

HOMEPORT

PD

Edition 16

■ News from Romania

■ Keyworkers

■ Data Governance

■ Out of the box

MESSAGE FROM *THE BOARD IN HAMBURG*



Dear **Colleagues** on board and in the offices,

This is the first issue of the HOMEPORT PD in 2021 and already the third issue that has to deal with the pandemic. The last few months have been challenging for all of us - especially for the colleagues on board, who often had to stay on board much longer than planned, on-signers who had to stay in quarantine, or had to wait longer for their next assignment and had to face elaborate onboarding procedures with testing and quarantine, but also for the colleagues ashore, who had to plan and reschedule crew changes countless times - fear, unwillingness and frustration all around.

2 With the approval of now a total of 17 vaccines worldwide - among the best known are those from Biontech Pfizer, Moderna, Astra Zeneca and Johnson & Johnson, which are approved in Germany, but also the vaccines from Sinopharm and Sinovac, hope probably germinated in each of us. But the vaccines are still in short supply, and there have been major disputes about the vaccination sequence in almost all countries. Who should be vaccinated first? Are seafarers to be given priority for vaccination? Are system-critical infrastructure workers to be prioritized? For all of us, whether working on land or at sea, there can only be one answer to this: Yes! On the Day of the Seafarer, there were touching confessions, especially in social media, about the special importance of seafarers for the system of the global economy - does this mean that any seafarer will be vaccinated faster? Unfortunately not - but at least the efforts are noticeably increasing.

Vaccination prioritization and the speed of vaccination varies in all the countries where we have offices. There is also something degrading about the race for vaccination eligibility, but we can nevertheless state that vaccination campaigns are making good progress in all countries. We can only encourage you all to take every chance to get vaccinated, even if the media is full of reports about a supposed next wave, more dangerous virus variants and necessary booster vaccinations. Let's all not get crazy, but take advantage of the opportunities we have. The view of the pandemic is described very thoroughly in the reports by Rainiel Cruz and Vali Raicu.

Even though the pandemic seems to overshadow almost all other topics, "normal life" goes on as well. The articles on the Sea-Learn system in particular, but also on the digitization of talent management and our data governance project, give an impression of developments and progress at our company. In times of increasing digitization, when we are all used to navigating through everyday life with our cell phones, data security and data transparency are of particular importance.

Even if we sometimes have the impression that life seems to stand still in the pandemic, life remains a succession of changes. In our Hamburg office, for example, we saw Mr. John Jensen retire at the end of February 2021 after an incredible 43 years of service. And our Italian chef Mr. Paolo Zanda has also taken a well-deserved retirement after 16 years, but has promised to still drop by now and then.

In this time we have to say goodbye to many familiar habits, nothing is the same as it used to be - this also applies to saying goodbye to familiar people: It is with deep sadness but also great respect that we say goodbye to Captain Klaus Oggesen, who was appointed captain in 1967 and was associated with our company for more than 40 years. You can read a very personal farewell on page 20.

Let me close with a verse from a poem by Dietrich Bonhoeffer, a German theologian and resistance fighter who was executed on April 9, 1945:

Wonderfully sheltered by good powers
we confidently await what may come.
God is with us in the evening and in the morning
and certainly on every new day.

Stay healthy, cheerful and confident!

Dr. Gaby Bornheim

MESSAGE FROM *JAN DÖHLE*



Dear **Colleagues**,
Dear Reader,

Today, I am delighted to write my first foreword for the HOMEPORT PD series.

Starting to work in the family business made me feel excited and nervous at the same time. Shipping surrounds me since I was born and for me, it is not only a family business but also one of my greatest interests. Since I started at Döhle Group, I had a warm welcome and I am eager to learn and experience more every day.

In 2016, I started in our office in the Isle of Man. Further, I went on to join the insurance side at Döhle Assekuranzkontor (DAK), before continuing my path within the chartering departments of the group. Initially, I started to look at our dry bulk chartering activities, which at that stage was the commercial side in shipping I knew best and was attracted to the most.

Today, however, I am writing to you whilst co-heading our joint venture container chartering outfit Blue Net Chartering, that I joined 1 ½ years ago.

Fortunately, the situation in our core markets - container and dry bulk - is much better today, than we had experienced during the last couple of years and certainly stand no comparison to what we have expected the Corona crisis would entail. Looking back to November/December 2019 when the first news emerged that a virus is spreading around China and other Far Eastern countries the charter markets were in a stable and slight upbeat mood. We had great hopes for an encouraging charter market in 2020 because the order books in both segments finally reached reasonable levels and all signs were forecasting a very positive world GDP growth of around 3-4%. As we all had to realize rather quickly, the world has drastically changed thereafter. The strict lockdowns that followed not only affected our daily lives but also sent the charter markets into a very bearish territory. The Baltic Capesize Index was for the first time ever showing negative numbers on certain routes and the container market was enduring an unemployment ratio of more than 10%, scenarios we have not seen coming. As the year progressed a number of factors such as a sudden

increase in consumer demand and various supply chain interruptions, (congestion + empty container repositioning) triggered a bull run by the liner companies on container charter vessels. Since then the positive sentiment continued and the container charter markets are at healthy levels. The bulker markets, however, were lagging behind and only started to improve by the end of 2020. It is difficult to assess how long the current upbeat in the market prevails, but we are confident that we will continue to encounter a comparably positive environment during the year and thereafter.

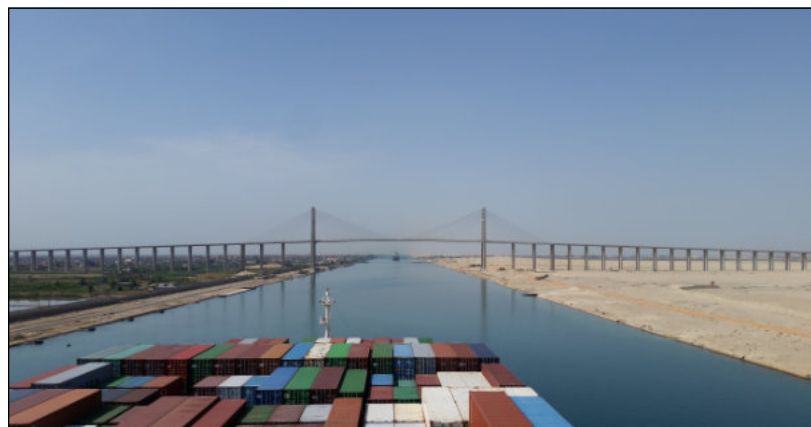
The times we are in now showed us once again that we as an industry are extremely system relevant and especially without our crew colleagues on board the vessels a lot of things we enjoy on a daily basis would not be possible. Nobody knows how long the current unpredictable situation will last, however, we as a group do everything possible to ensure that all crew due to embark and disembark vessels will be able to do so.

Many thanks for all your efforts, dedication and hard work that bring Döhle Group forward every day.

Jan Döhle

NEWSTICKER

After the historical event of a blocked Suez Canal, here are some interesting facts & figures of the waterway and the vessel stuck there: It took 10 years and 1.5 million workers to build the 120-mile artificial waterway in the 19th century. With no locks to interrupt traffic, the transit time from end to end averages about 13 to 15 hours. The ramifications of the blockage in the canal, which is believed to handle about 10 percent of global maritime commercial traffic, have been huge. By the morning of 29 March, hours before the Ever Given was freed, 367 vessels were waiting to pass through the canal. Shipping analysts estimated that the traffic jam had held up nearly \$10 billion in trade every day.



It took
10 years
and
1.5 million
workers

* * *

The **PD INTRODUCES** series went into the next round. After the first presentation by our colleagues from Menzell Döhle, this time Managing Director Richie Blake introduced his team and the services of DÖHLE YACHTS around the management of superyachts. The online presentation provided again a great opportunity to learn more about our worldwide network, variety of services as well as the exciting market of superyachts.

PD INTRODUCES

For many problems and business opportunities, you will find someone within the Döhle Group who can help you.

We have specialists in logistics, bunkers and yachting services and many other areas across Asia, Africa, America and Europe.

PD INTRODUCES aims to present the different divisions of the Döhle Group worldwide.

pd-introduces@doehle.de

Döhle Yachts

29:06

4 MONTHS AGO

PD Introduces DÖHLE YACHTS



After incredible 43(!) years of service, John Jensen retired end of February 2021. After he started working with us on 1 October 1977, his heart belonged to the ships that were the focus of our company from the very beginning, the “Kümos”. Accordingly, John Jensen remains Mr. Breakbulk and we thank him for his powerful work and accomplishments over this long period. We wish **HAPPY RETIREMENT** to John and **GOOD SUCCESS** to Vladyslav Husen who took over John’s responsibilities.

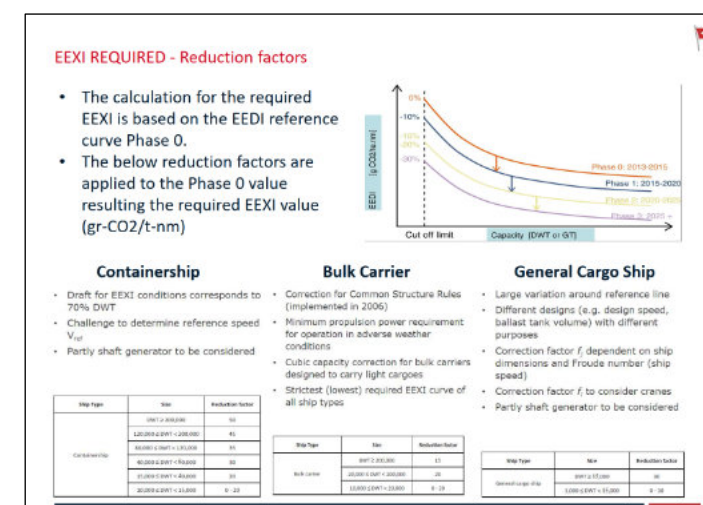
Congratulations Jochen Döhle

We like to warmly congratulate our chairman **Jochen Döhle** for being 40(!) years with the Peter Döhle Schiffahrts-KG. After entering the company on 1st May, 1981, Jochen Döhle is now already for decades at the helm of Döhle Group and at the same time the most senior person at Peter Döhle Schiffahrts-KG. Hats of Jochen Döhle and all the best for the next 40 years!



* * *

Arrivederci Paolo!! After almost 16 years, we unfortunately have to say goodbye to our great chef Paolo. After he has tirelessly offered us delicious creations from his homeland Italy over the years, he now wants to cook for himself and enjoy his well-deserved retirement. We will miss him and his great cuisine very much! Luckily he will pop in from time to time.



While environmental regulations are always in our focus and requirements to cut CO₂ emissions and carbon intensity of ships are expected to be finally adopted in June 2021, we took this opportunity to give background information, details, and the present status to our colleagues. Christoph Wehrenberg, Manager Fleet Performance, provided each department a comprehensive presentation about IMO MEPC 75 – Energy Efficiency Existing Ship Index (EEXI) and answered all questions hereto.

LAUDATIO FOR ANKE WIBEL

*from the Seamans Club
Duckdalben in Hamburg*

Annette Suhrbier

As a member of WISTA (Women's International Shipping & Trading Association) Germany Annette Suhrbier had the honour of giving a laudation for Anke Wibel as Personality Of The Year 2020 the so called #POTY during the digital SMM in Hamburg. In response to the Covid-19 Pandemic the Hamburg Messe and Congress organized a purely digital event for the maritime community.

For the fourth time the #POTY award from WISTA Germany has been handed to a woman who has distinguished herself in the maritime world. A woman characterized by impartiality, commitment to diversity or dedication.

And this woman for 2020 is Anke Wibel, co-Leader together with Jan Oltmanns of the Seaman's Club in Hamburg. More than 35.000 seafarer out of more than 100 years are usually visiting the Duckdalben in Hamburg every year and Anke and her team are making sure that people from the Philippines, Russia, China and other countries can forget their everyday lives for a short time and can feel connected to their homeland. Anke is the face in Hamburg's Maritime society everyone knows and far beyond. In 2015 together with Jan Oltmanns she received the award 'Best Seaman's Club of the World' and has been awarded with the highest decoration of the Hanseatic City of Hamburg 'The Portugaleser'.

Anke Wibel emphasised in her acceptance speech the importance of the activities especially in the times of Corona and is asking for support from all parties involved. She said 'Today, I would like to ask everyone who can, to help to ensure that our friends the seafarer have the chance to be vaccinated against Corona as soon as possible.'

It was a worthy event and it was a pleasure to see how dedicated and committed to the seafarers all participants expressed themselves.

CI-Team

Anke Wibel



OUT OF THE BOX

'To think about something in a way that is new or different'

We have asked ourselves what topics might interest you. Exciting topics that are not necessarily from the direct maritime environment.

New developments, think differently, start-ups, green living. With all these considerations, we have found the very young company called Nordic Oceanfruit. They are making food from algae and want to create a new maritime market with their product and positive alternatives to fishing, from which everyone can live. We find this exciting and have asked Jacob von Manteuffel, one of the founders a few questions about it.

How did the idea of producing food from algae come about?

The idea to cultivate plants in the ocean fascinated us. Seaweed doesn't need any soil, fresh water or fertilizer to grow and has many positive effects on the oceans. But apart from some Asian cuisines, no one wants to eat seaweed yet, especially not the species we can cultivate in Europe. That's why we realized that we have to create tasty and healthy products from these plants so that more people fall in love with them. The more people eat seaweed the more fishing communities can start cultivating it instead of fishing.

Where do the algae grow that you process?

Our seaweed is cultivated in Norway and Ireland.

How do you describe the taste of your products?

We combine seaweed with maritime flavors that most people already love. It is an authentic fresh taste from the ocean. Right now we are creating new products based on seaweed that manage to mimic the flavor of tuna.

How ecological are your products?

Our cultivation of seaweed needs little resources and counters acidification and eutrophication of the oceans. Seaweed farming also increases biodiversity and helps fish stocks to recover. Most other ingredients we use are organic and sourced regionally.

How do you see the development in nutrition (in Europe)?

The retailers and the consumers are very open for innovation right now. Everyone wants to improve their diet and try new things. Eating healthy and plant-based is definitely a huge long-term trend.

Do you have a recipe idea for us?

If you come (or swim) across our beloved seaweed called Alaria esculenta. Harvest it fresh, blanch it, fry it with some garlic, a squeeze of lemon and then use it as a topping for your next sandwich or salad.

Jacob von Manteuffel (& Annette Suhrbier)



winner PETA VEGAN FOOD AWARD 2020 - BEST SEAFOOD ALTERNATIVE
winner FIC FOOD AWARD 2019 - BEST PRODUCT IDEA

SAILING THROUGH THE PANDEMIC

It caught everyone off guard. With no warning, the coronavirus disease 2019 (COVID-19) pandemic struck and impacted virtually everyone around the globe. The shipping industry was among the hardest hit, and as a result, the supply of goods and the workforce behind every one of those vessels faced an unprecedented uphill battle. Those goods that make a global economy thrive depend on the more than 50,000 vessels plying the oceans of the world and at the heart of this massive vessel movement are the more than 1 million seafarers of every nationality.

A year after a strenuous adjustment to the new normal, the Philippines finds itself overwhelmed by a strained economy and rising cases of a new infection, not to mention the spread of the more contagious new strains of COVID-19. The country is back under community quarantine in its capital regions, hampering the operations of many land-based workforces.

However, just like in 2020, shipping continues. And, just like before, Döhle Seafront pursued to deliver seafarer requirements. Its top officers believe that the company is in a better position in facing the continuous threat of COVID-19 and the occurrence of a similar event in the future.

Protecting the ship from the inside

Seafarers have always been susceptible to mental health issues but since the pandemic, their pre-deployment safety, the safety of their families, and, worse, extended contracts due to crew change disruptions were added to their woes.

Understanding this, Döhle Seafront President Atty. Iris Baguilat heavily endorses and supports the Döhle Group's flagship mental health campaign "Break the Silence."



From left: Döhle Seafront Head of Finance and Crew Welfare Caryl Saavedra, Head of Recruitment and Training Raoul "Bong" Ramos, President Atty. Iris Baguilat, and Head of Manning Marlon Panisan

Launched in June 2020, the campaign provides crewmembers with a 24/7 helpline to talk about their concerns discreetly that even the employer would not know if the line was accessed.

"Understanding the importance of mental health and how it could contribute to human error, which causes about 96% of maritime accidents is crucial," notes Baguilat, further expressing the relevance of the program to the situation.

Mitigating risks and employing change

Topping the gruesome and lengthy pre-deployment preparations of seafarers is the threat of becoming infected with COVID-19 and Döhle Seafront is no stranger in such cases.

Ian, a crew who was tested positive for coronavirus before his deployment, confesses, "I have encountered a lot of struggles in life but the hardest one was brought about by the COVID-19 pandemic."

According to him, he endured grave emotional distress. And, although Ian recovered and was eventually deployed, he was just one of many seafarers who have been put at high risk while preparing for deployment, and at the same time became a threat to the integrity of Filipino seafarers in the world fleet.

"What many fails to consider is that manning agencies, such as ours, are responsible not only in deploying seafarer but also ensuring that we keep the jobs at sea among us, Filipinos," shares Döhle Seafront Manning Head Marlon Panisan, pointing to other competitors of the Philippines like Vietnam and India.

He said that a steady supply of qualified crew in the most cost-efficient yet uncompromising method is needed to secure the jobs, further noting the importance of seafarer remittances to the Philippine economy, and the risks of unprecedented cost of repatriation and health implications should a COVID-19 positive crew be deployed.

To mitigate this threat, Baguilat worked on creating and designing a crew change protocol as a key member of the International Maritime Employers' Council (IMEC) and the International Transport Workers Federation (ITF) working group. The protocol, launched in October, facilitates the minimum health and safety requirements of local governments such as Singapore and the Philippines.

"The creation of the IMEC-ITF crew change protocol safeguards the integrity of Filipino seafarers and minimizes the time and cost implications of repetitive testing and quarantining of the crew in Manila and their joining ports," she shares.

The protocol includes RT-PCR testings from entry and exit to the facility, and strict symptoms monitoring in a 14-day quarantine period in contracted hotels in Manila. The protocol employs blockchain technology to release tamper-proof results.



Stakeholder collaborations and vaccination

The pandemic also provided a rare environment for competing manning agencies to form a united front.

According to Baguilat, manning companies who are traditional competitors learned to collaborate and share knowledge and experiences to avoid similar problems and survive. This led her to founding and incorporating the ALMA Maritime Group.

Baguilat incorporated 51 local manning agencies, including Döhle Seafront, into the group - collectively servicing some 110,000 Filipino seafarers and allowing it to enter an agreement with the Philippine Red Cross for low-cost RT-PCR testing.

ALMA also endorsed and pursued the prioritization of seafarers' COVID-19 vaccination to key government offices. This led the workforce into joining the Philippines' national vaccination program priority category A4, fourth in the queue, from category B3 (seventh).

Sustainable operations

According to Recruitment and Training Head Bong Ramos, experiencing the abrupt shift to digitalization prepared the company to operate smoothly with the recent resurgence of COVID-19 cases, and do better if similar crises arise.

"The industry is now accustomed to online recruitment," shares Ramos.

"Training is also done online, allowing seafarers to update their certifications without exposing themselves," he furthers.

Meanwhile, Finance and Crew Welfare Head Caryl Saavedra believes that the continued implementation of the tried and tested safety measures of the company and building partner Döhle Shipmanagement Phils Corp, along with the proactive and reflexive response of the management to the needs of its employees, is the key to continuous operations.

"All Döhle Seafront employees are granted "Authorized Person Outside Residence" by local authorities, allowing them to go to the office. Shuttle services have been provided, and those who can remotely perform their roles at home have been advised to do so to minimize human traffic in the office," shares Saavedra.

While other manning agencies succumbed to heavy losses, Döhle Seafront continued to perform and managed to sustain 80% of its sea-based workforce by the end of 2020 despite the pandemic. The company also brought home some 1867 seafarers through 739 successful crew change last year, 396 of which went through the IMEC-ITF crew change protocol, and the number of deployments continues to rise.

Baguilat says:

"It is all about the welfare of the people,"

Rainiel Cruz

Implementation of the sEaLearn system

Following the trend, it is our endeavour to expand the digital learning options for our seafarers.

On the one hand, you can expect new online trainings. We have recently launched the Onboard Appraisal Workshop, and the Global Resource Management Training will follow soon.

On the other hand, we also want to provide our seafarers with an agile option for digital learning on board and at home.

We are pleased to announce **sEaLearn** as the Learning Management System in the PD fleet.

sEaLearn is a versatile software platform that provides access to training resources and other information, which shall be supportive for the career path development.

In the system we distinguish between eLearning and company-specific contents. The eLearning modules are deposited specifically for each rank group and can be extended upon demand. These include critical modules and modules that must be completed before a promotion. The company-specific contents are optional and therefore are additionally available material like a kind of library. These are currently filled with a series of Mental Health Videos, which should serve as a support, especially in the current challenging times.

In general, it is the responsibility of each seafarer to complete his/her compulsory modules. The leaders on board take a supporting function.

The trainings can be done on board, but also at home. Currently, with the restriction that the seaman must be scheduled for a vessel of the PD fleet. The access data is circulated to the private email addresses, which are stored in the database.

We will now equip the PD vessels step by step. This process will probably take place over a period of further six months.

If you have recommendations for further training topics, please feel free to address them.

We hope you enjoy learning.

Julia Kollmorgen

The impact of digitalisation on talent management & HR

Digitalisation is one of today most used buzzwords and used in nearly every organisational context. Not least because of the pandemic, the digitalisation of many business processes received another huge boost and could be a game changer how many things are done.

But what about Human Resources? Nowadays, there is a huge bulk of IT solutions for every HR processes, starting from recruiting platforms which allow you to hire candidates without seeing or speaking to the candidate (even AI-software based interviews are possible, so that no recruiter and/or manager has to spend precious time conducting interviews). More or less every step of the employee life cycle is affected. So, can a digitalized process really replace direct and personal contact when it comes to identifying the best talents for an organisation? This question hits the nail on the head. The simple answer is no. Personal touch will always remain important and should be the initiator for every talent management process in an organisation. It goes without saying that hiring without personal interviews, even if under the current circumstances where only Video-Interviews are possible, is only hard to imagine. Same story regarding promotion: A promotion without a thorough conversation in order to evaluate ideas and motives of both sides, employee and manager, is risky business. These are just two examples why one has to be careful when jumping on the bandwagon of digitalisation in HR as an end for itself.

Readers who stop reading at that point might understand that HR is reluctant to digitalize their processes. Not at all! There are many good example where we digitalized processes successfully. Here are a few example: We implemented a tool for online-based assessments, which can be used in recruitment processes but also to analyse the potential of an incumbent regarding a possible promotion or taking over other responsibilities. We are using such tools for our shore and fleet personnel. It allows us to use elaborate diagnostic, which would cause a tremendous workload if organized in example as an onsite assessment centre. Another good example is the implementation of an online-based tool called PDFeedback that allows managers to complete the yearly employee review form during the meeting without further necessity to forwarding. Kudos to our IT department! CloudCrewing has a similar functionality for the appraisal system of our fleet personnel. In these examples, personal touch and digital tools go hand in hand.

So, what is our conclusion regarding the buzzword of digitalization in HR? Digitalisation without personal touch is nothing, but HR without digitalisation would also be nothing these days.

Holger Egner



IMPORTANT AND STRATEGIC RELEVANT: UPDATE ON PROJECT INITIATIVE

Everybody talks about digitalisation and digital business models. Although we think that shipping always exists and cannot be fully digitalised, we need to stay open to new technology. Digitalisation means “using data in various means” and that starts with high data quality in our systems. Everybody in our organisation is continuously asked to keep our data quality to a high level. Thereby, we can avoid inefficient processes as well as management errors from wrong information and eventually drive digitalisation.

To further improve data quality we have been working intensively together with the support of external consulting in last two months. As a result of various workshops we are introducing a new decentral team in our group called “Data Governance”.

The Data Governance stands for clear group-wide accountability for data quality. We want to reduce operation coordination efforts and to lay the basis for upcoming internal and external data-driven services.

The Data Governance team members are responsible for ensuring data quality in our company. Data Owners will be responsible for whole data objects e.g. ship master data and Data Stewards for subsets e.g. technical ship master data. As decentral team its members will stay in their current jobs and will from now on additionally fulfill their new roles as Data Owners and Stewards. Please see below all names of Data Owners and Data Stewards.

As one of our first projects the Data Governance will support the implementation of a Master Data Management tool, which will enable us to centrally manage and maintain our master data. Thereby we will be achieving “one single truth” or “the golden record” of our data. We are in the last steps selecting a software and we will start implementation within next weeks.

Data quality is strategically important for us and a task for everybody. We would like to encourage everybody, whether working onboard or in our offices worldwide to keep an eye on details when it comes to entering data in our system.

Also if you detect any problems, inconsistency, wrong information with regards to data you have now Data Owners and Data Stewards as your contact person in charge. They will find a solution. You can address any issues either directly to the below named group or send an e-mail to data-governance@doehle.de

Please do not hesitate to contact us.

Matthias Blöte



“Master Data is the most valuable information that a company owns. Clearly defined workflows in a MDM system as the single point of truth lead to the benefit of superior data quality on a corporate level.”

Claudia Pahnke, Data Owner Client Master Data

“The look beyond the horizon starts with sharing information between departments, between individuals – the success of the new established data governance depends on each and everybody in our group. The responsibility for true data as part of everyone’s job description remains but it is shared and supported by our new established team. A special thanks to Matthias and all Data Owners and Data Stewards and good luck – let us all get digital!”

Dr. Gaby Bornheim, Managing Director



“I am proud to be part of this project after having lobbied many years for better data quality. Now we have the tools that we need.”

Melf Brünn, Data Owner Ship Master Data

“A missing responsibility for data management leads to a lack of standard and transparent data maintenance processes and department individual system usages”

Matthias Bloete, Corporate Development (Project Manager for the Master Data Project)



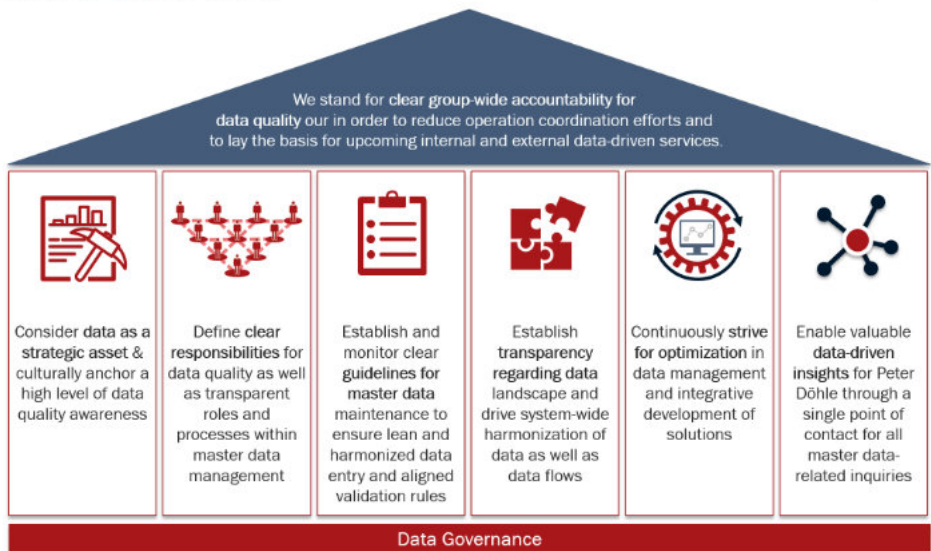
CASES OF APPLICATION:

- Every department is maintaining its own fleet lists – we want one single truth picture of our fleet.
- We find one supplier several times in our data base – we need to calculate volumes per supplier to be able to negotiate rebates.
- Our management want to know revenue with container vessels above 5.000 TEU per service and per department – the information is held in different systems across our worldwide organisation.
- We would like to know our clients to be able to do cross-selling – the information is often with the people dealing directly with the clients, e.g. in one department but the other does not know about it.

DATA OWNERS AND DATA STEWARDS

Data Owner		Data Stewards		Data Owner		Data Stewards
Ship master data Melf Brunn (Market Research)	General data	Marian Siems-Hoffmann (Market Research)		Crew master data Falk Rauscher (Shipmanagement)	General HR data	
	Technical data	Christoph Wehrenberg (Shipmanagement)			Qualifications	Maik Dreesmann (Ship Management Crew Operations)
	Financial / commercial data	Marian Siems-Hoffmann (Market Research)			Medical data	
	Accounting data	Maren Witte (Bookkeeping)			Legal data / contracts	Mareike Fackler (Ship Management Crew Accounting)
	Legal data	Simon Biehl, Bettina Gwiesda (Legal)			Accounting data	
Customer master data Claudia Pahnke (Chartering & Operating)	General data	Marco Dabelstein (Ship Controlling)		Vendor master data Eric Groth (Shipmanagement)	General data	Michael Dittmer (Shipmanagement)
	Sales data	tbd			Procurement data	
	Accounting / treasury data	Maren Witte (Bookkeeping)			Accounting / treasury data	Maren Witte (Bookkeeping)
Finance master data Florian Hennig (Controlling)	General data	Kathrin Stehlmann (Bookkeeping)				
	Treasury data	Grazyna Wierzbicki (Treasury)				
			Project Lead			Matthias Blöte (Corporate Development)

GUIDING PRINCIPLES OF FUTURE DATA GOVERNANCE FOR PETER DÖHLE



+++ Charter markets of container ships back in positive spheres! +++

Shipping industry's experts partially puzzle over the superb trends the overall market environment showed throughout the last quarter. Rising charter rates in 2021 until now have exceeded all expectations and the container shipping lines are reporting very positive results. Against this background, shipyards were able to record a significant increase in their order books with orders being concentrated on larger container vessel newbuildings over 12,000 TEU. Nevertheless, charter markets could be expected to remain on a promising level until the delivery of these orders in approximately two to three years. Moreover, it should then be evaluated to what extent a cascading effect has an impact on smaller vessel sizes, also having in mind necessary infrastructure upgrades in second-tier ports.

During the first Quarter 2021, PD colleagues had the chance to listen to a comprehensive presentation given by Dr. Thomas Hartwig, Manager PD Research, about the thriving container markets. The 4,250 TEU segment for example is at levels, which were last seen in 2011, i.e. ten years ago. But how can this blast of container volumes be explained?

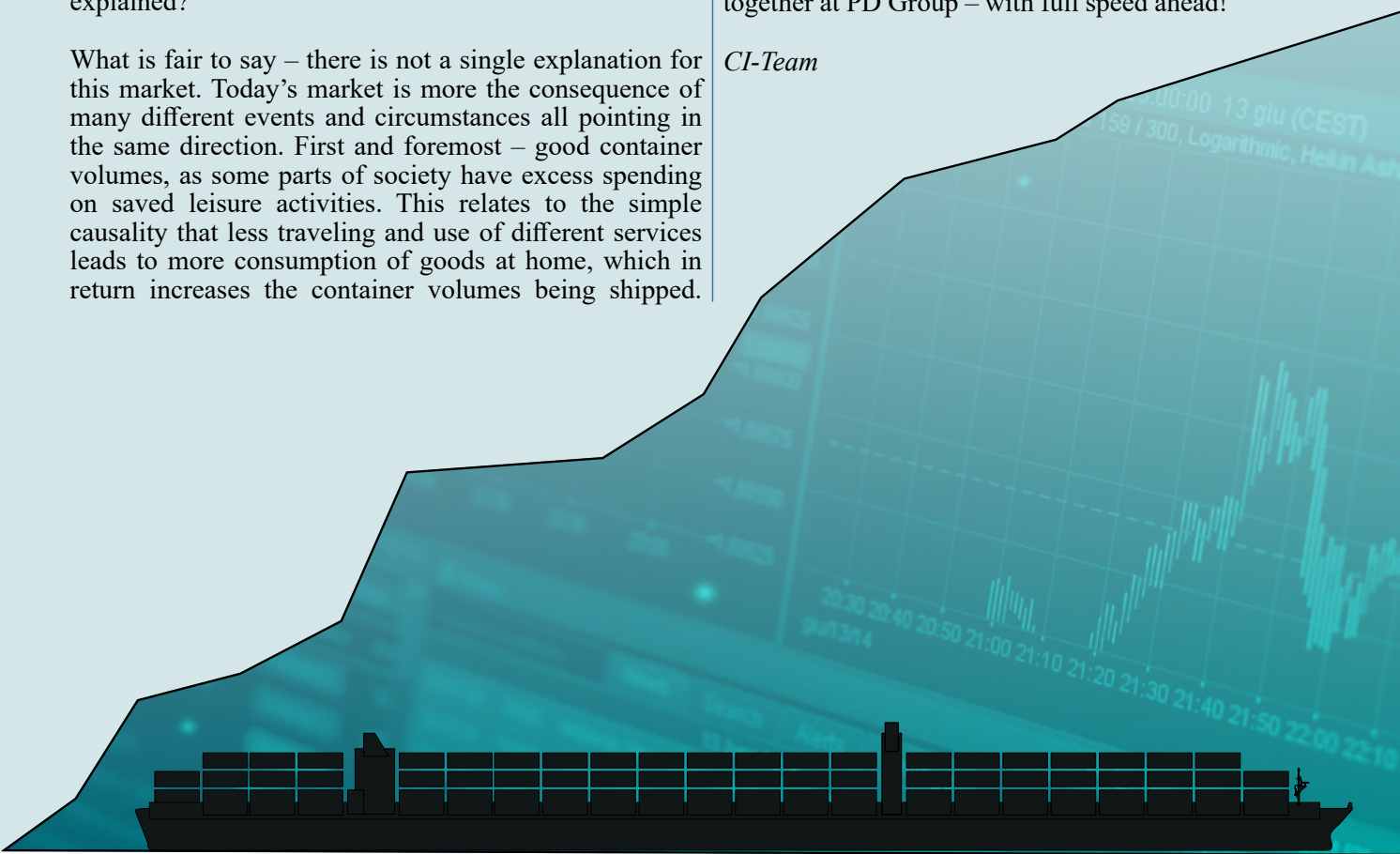
What is fair to say – there is not a single explanation for this market. Today's market is more the consequence of many different events and circumstances all pointing in the same direction. First and foremost – good container volumes, as some parts of society have excess spending on saved leisure activities. This relates to the simple causality that less traveling and use of different services leads to more consumption of goods at home, which in return increases the container volumes being shipped.

Moreover, a double restocking, i.e. from low levels towards a much higher pre-corona level absorbs further capacity. It seems that what happened this year is the exact opposite of the policy called "America First" as U.S. purchasing managers bought as much as possible during and after the lockdowns. However, this change in consumption is not really explaining the container market trends.

While global fleet's speed logs don't show a real upspeeding of container vessels, a decreased fleet productivity was observed and therefore contributed to today's boom. Port congestions, longer port stays as well as an overall imbalance of trades support today's market environment.

In conclusion, the strength of the container markets cannot be explained by a single factor, but is a result of a variety of fostering aspects. Thus, the big picture encourages us to look ahead with optimism, not only for the short-term, but also with a longer time horizon in mind. We are looking forward to a mutual positive future together at PD Group – with full speed ahead!

CI-Team



We asked Ana-Maria and Anca to give some insights on our Romanian colleagues...

Ana-Maria Tudoran and Anca Dobre from headoffice made the interviews.

The pandemic has been a provocation for both our agency and for our seafarers. Since the beginning of the pandemic, we have tried to find ways to put our seafarers on board (finding ways such as travelling from Bulgaria airport as the National airport was closed; arranging for car transportation for our seafarers from Romania to Bulgaria and try to do everything possible for a smooth embarkation) at the same time have done our outmost to also bring our seafarers home and we have fortunately had a lot of understanding from the Romanian seafarers and their families which really helped us and also the owner. Hoping to continue with the same good work despite the times we are currently facing.

Although the imposed lockdown changed both our personal and professional lives, virtual conferences as well on line meetings, it became the “new normal” in order to share ideas, discuss daily operational issues, arrange courses as well maintain close contact to our crew and head office during these challenging times.

Effective the beginning of the pandemic days, Romanian Crewing Agencies Association have joined all efforts with ITF Romania and made constant lobby and pressure on decisional institutions (Public Health Ministry and Transportation Ministry) to include seafarers and inland waters navigating personnel in the “key workers” category. As a result, the local authorities agreed that effective beginning of February 2021 seafarers will be included in the second stage of vaccination started, consequently granted the status of “key workers”. Presently we have the possibility to register all our seafarers at home as well office staff for vaccination, estimating that it will take approximately 1 year time until most of them will be immunized and hopefully things will gradually return to some normality on a global scale.

Vali Raicu

INTERVIEWS

Since when are you sailing with Döhle?

I started sailing with Döhle in December 2006.

What was your initial idea to start your career at sea?

Graduating from a naval high school, followed by compulsory military service in the navy, I considered that a career at sea gives me the chance to see the entire world.

What appeals to you about this job?

It is an interesting job, that gives you the satisfaction of putting into practice the experience gained over the years.

What kind of advice would you give to a seafarer, who just started his career at sea?

Be aware that life at sea is not so easy but it also has advantages. Being at the beginning of his career, he has to listen to advice and get involved in solving problems.

Can you please name one of your biggest achievements during your seagoing career?

I consider that one of the greatest achievements is the fact that I managed to graduate a university and also to promote within the company, starting from the oiler rank to Chief Engineer position.



Marian Costache (C/E)

Since when are you sailing with Döhle ?

I am sailing with Peter Döhle since 02nd of July 2010. I start with PD as Chief Officer and my first contract was on M/V LOA (container vessel).

What was your initial idea to start your career at sea?

Careers at sea can initially seem scary, but can be an exciting option whether you’re just out of school or are ready to take on the challenge of a career change. It’s a huge lifestyle change, but for many people, the rewards far outweigh the sacrifices. The sacrifices may be – not seeing your family for many weeks or working long hours. There are challenges but that’s what makes life more interesting and a work-life full of variety.

I decided to start my career at sea when I graduated from high school followed by the few main reasons:

1) Great wages - a newly qualified sea officer can look to take home much more on average than many other graduate roles, and with little money ever leaving your pocket on travel and food, you can be sure to come back with enough to spend on the good things in life.

2) Opportunities to travel - a life at sea means travelling and visiting incredible destinations and gives the chance to experience interesting and unusual places, rather than just the typical business or holiday destinations visited by many people.

3) A career that is different- a ship is a unique working environment, and those working on board a ship often develop lasting friendships with their colleagues and have a stimulating life which is different to the experience of many people working ashore

4) Time off after the contract - in most jobs, it is only possible to take a maximum of two or three weeks holiday at one time, but seafarers commonly enjoy generous leave or holiday periods. So, while seafarers may sometimes be away from home for extended periods, they also enjoy the benefits when they come home.

What appeals to you about this job?

I believe in this job, with my role and my skills fills the requirements of the modern day to day management of the vessel in charge with, seeking at the same time an opportunity for me to learn and grow my skills for the benefit of all.

Do you have any interesting advices/ recommendations worth sharing with your other colleagues?

Treat your crew as your family. Keep them safe, happy and motivated and everything will be ok at the end of the day. A collaborative spirit is vital in order to work effectively on board a ship that consists of co-workers with various responsibilities and ranks.

What kind of advice would you give to a seafarer, who just started his career at sea?

A successful career at sea requires a great commitment and the benefits will rise only when learning and gaining experience becomes a daily routine

Can you please name one of your biggest achievements during your seagoing career?

I consider as biggest personal achievements:

- promotion of a deck officer which I have personally trained
- seeing crew signing off healthy and happy from under my command



Mihaita Jenaru (Capt.)



On 6th June I received the sad news from my dear friend Birte that her father Capt. Klaus Oggesen passed away. Although it did not come unexpected it left me with deep regret. He was not only the father of my friend, but also for a couple of weeks like a father to me when I had the great opportunity to spend my summer school holidays together with Birte on board the MV „Tielbank“ (in 1981) and MV „Charlotta“ (in 1982) where Klaus was the Captain. I will always remember him standing on the bridge navigating the vessel with great sovereignty and serenity over the oceans and into port. He enjoyed the respect of the crew, pilots and agents as well as charterers. We also had many laughs at one or the other barbecue on board as he was not only a strict captain but also had great humour. The beautiful photo of him reflects all that. Unfortunately, my career as a „deckhand“ came to an end as I grew older, but since I joined the Döhle Group a couple of years later we still met regularly at one or the other summer or Christmas party where we shared some stories and drinks, especially also with Jochen Döhle. Jochen also came on board for his first voyage when he was about the same age than I was on my first voyage and with Klaus being the Captain. So we both shared a special bond with Klaus who will always have a special place in our hearts and memories.

In silent remembrance

Claudia Pahnke (also in the name of Döhle Group)

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