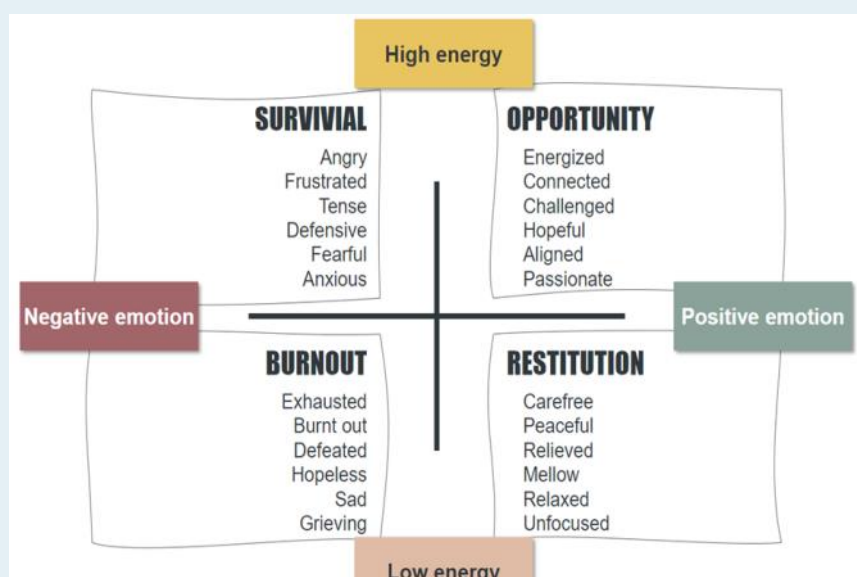
Happy Birthday WPR Avnish Kumar

LEADERSHIP—AN IMPORTANT ASPECT OF THE HUMAN FACTOR

We talked about the leadership and energy pyramid in the 2nd quarter Safety Talk. We measured physical energy in the 2nd quarter and hope everyone has followed the examples to develop their physical energy.

The next emotional energy is a journey to happiness and is governed by our two minds, one that thinks and other that feels linked to our negative and positive emotions.

See where you stand, do you have high energy and positive emotion?



Discover and understand 10 actions which make you happy:

For example: signing off, meeting your family after 6 months, promotion, letting go of mistakes breathing the fresh morning air, relaxation...you will reach 10 actions.

Follow these simple steps to build your emotional energy and it's not so difficult. The actions seem small but will bring a smile on your face and release good hormones.

Wait for the next quarter's newsletter to learn about mental energy.

Many of the people around you you are fighting a battle you know nothing about. So be kind, always.

EXAMPLES STRATEGIES TO BUILD EMOTIONAL ENERGY

LABEL IT

The best way to lower intensity of difficult feelings is by using precise words to describe them.

DISTANCING

Talk about yourself in 3rd person: "Why do ____ feel this way?". Effective tool to deal with difficult feelings.

THE THANKFUL DIARY

Write down 3 good/fun things, that happened to you today, and do it daily. Use max. 5 min.

HIGH-FIVE

Releases good hormones. Give 3 a day.

ASK REWARDING QUESTIONS

Not "damn, that went wrong", but "what can I learn from this?"

SMILE

When you are happy, you smile. When you smile, you will likely be happier.

BE UNEXPECTEDLY KIND

Do something kind for a colleague or praise them. Your brain will reward you.

MINDFULNESS

Start small. Download a mindfulness app and try it out for a week.

ASSUME THE POSITIVE

"Good person, bad circumstances" – your colleague can also have had a bad morning.

SOCIAL CONTACT

We are social beings. Interactions with other people – even strangers – increases feelings of happiness.

TAKEOVER VESSELS



FALCON ROYAL	Chemical Tanker
Takeover Date	22 July 2023
Takeover Location	Khor Fakkan, UAE
Captain	Rajat Singh
Chief Engineer	Mangesh Palkar



AMBER RAY	Chemical Tanker
Takeover Date	27 September 2023
Takeover Location	Imabari, Japan
Captain	Anubhav Srivastava
Chief Engineer	Majid Patankar

AMBER RAY-TAKEOVER

Calm and auspicious weather conditions were a welcome backdrop in September in Imabari, Japan when the takeover of the latest 'Ray' Chemical Tanker took place.

Captain Samir Kumar, Marine Manager and **Mr Anurag Bhatia**, Fleet Manager travelled to Japan from Singapore office to assist and congratulate the takeover crew led by **Capt Anubhav Srivastava** and **Chief Engineer Majid Patankar**. Fair winds and following seas to all. Happy sailing!



DNV BADMINTON CUP 2023



In a busy season of corporate sporting challenges Optimum Badminton Academy hosted an impressive 23 teams from Singapore's shipping community for a keenly fought knockout tournament. MTM's racqueteers defeated OMC and MSM on the way to a brilliant semi-final spot. Unfortunately our team of 5 spirited sports stars couldn't quite make it into the final but well done nonetheless—a great effort!

By: Mr. Allister Nisbet
Group Training Manager

CRICKET TOURNAMENT IN SINGAPORE

Teams from Singapore's shipping community gathered at the city's Turf City Cricket Ground for the annual Mariner's Cricket Tournament. A much anticipated and keenly fought tournament and MTM were well represented by our office cricket stars.

Unfortunately the weather didn't play ball with wet and slippery conditions adding to the challenge.

One bright outcome was our own **Capt Sukhjinder Singh** hitting the tournament's very first six! Howzat!



BOWLING NIGHT IN SINGAPORE



Bowling Night

"We are stronger as a team..."

Bowling teams from MTM's Singapore office enjoyed a fun evening of competition and strikes (or not 😊). All very energetic but there was plenty of fuel to keep the energy levels high. Right up our alley!

With thanks to the organizing committee: Bella, Vina, Rosie, Ebnezar & Ajay.



SINGAPORE SHIPOWNERS' ASSOCIATION 38th ANNIVERSARY GALA DINNER

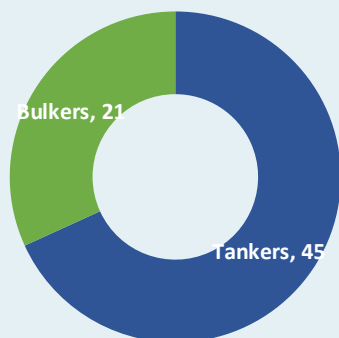
With MTM having 45 vessels under the Flag of Singapore it's not surprising we are active and important members of the country's Shipowners' Association.

One of the events we always look forward to each year is the Anniversary Gala Dinner at Marina Bay Sands Convention Centre and this year we had very good representation from MTM company management.

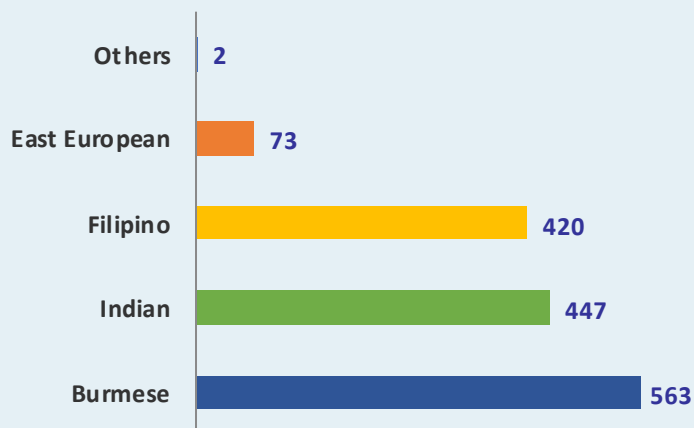
In addition to the excellent dinner itself it is a first class opportunity to meet old friends and new as the Singapore shipping community gathers to celebrate all that is good in our industry.



FLEET SIZE



CREW ONBOARD



SHIP STAFF PROMOTIONS



C/O MILIND HARIPRASAD JOSHI
joined 2016



C/E SACHIT AVADHOOT ZARAPKAR
joined 2017



1 A/E ANKIT SHUKLA
joined 2012



1 A/E MOHAMED NAZRUDEEN MAHABOOB BASHA
joined 2013



1 A/E AKHIL VALSAN ODOTHAZHE KUNIYIL
joined 2014



1A/E SUMEET KANNAIYALAL JANGID
joined 2016



1 A/E CHARLES RAMACHANDRAN
joined 2015



CAPT SHANE WANNA
joined 2006



C/E AUNG KYAW ZAW
joined 2008



C/O ANTON KNYAZKOV
joined 2020

PROMOTION IN MUMBAI



BHUPENDRA AMBEKAR
From Sr. Marine Supt. to
MARINE MANAGER
AUGUST 2023



BHANUDAS KALE
From Sr. Technical Supt. to
DEPUTY FLEET MANAGER
AUGUST 2023



SAGAR PATIL
From Sr. Accounts Mgr. to
FINANCIAL CONTROLLER—VESSELS
AUGUST 2023

NEW JOINER IN MUMBAI



VIJAYENDRA CHODANKAR
MARINE SUPERINTENDENT
JULY 2023



BHAVIN GOHIL
SENIOR MARINE SUPERINTENDENT
AUGUST 2023

NEW JOINER IN MANILA



MADILYN DUPITAS
FINANCE MANAGER
AUGUST 2023

TAKING RESPONSIBILITY FOR SAFETY

During a recent ship visit I was able to take part in an 'Enclosed Space Entry Operation' to assist with valve repairs in a gas free tank.

Procedures were properly followed before the entry was made: Proper authorization / Space tested for O2 and Gases and subsequently monitored / Responsible person standing by / Rescue equipment prepared and ready / Communications established / Emergency procedures agreed / Personal gas analysers in use and PPE being worn / Valid Entry Permit issued.

A quick check of preparations and I was satisfied everything was ready to enter the tank.

The Chief Officer went in first then it was the Chief Engineer's turn to go in but before doing so he started to make his own checks.

He was not happy with his cumbersome flashlight, he hadn't been given a radio, then his portable gas monitor gave off a false alarm. He finally entered down the first vertical ladder but came back out because he wanted a helmet light. He was obviously uncomfortable with a few things but not showing any serious nervousness about entering and he was certainly not bothered about pressure of time.



The valve repair was done in less than thirty minutes and there was a big smile of satisfaction on the face of the Engineer as he came out of the tank last.

More of us need to be like this Engineer, there is no harm in being a little 'nervous', taking our time with additional checks and just simply ensuring procedures are being properly followed. You might remember the Reflective Learning module 'Chronic Unease' – this was it in action.

Each Crew member has a responsibility for their own safety and a responsibility for the safety of those around him. This is exactly what the Engineer was doing that day, **being responsible.**

MTM SHIP MANAGEMENT

VISION

To achieve excellence in Ship Management.

MISSION

MTM's mission is to provide high quality value-added services to the customers through operational excellence with dedicated & empowered people working together. We promote continuous improvement of our systems, standards and culture to enhance customer satisfaction. We aim to deliver safe & reliable services with zero incidents & no spills.

We provide environmentally responsible services & solutions to the Owners after evaluating all cost-effective technology available to meet and exceed environmental regulations.

CORE VALUES

- ✦ **COMMUNICATION** - We encourage open communication and value feedback to build a healthy work culture and ensure employee satisfaction and engagement.
- ✦ **TEAMWORK** - We are stronger together as a team and work collaboratively.
- ✦ **ACCOUNTABILITY** - We believe in delivering our best and holding ourselves accountable for results.
- ✦ **TRUST** - We build open and honest relationships with transparency in decision making and fearless communication.
- ✦ **EQUALITY** - We treat people with a standard of performance that is consistent and equal.
- ✦ **APPRECIATION** - We recognize and appreciate our employees to create a unique company culture and strengthen employee relations.

MTM GROUP OFFICES WORLDWIDE



Safety Talk Design & Layout by: Allister Nisbet

To contribute or be featured in the next issue, send your articles & photos to allister.nisbet@mtmsm.com