

HOME PORTPD

Edition 20

- ◆ Manning Agency Meeting
 - ◆ Propeller Club of Manila
 - ◆ More than just a jersey
 - ◆ Ethiopia on the fast track
- ...and many more*

MESSAGE FROM THE BOARD

Dear **Colleagues**,
Dear Reader,

Time does not run, no, it flies. For weeks now, I have had the task of writing the foreword for the latest PD Homeport issue and it is not easy for me. Why? In these weeks and months, everything is new. Nothing stays the same, it seems as if change is the defining moment in these weeks and months. Why is this difficult? Are we not open-minded, curious about what is to come? What might the future bring, the new position, the new task? And as positive as this question sounds, it is also connected with a certain uncertainty, a certain worry. Was the old really so bad? Why can't we hold on to what was?

The changes we are experiencing are magnifold and varied.

The Covid 19 pandemic seems almost forgotten, however has still an impact, the Ukraine war is omnipresent with no end in sight, climate protection is becoming a defining issue in shipping. Not to mention inflation, energy transition and other trouble spots.

And so we are all called upon, in our private lives as well as in our business lives, to face up to the changes, to help shape them where possible, and to adapt where necessary.

What does all this mean for our Group?

So far, we have kept our hands off new building orders, but we are certainly open-minded - the next few months will show whether opportunities arise.

After a prolonged period of high prices in the second-hand market, the market has returned to some degree of normality and we have used this opportunity to rejuvenate our fleet in terms of average age, but also to grow moderately. In the last twelve months, we have purchased seven ships within the Döhle Group, including the two 13,000 TEU vessels MV SOUTHAMPTON EXPRESS and MV ROME EXPRESS, which we had to part with during the crisis a few years ago. Change can be wonderful.

Climate protection - this word is on everyone's lips.

The EU Emissions Trading System (EU ETS)EN--- will be extended to maritime transport emissions from 2024. The new rules entered into force on 5 June 2023.

The EU Emissions Trading System, together with the monitoring, reporting and verification (MRV)of ships' emissions, are one of the EU Commission's main tools to reduce greenhouse gas emissions in maritime transport.

We are already preparing our participation in the EU ETS but this is still not easy as we are far away from clear set rules, however they will certainly come - and we are well prepared.

And we have to keep in mind that on an international level new targets are also set:

Member States of the International Maritime Organization (IMO), meeting in July 2023 at the Marine Environment Protection Committee (MEPC 80), have adopted the 2023 IMO Strategy on Reduction of GHG Emissions from Ships, with enhanced targets to tackle harmful emissions.

The revised IMO GHG Strategy includes an enhanced common ambition to reach net-zero GHG emissions from international shipping close to 2050, a commitment to ensure an uptake of alternative zero and near-zero GHG fuels by 2030, as well as indicative check-points for 2030 and 2040.

We will have to see how EU and IMO system will play together.

So, a lot of challenges to be seen which will also have an impact on our daily lives ashore and on board.

We are convinced that we are jointly taking the next steps knowing that without changes we will not manage these challenges.

Thus, the PD Homeport will also undergo certain changes in the future, we are considering whether to revise the form of publication, to make use of new technical possibilities, to increase the frequency -

ultimately, we are interested in compiling reports from the Döhle world and offering all readers interesting news and information worth reading from this diverse world and thus learning more about each other.

Our new issue reports (still in the old style) about changes, but of course also about impressions and

experiences - make up your own mind! And tell us what changes await you.

Wishing you a pleasant reading and a good feeling for changes.

Gaby Bornheim



Jan Döhle, Christoph Döhle, Jochen Döhle, Gaby Bornheim, Jost Döhle, Johann Diercks

MESSAGE FROM IRIS BAGUILAT

Dear **Colleagues**,
Dear Reader,



welcome to the latest edition of Homeport PD, where we are thrilled to share some fantastic updates from Manila. As the COVID-19 restrictions have lifted, we resumed our in-person debriefings and have the opportunity to thank our crew and officers for their service. Additionally, we recently held our first Retirement Ceremony in October 2022 to honor and recognize our retirees who have served our company for 20 years or more.

In February 2022, our fleet operations team began using Tilla's platform, resulting in more efficient and streamlined crew change operations with automated airline flight comparisons and bookings. We also resumed in-house office training in February 2023, focusing on self-branding and workplace service culture.

We are delighted to announce that on-signers are no longer required to undergo pre-deployment quarantining, marking a significant milestone for all of us - crew and staff alike. Moreover, our Döhle Seafront team has kindly guided crew families on basic yet intimidating processes, such as navigating the seafarer's government healthcare system.

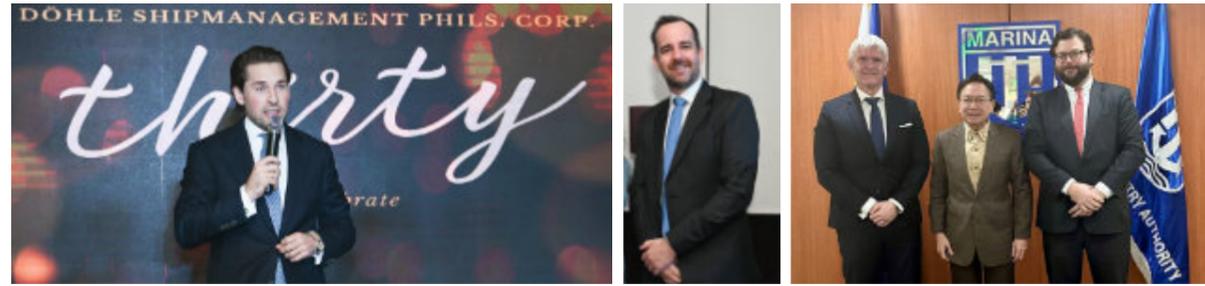
I am honored to have taken the chair position of ALMA Maritime Group, where we address the challenges and issues facing the Philippine seafaring industry, including the EMSA audit, ambulance chasing, and the abuse of the seafarer's compensation system. We work closely with the Philippine government, Filipino unions, manning associations, the International Group of P&I Philippine Working Group, and IMEC to make a significant impact.

At the end of the day, our focus at Döhle Seafront is always on the human person - his heart, his soul, his mind, his strength, and his family. We recognize our mission to provide jobs to Filipinos and the impact it has on their families' economic status. We will continue to work with German precision and Filipino heart while always being #ProudPD.

Iris Baguilat

Newsticker

Döhle Shipmanagement Philippines Corporation, abbreviated "DSPC", celebrated its 30th anniversary beginning of this year. Being incorporated on 5th January 1993 with the primary function to represent Döhle (IOM) Ltd. in the Philippines, DSPC provides a wide range of services to clients. Especially shipmanagement services and our IT development for Döhle Group are at the core of the service portfolio. Döhle colleagues from Hamburg as well as Singapore joined the anniversary festivities in Manila. Moreover, top government officials and dignitaries attended the event as well as partners, clients, and retired and former employees. It was a special night with music and drinks to celebrate this milestone of Döhle Group.



Sometimes, you have to say goodbye.

After remarkable 23 years of working at Peter Döhle Schifffahrts-KG, our colleagues and friends wished our Birgit Ledtje-Busch a farewell and thanked her for the great support through all these years. As secretary of the executive board she accompanied the company's growth and development. Her daily responsibilities were not only performed diligently, but her efforts for the company are sincerely appreciated. Emotional speeches made her good-bye an event to remember. We wish HAPPY RETIREMENT!



At the same time, we say goodbye to Detlef van Kerkom before his well-deserved retirement. In his career, he established himself as an important part of our ship management and has distinguished himself by critical thinking, not accepting the status quo and a wide network. After six years of excellent work as Chief Security Officer, Detlef van Kerkom or "Captain Kirk" has handed over the role of CSO to Capt. Kamil Grosser. Kamil is surely known to many of you, not only because he joined our shore organization in November last year, but because he worked his way up from Deck Cadet of m/v Tessa in 2005 to Captain on m/v Hebe in 2016. He made a name for himself and his last sea service was on m/v Jadrana in late summer 2022. We are very pleased that Kamil has joined us in Hamburg. We thank him for his outstanding loyalty and wish him all the very best and success in his new career. We are certain that he will master this new task as well as his seagoing career.

Last, but certainly not least – we wish Gregor Girjat, aka "GG" all the best for his retirement. After joining Ernst Russ already in 2005, GG has always been a great colleague and friend in the inspection team under the PD flag since 2013. After sailing as Chief Engineer on board, he took especially care of our RoRo vessels in the fleet. As these ships were really his babies, he always had an open ear for the needs of the crew and took care of the ships' condition around the clock.

Newsticker

Our shipmanagement set-up Midocean (IOM) Limited was officially rebranded end of March 2023. It carries now the name Doehle Shipmanagement Limited. The reason for changing the name of our ship managing entity on the Isle of Man is to bring us closer together, reduce (occasional) confusion in the outside perception and to underline our aim to move forward together as colleagues under the same name. Further details will be reported in our next issue. Stay tuned!

Dear colleagues,

April 27, 2023 was the day heroes were born and champions made. Our first PD Ship Management Battle Kart Championship was an adrenaline adventure and a lot of fun. 24 drivers and 2 spectators were fighting for victory and we have the pleasure to announce our champions:

1. Prize – Jan "Nitro" Görke
2. Prize – Thomas "Rocket" Behrmann
3. Prize – Marius "Lazer" Plaisant

A big thank you to all the participants and remember: "If you are still in control, you are not going fast enough"

All the best
Ship Management



Manning

Agency Meeting in Constanta



What is the name of an event that brings together 16 people of 6 nationalities from the different Döhle units?

Correct – It is the Manning Agency meeting that took place this year in march in Constanta, Romania.

As a continuation of the Manning Agency meeting conducted last year in Hamburg, the aim was to discuss and align strategies as well as processes of the Crew Manager and the Peter Döhle Manning Agencies.

In various workshops and presentations, we discussed the challenges and opportunities we face in our daily work. It goes without saying that the aim is always to highlight and manifest the importance of our main mission – the service we render to our seafarer.

How can we ensure that we are an attractive employer? What are the best ways to collaborate and communicate between the managers and agencies? What tools do we need to use in our daily work? What can we do better to be closer to our seafarers? What challenges lie ahead?



This is just a selection of questions we have discussed and for which we have agreed on different solutions. These are for example:

- Improvement of process transparency
- Professionalise our communication
- Implementation of group-wide crewing KPI's (Key Performance Indicators)
- Focus on cost-effectiveness
- Introduction of more meaningful and streamlined performance evaluations (appraisals)
- Implementation of a cadet strategy
- Developing and promoting our crewing system into a database where data is complete, accurate and reliable

We all hope the achievements of above activities will soon be obvious to each of us in the near future. And of course we are aware that with the answering of these questions, the work is not done. There is still a lot to do and therefore we are looking forward to the continuation of the agency meeting in Poland in autumn this year.

Falk Rauscher



Interview

with Jan Barthel



Jan, your title is Business Process Manager. Could you describe the focus of your work?

I would basically describe my job as something like a "human interface" between business and IT. I am involved in various projects and my goal is to bring business and IT closer together, as there will be no clear demarcation in these areas in the future, but rather a flowing transition, a kind of fusion. We need a business-oriented IT organisation with a modern IT landscape in order to be able to react flexibly and quickly to the challenges and opportunities that arise for us in the future.

Many people don't like change, they are happy if things stay as they are - especially in such turbulent times as today. Unfortunately, we cannot escape the changes and technological developments around us, whether we like them or not. So we have to make the best of the circumstances and be open to new things. Seeing the constant change as an opportunity, not getting bogged down in problems or trying to find a way

through old structures, but rather focusing on new options for solutions. Think anew, fail, rethink. Old ways won't open new doors.

I would be happy if the phrase "IT is business and business is IT" became established in our minds. To achieve this, it is necessary to get out of the "silo thinking" and into the "process thinking" together, step by step, and thus bring about a slow change in the mindset in our company. If we succeed over time, we will be very well positioned for the future.

I think it is very important to create opportunities for colleagues to develop a better understanding of certain contexts through open communication, transparency and explanations (the "why"), without diving too deeply into the details. I believe it is essential to slowly change the mindset. However, with all the technology, digitalisation and business, we should always keep the following in mind in this process: it's all about the people.

What is our education path?

After my commercial education, I first specialised in accounting, including training as a "Bilanzbuchhalter international" and worked in this field for several years. In addition to regular further training, I also completed an apprenticeship as a "Business Analyst" and worked in IT for several years. The experience of more than 25 years of close cooperation hand in hand with developers in various software projects has helped me tremendously to understand their way of thinking and working. Therefore, I can understand both "worlds", i.e. business and IT, very well to a certain extent and take on the respective perspective, which is very helpful for my job.

What is the special significance of working in a shipping company, in a shipping industry?

The interplay between tradition and modernity. The special industry itself with all its facets and challenges. And within the company, many areas that do not

function according to a "pattern", but require individual solutions, which I find very exciting. Sometimes, however, a bit of a curse and a blessing at the same time.

Digitalization is omnipresent, where do you see the biggest challenge?

I'm not a fan of buzz words, but sometimes I can't avoid them either. Hence: the "digital transformation" itself. Information technology is increasingly becoming the linchpin of future business models. It is necessary to create an awareness of the importance of digital know-how and to constantly expand digital competence.

On the other hand, we can only proceed and modernise cautiously, struggling with many legacy issues. In other words, we all have to be able to do our job, work more efficiently, optimise and at the same time prepare the entire company for the future way of working and possible new business models as best we can.

It's like a core renovation in a large, historically grown apartment building. If possible, without making a lot of construction noise and dirt and without having to move out of the house during the construction phase. Meanwhile, a constant exchange between architect, contractor and resident is necessary. This is the challenge facing almost all companies, whether they are medium-sized or large. All of this is also changing the corporate culture, the way of thinking and the way of working together. I find it a great challenge to take

people with us on this journey and, in the best case, to inspire them.

You work with many different areas. How do you harmonize the work and bring different ideas to a good result?

By listening, seeing different perspectives and understanding them if possible. Bringing colleagues together, encouraging an open exchange, a discourse at eye level, in which each option is first examined together. If we then manage together to focus on possible solutions (A, B, C) instead of on the problem, often something good comes out of it. And that is what needs to be implemented, which is often the greater challenge than the mere idea. Especially because we are working on so many projects at the same time with a lot of interdependencies.

Which digital development do you find most exciting?

The possibility to network and work together regardless of location. This makes many things in daily doing a lot easier.

CI-Team

I would basically describe my job as something like a "human interface" between business and IT



MORE THAN JUST A JERSEY

From a branding perspective, people for an organization may disagree that having several sports jerseys, typically with splashing colors and different designs, is ideal. More often than not, these collaterals do not align with the company branding and colors as they are derived from copulations of various creative directions and ideas. But for some of our crewmembers onboard, these shirts mean more to them that what is seen on the surface. Some of our ship's crew have their own versions and designs, and we support them for all the good reasons.

Like those from M/V Polar Peru, M/V Marianetta, and M/V Riva.

Sharing their thoughts from M/V Polar Peru, C/M Valeriy Shyshov, and Messman Jonathan Boragay agree that having a uniform jersey shirt elevates their bond, especially in activities they participate in during their time off from sea duties.

"To us, having and wearing one promotes camaraderie and teamwork encourages us to join physical activities which benefits our physical and mental health - activities that improve our self-esteem and reduce our stress and pressure too," Messman Boragay proudly shares through chat.

It is usually Filipino crew members who come up with the idea of having a personalised jersey, which is then supported by the other crew members on board.

"Kung sinu lang po may gusto, 'yan lang po ang

papagawaan We only order for those who wants one," shares another enthusiast Ordinary Seaman Jayson Galupino of M/V Marianetta.



"Nakahiligan na rin po namin magpagawa nang jersey My crewmates I were excited of having a personalised jersey for ourselves," OS Galupino continues on what has almost become a "jersey trend" on some of our ships.

This inclination was attested by M/V Riva AB Randolph Rubido.

"Ang ginagawa po namin ay ini-inform namin ang aming captain at mga officers para makasama po sila kung gusto nilang magpatahi What we do is, we inform our captain and officers so they can also avail of the shirt in case they want to", he shares.

They order it from the Philippines, where the production costs are low, and have on-signing crewmates bring it onboard. The dry-fit textile is significantly light and easy to pack in their suitcases.

"Syempre, minsan nagkakatipon-tipon kami at mas maganda na may uniform para isang team kami sa isang barko It gives us a better feeling when we see that we have a uniform that serves as a symbol of unity, especially on occasions and gatherings on board" he states further.



According to AB Rubdio, he and his teammates often wear their jerseys when they play basketball to pass time and de-stress every Sunday.

"Onboard, marami pong trabaho pero pagdating ng Linggo na wala namang ginagawa, naglalaro po kami para hindi mainip at saka matanggal stress namin ng mga kasamahan ko There is a lot of work on board, but on Sundays when we have a break and nothing to do, we play together to relieve our stress" tells us Rubido.

According to our crew, these activities improve their communication with each other and help them to live harmoniously onboard.

"Dagdag points rin po 'yun. Syempre may teamwork lalo na sa mga nakakalaro naming ibang lahi. Nagiging close po sila sa amin kahit pa yung iba ay hindi nagkakaabutan dahil sa iba-ibang oras ng duty. Tuwing Linggo, nagkakaabutan kaming lahat dahil sa paglalaro It also improves our teamwork and communication, especially with our non-Filipino crewmates. Some of us do not see and interact with each other everyday because we all have different time of duties, but during our Sunday play-offs, we get to see, play, and become close with everyone," Rubido claims.

At times when bad weather does not permit outdoor activities, the crew of M/V Riva turns their love of basketball indoors by playing FIBA on their PlayStation.



On the other hand, onboard M/V Polar Peru, their common games other than basketball are tug-of-war and "chipping hammer."

There's more variety of activities onboard M/V Marianetta. Crewmembers hang out together for table tennis, sing-along (karaoke), when pumping their iron, and video games.

The crewmembers of these vessels agree that activities onboard improve their relationship.

"These activities do improve our relationship onboard by promoting camaraderie and teamwork. It allows us to engage and interact with colleagues, work hard together, and compete in a healthy way," Messman Boragay shares.

More than a symbol of oneness, these shirts also leave a sentimental mark of brotherhood our crew had onboard.

"Parang remembrance na rin po sa barkong sinakyan namin lalo na kung doon kami sa barkong iyon unang nagkatrabaho at nagkasama It also serves as a remembrance of our ship for us. Even more significant and dearly as it reminds us of our mates whom we had worked and spent shipboard with for the first time onboard that vessel," explains AB Rubido.

TRIGLAV ACROSS THE WORLD'S SEAS'

A place of rich history - our Slovenian technical shipmanagement set-up Splošna plovba, located in the city of Portorož, has been an integral part of Döhle Group since 2012.

In March 2023, Splošna plovba published a new book called 'Triglav Across the World's Seas' (Triglav po svetovnih morjih'), with the subtitle 'Splošna plovba and her fleet in the course of time'/ Splošna plovba in njena flota skozi čas). The author of the book is the former master Jože Utenkar, now retired.

Capt. Utenkar spent his entire career as a staff member of Splošna plovba in various positions: master on board of ships, HR Manager and Technical Manager. His first job was a cadet on the ships of Splošna plovba from the very beginning of the company's existence. Based on his track record, approach, analytical and observation power, he bears witness to the operation of our company and is one of the very few who could describe our corporate history from the early modest start-up till now.

We can gather from his introductory words in the book that the loyalty to the company over the years was the underlying virtue guiding us - the seamen in love of the sea and ships – to have persisted on the corporate development and overcome all obstacles on the way.

The formation of the company is associated with the time when we Slovenes first acquired sovereignty over our own sea, coast, and our own window to the outside world. The politics back then were aware of the opportunities, as well as obligations, to position Slovenia in line with other maritime nations worldwide.

Splošna plovba was established in 1954, its first ships set sails in all of the world's seas and oceans. That was the time of great change which consolidated the operation of maritime administration authorities; the secondary nautical school was established, followed by the higher maritime college; the shipyard was modernised, the port of Koper was built and a few years later, the port was connected with the European railway system by its own rail track. The port of Koper is positioned on the shortest route from the Mediterranean to Central Europe, therefore, highly important for the economy in the whole region, including the automotive industry in Bavaria.

The predecessors of Splošna plovba were the entities 'Agmarit', followed by 'Val', and for a few months 'Slovenija linije' which was renamed to 'Splošna plovba' on 22.10.1954. While 'Agmarit' was performing primarily agency services and owned five small wooden crafts for coastal navigation, its successor 'Val' purchased two steel ships 'Sirob' (reverse reading Boris) and 'Gorenjska'. Splošna plovba purchased the first ocean-going steam ship 'Rog' on 23.10.1954, i.e. only one day after the Company was officially registered. The ship Rog was taken over in England and made her first merchant voyage carrying coal from Norfolk/ USA to Venice.

The first Director of the Company was Boris Šnuderl, a jurist aged only 28 at that time. Some highlights from the corporate history: For some time, the company owned an overhaul shipyard, and by the year 1956 it owned ten big ships already, six of which were older steam ships obtained after the decentralisation of the Yugoslav merchant marine.

Initially, Splošna plovba was engaged in tramp service exclusively. The year 1960 saw the first serious attempt of the launch of liner service: opening the line 'Adriatic – USA (East Coast) – Adriatic', and the East-Bound 'Around-the-World-Line'. New lines followed: liner service to West Africa (several lines for specific cargoes) where the ships were employed mostly in carrying round wood to Europe, and general cargo to Africa, whilst container shipping was launched later. Other lines were bound for South America, North America (Pacific), and the Far East calling at the ports of India, Japan and China: there, the entity Genshipping Pacific Line based in Singapore was set up for the purpose of that line of business. For two years, Splošna plovba was successfully operating the ferry line Koper – Tartous – Koper employing three large ferries in cooperation with a Swedish shipowner under the 50/50% principle. The Iran-Iraq war (1980) stopped operating that liner service. In total, the company was operating thirteen individual lines. The company launched a container shipping service at the end of the 1970's: the West Africa – North America (Pacific Coast) Line using

company-owned containers and providing door-to-door delivery. After Slovenia gained independence (1991), Splošna plovba lost the hinterland for liner service and gradually returned to tramp service operations, adapting its fleet thereto. The container line of business was abandoned and the company returned the leased containers and sold its own ones.

At the beginning of the 1980's, Splošna plovba owned 30 (thirty) ocean-going ships and held five to ten ships in time charter, and employed over 1,700 staff members, thereof more than 1,400 seamen. In 1981, Splošna plovba set up its own entity in Liberia: the Genshipping Corporation, Monrovia, which was necessary for further corporate development on the ground as the state of Slovenia back then did not offer adequate possibilities for ship construction in shipyards in the home country. A foreign-based entity rendered a possibility to build ships or to purchase used ships with a mortgage attached; the same possibility was available in national shipyards for a foreign buyer owned by a national shipowner.

The logo of Splošna plovba was similar to the national emblem of the Republic of Slovenia. The logo was first used on the chimney of m/s Gorenjska in 1954, displaying in the central position the highest Slovenian mountain Triglav with its three peaks. Below the mountain were three wavy lines representing the sea, and an anchor in the middle pointed to maritime shipping as the company's core business. The Triglav is a symbol of Slovenian nation and essence, and we are very proud of this mountain. There, we find support in determination for the public good, the strength and the perception of safety. Slovenian seamen believe that a piece of our home country is accompanying us on a ship with the Triglav symbol on the chimney, encourages us to overcome any difficulty, and serves as a beacon and a signpost on our voyages. You can see the Triglav symbol also on the flag of our company.

It is not precisely known how Splošna plovba came in contact with Mr. Peter Döhle. Capt. Utenkar wrote in his book that our business cooperation began more than thirty years ago, which means in the 1980's. At that time, Splošna plovba hired smaller container ships from Peter Döhle Schiffahrts-KG for the needs of the West Africa line. Later on, our business cooperation expanded to other fields: commercial, financial,

technical, HR, insurance and S&P (Sale & Purchase). It is a notable fact that Peter Döhle Schiffahrts-KG, before it became the major shareholder of Splošna plovba, provided help to the latter in an appropriate and acceptable modality for several times when facing difficulty or distress. The enhanced cooperation after Mr. Jochen Döhle took the leadership, his company entered in the ownership of Splošna plovba in 2012 having exercised the option for the state-held share, and with subsequent capital increase PD now controls 97% in the company. Despite difficulties, Splošna plovba is now operating successfully within the Döhle Group and looks to the future with confidence. It may seem that everything was told, that we know everything about certain things, but nevertheless, the corporate history of Splošna plovba is long and interesting, as described in the a.m. book.

Seamen feel the invisible force that draws us to the open sea, on board of ships struck by the waves amidst the ocean; our thoughts are dedicated to ships and the work done on board, and we never surrender in spite of being marked by the hard life of a seaman. There are books with an end, and there are books that never end, such as this one which is a never-ending book.

I would like to extend my personal appreciation to Mr. Jochen Döhle who supported this important Slovenian book to be published.

Boris Vidmar

KAP. JOŽE UTENKAR

TRIGLAV PO SVETOVNIH MORJIH

SPLOŠNA PLOVBA
IN NJENA FLOTA SKOZI ČAS



“Give a man a fish,
and you feed him for a day;
teach a man to fish,
and you feed him for a lifetime.”



This famous quote by Chinese philosopher Lao Tzu highlights the value of education and self-sufficiency and its ability to create a long-term solution. Education is the most influential investment in our future, and this is the foundation of the scholarship program of the **Propeller Club** of Manila.

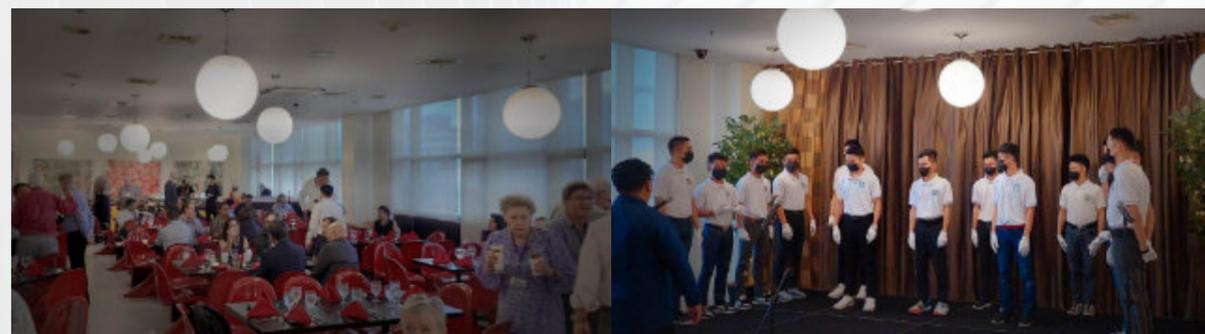


The **Propeller Club of Manila** (PCM) is a non-profit organization that offers scholarships, skills and training to underprivileged youths in the Philippines and employment in the maritime industry. It was formed in Manila in 1971, and the founding members were mainly connected with the US liner companies. With more than 100 members now from all sectors of the shipping industry and sponsoring companies, the club has contributed to keeping the organization serving its purpose.

The scholarship program started in 1990, sponsoring a single student with a ship mechanic course for fitters. The program expanded when they secured funding from the Australian Government (AUSAID) through the Salvation Army Development Office, Australia, which enabled the club to increase the number of scholars enhancing the program. The extra funding from AUSAID allowed the club to set supplementary training

models and procedures for the readiness of the graduates for employment on ocean-going ships. Soon after, the club opened another scholarship program for chefs.

Döhle Group has already been part of the club by sponsoring the annual Christmas party in Döhle Haus Manila. And finally, Döhle Group has chosen the club as one of the company's social responsibility initiatives and decided to support three fitter scholarships. The club will qualify the applicants by passing the written and medical examinations. From that elimination, the club visits the applicant's home and meets with their parents or guardians throughout the by checking their family background and situations if they cannot afford their college education. Some scholars were raised in orphanages.



The last annual Christmas Party 2022 in Döhle Haus Manila



During the examination in Bukidnon

During the examination in Iligan



During the home visits for the qualified applicants



Interview with the parents and/or guardians

Orientation with VP after they got in

The club used to get 25 fitter scholars each year, and Döhle's initial three fitter scholars will join the batch next school year in March 2024. The scholars will essentially complete ship mechanic (fitter/machinist) course at Don Bosco Technical Institute, Makati City, interisland shipboard training, and undergo OJT in Keppel Shipyard in Batangas. Along with that is the essential training for seafarers, like marine safety training courses, maritime English, and basic sailing and boat handling skills for ready employment to seagoing vessels. Scholars are also provided with accommodation, day-to-day private transportation and food for the scholars, who are cared for by the club until they graduate from the scholarship program. This process will be completed in 18 months, and the club will introduce the graduates to Döhle Group. Döhle Group could select three fitter graduates per their preferences and finally board on vessels of the Döhle Group. This project will be a win-win for both parties as the club is helping unfortunate young individuals given a chance in the maritime industry soon get out of poverty. The company employs fitters as they are in demand in maritime but in shortage over time.

The club expanded the scholarship program by starting a culinary and kitchen management course to the highest degree of international cuisine at the International School for Culinary Arts and Hotel Management (ISCAHM), turning out graduates who can be employed as cooks on board ocean-going ships. Döhle may sponsor cooks and board our vessels in the future.

The club would love to increase the number of young individuals who have a dream. However, to expand the programs, we need sponsors and individual donors. No matter how small or large, your participation makes a difference, with 100% of all contributions going toward the students' training. Our connections could help the club by presenting their organization to other companies. Each year before the pandemic, the propeller club had an auction to raise funds for the scholarship program.



Floor mat for the auction

In conclusion, the importance of scholarships cannot be overstated. Scholarships provide financial support and access to education and training that can impact a person's life and the nation. By investing in

scholarships, the Propeller Club of Manila will help individuals achieve their goals and contribute to the development of the community and society.

Phil Marie L. Carpo



On behalf of Döhle representatives (from left) Managing Director DSPC Tore Henriksen, PMS Engr Phil Marie Carpo, (rightmost) Training Manager Rainer Starke, and (middle to the right) PCM Manager Michelle Fuensalida and PCM President David Reynolds.

Ethiophia on the fast track



Our first Ethiopian
Chief Engineer
Mr. Guda

I am Fekadu Bejiga Guda, I was born in 1986 and raised in Addis Ababa, Ethiopia and currently live in Addis Ababa, Ethiopia.

First of all I would like to thank Almighty God, for everything given and done for me.

Next to this, I would like to take this chance to thank my family, for their understanding and continues support, encouragement through all my career; PD shipping company and all office individuals for giving me the chance to work with and for continues support and encouragement to reach Chief Engineer position; I also would like to thank Ethiopian Maritime Institute (EMTI), Ethiopian Manning Agency (EMA) for support, training and continues assistance given to me throughout my career; last but not least I would like to thank all seafarers around the world with whom I have worked starting from Engine cadet to CE and Deck cadet to Captain, for all your support, time, experience and knowledge you shared.

To say a bit about my education background; after secondary high school I have joined Addis Ababa university faculty of technology, and graduated in BSc of Mechanical engineering. After that I have joined

Ethiopian Airlines (EAL) training institute and trained and graduated in ground technician in power plant (aircraft engine) and worked for a few years as ground technician, until I received the chance to join Ethiopian Maritime Institute (EMTI), and graduated as an engine cadet and I also took different marine courses at different levels as per IMO requirements.

It was in 2012 when I joined the first PD ship, namely MV Daphne at port Lylang Maylezia as Junior Engine cadet. Being my first time on board combined with very hot weather in this port in general, engine room in particular left me with unforgettable memory of this day. It was the 1st step and milestone for my career, where and when I set my goals.

What I like most about sailing is that we discover, feel, see and experience something new every time we set our sails. The weather, the waves, the wind bring us new memories.

I and probably most seafarers do not only like above but like also the ups and downs during sailing making me strong and successful in my life.



What I appreciate most about Döhle is the following most outstanding:

vacation and relief planning. Speaking frankly, this is one of the things which makes Döhle unique. I don't want to go in detail, however to know when to sign off and especially when to sign on and in particular the flexibility and willingness of Döhle crewing office to adjust the planning as per the seafarers request is outstanding.

Training given by Döhle for seafarers when required.

The cooperation, help and understanding of technical departments.

The condition of the ships in general is good. This means a lot for seafarers and I am happy about it.

The relationship between the seafarers and office is absolutely friendly, professional which makes me feel home.

You were asking me about my personal interests, which I like to share with you.

I prefer to divide vacation into two, short vacation which is less than 45 days and long vacation more than 45 days.

For short vacation mostly, I will spend my time with my

family (especially my wife and two kids), visiting historical places, celebrating upcoming occasions, holidays and birthdays,

Usually, first two or three weeks pass repairing malfunctioned house equipment and making right, what goes wrong while I was onboard.

For long vacation, I believe all seafarers should have a plan to have some asset ashore, we never know what tomorrow brings so I spend my vacation on building land based asset and also spend some times with family like I said above.

My ambition in the future is to be a successful CE and advance my career to the next level within PD helping myself, my family, my company, my country and the world a whole.

As I am always saying "Sky is the limit", I will go as far as the road takes me.

One thing I am sure about is that I will be a good CE and have my own company in my life at a certain stage.

Best regards

CE Fekadu Bejiga, Guda



+ + + Visit from the TILLA Team in the headquarter at the Elbchaussee.

After a visit to one of our container ships, we welcomed the Tilla team for a short exchange.

We were happy to have the opportunity to get to know the team in person + + +



Tilla is a Berlin-based start up founded in 2021, to make the complex process of crewchanges more efficient. (see article Tilla HPPD II-22)

MV RIVA

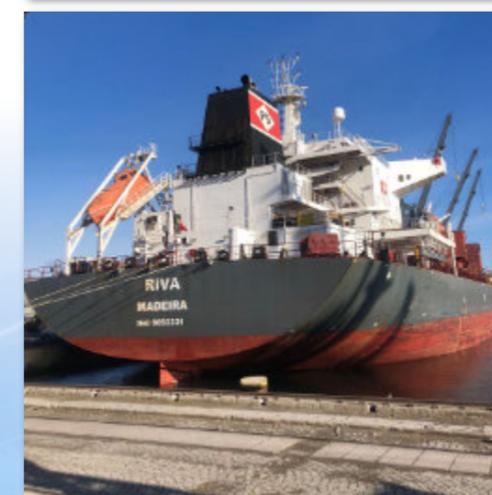
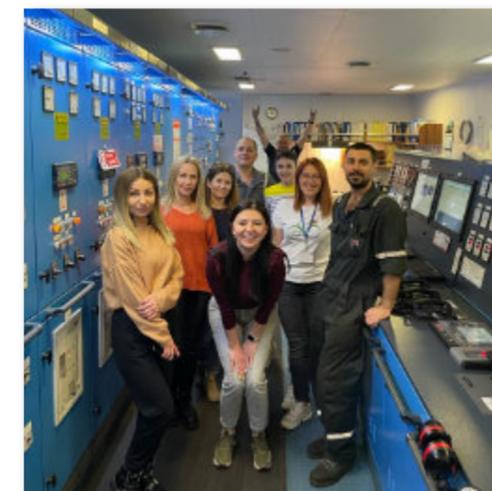
Once again I was able to visit a vessel of which I am in charge and this time it was the lovely MV Riva.

The vessel arrived in Constanta on 10th March and together with my Crew Superintendents & Fleet Operator colleagues working in the Döhle Romania office we took the opportunity to visit the vessel.

We had a warm welcome on board from our present Captain Vysochyn and present Chief Engineer Isayko but also we've met the future Captain Mitea who is sailing on this vessel in a rotation for many years already.

We had a nice tour and after lunch we had a crewing meeting with all the crew members who were on board. It was a wonderful experience for all of us and I really hope we will have this opportunity again soon.

CSI Anca Pericleanu, Team 6



Shipvisits



MV FRIEDRICH RUSS

It was a cloudy day in Rostock but as soon as the Friedrich Russ took berth, the sun started to shine.

Together with Christine Schneider I had the opportunity to visit MV Friedrich Russ in Rostock and spent a few hours with the crew and get to know the vessel.

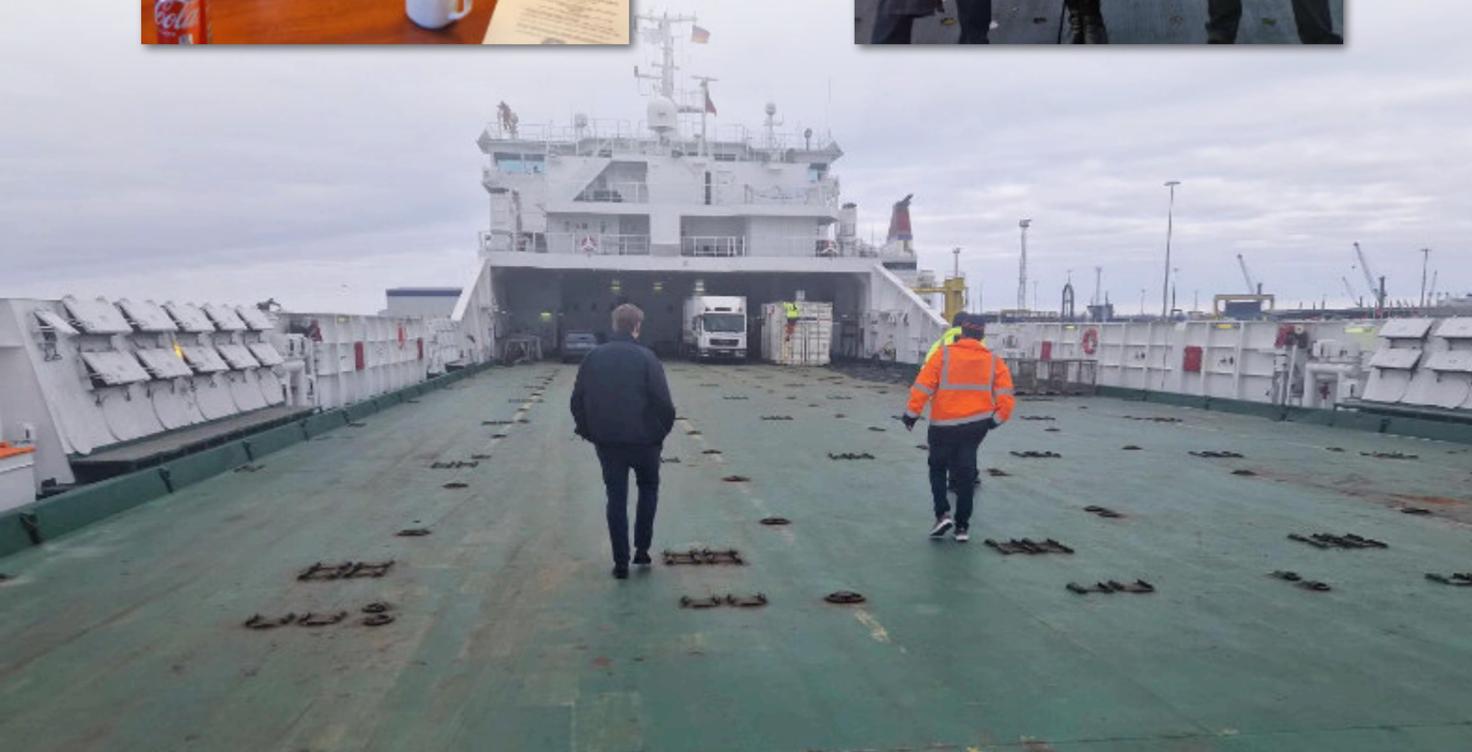
It was my first time to visit a Ro-Ro Vessel, after a warm welcome of the second Officer Wawryniuk we were introduced to Captain Pirogowski. After exchanging some gifts, while having a coffee we chatted about the wellbeing, wishes and further planning of the crew.

Afterwards, Captain Pirogowski and Second officer Wawryniuk gave us a detailed tour of their beloved second home. The Captain told us that already his father was Captain of the Friedrich Russ.

For me it was very interesting to get to see such a vessel from the inside, and further than that to talk to some of our Seafarers.

Many thanks to Captain Pirogowski and second officer Wawryniuk for their time!

Henri Neumann, Apprentice PD



MV HEBE

Most crucial moments for our company - when the shore staff meets colleagues from the sea.

We were welcomed by Chief Cook Barbara Jeffrey with a delicious meal - Polish delicacies (soup Zurek and pierogis). Capt Czarnowski and his great team on board introduced us to the each corner of the deck and brigde. CE Wojcik disclosed for us all insights of his kingdom - ship's engine. We could share our thoughts and concerns about crew wellbeing and prospects for the future employment & career developments.

Thank you for your hospitality on board mv Independent Horizon!

CSI Izabela Ruhnke, Team 5



SPORT CONNECTS



We all experience feelings of community from day to day. Either on board, in the office, with the family or during leisure activities. And here we notice again and again how much sports and common passions connect.

While basketball is the most popular sport in the Philippines, for example, soccer is the undisputed number one in Germany. Our national team is cheered during World Cups and European Championships at large fan festivals and in almost every pub. Moreover, we watch joint broadcasts in the PD Office during match times. But even if there is no tournament coming up, the German soccer Bundesliga is certainly a familiar name to every reader.

Hamburg plays a very special role here with its two clubs. The Hamburger Sport Verein ("HSV") and the FC St. Pauli ("FCSP"). However, since the most successful times of both clubs are already some years behind, they meet today only in the 2nd division of Bundesliga. Nevertheless, this does not diminish the passion and rivalry of both clubs. Here is a short portrait of the two:



HSV

- founded in 1887
- ninth largest sports club in Germany
- club colors: black, white & blue
- continuously represented in the 1st division of the Bundesliga until 2018 (not even Bayern Munich managed that!)
- 2nd division record for average attendance after just twelve games this season: 52,171 fans per game
- besides Boca Juniors from Buenos Aires, Hamburger SV is the only club to have its own fan cemetery; in the immediate vicinity of the stadium, up to 500 supporters can find their final resting place
- Uwe Seeler was the greatest HSV player of all time; the club idol scored 404 goals in 476 games from 1953 to 1972 for his club; the universally popular former center forward was also an honorary citizen of the city of Hamburg



ST. PAULI

- 1907 first games at St. Pauli Turnverein and 1909 definition of the famous playing colors brown-white and since the middle of the eighties the skull is indispensable sign on all merchandise
- 6.2.2022: Victory against the World Cup winner Bayern Munich by the 2:1
- the Millerntor Stadium is located in the St. Pauli district in the heart of the city near the Reeperbahn, the famous red light district with its many bars, clubs and stores
- the club has its own museum in the stadium with an attached wine bar
- FC St. Pauli has long supported various social and political causes, including environmental protection, anti-racism and LGBTQ rights
- the club has never had a mascot
- they say the fans create an incredible atmosphere unmatched by any other club in Germany
- the stadium is consistently 99.18% sold out with an average of 29,310 spectators

Some of our colleagues have a very special relationship with their favorite club. Be it the "big" HSV or the "special" FCSP. Two very different worlds face each other here - on the soccer field, in the city or even in our office.

Quotes from colleagues:

"I am always pro Pauli, as long as they are not above HSV." *Adrian Ade*

"If FC St.Pauli had a quarter of the budget of HSV, they would now be promoted to the 1st Bundesliga.

The team of HSV does not want to climb, they are happy in Hamburg." *Jochen Döhle*

"The stadium is in the heart of the city. A game at the Millerntor is not just about kicking, it's also an emotional affair. That is still real football." *Annette Suhrbier*

"When I think of HSV, I first think of too much money for old men. But also of Felix Magath scoring the goal of the century against Dino Zoff of Juventus Turin in the 1983 national champions' final." *Robert Johannsen*

"In the early to mid-90s, I was a proud season ticket holder at St. Pauli because I grew up in the neighborhood. However, my family was always addicted to HSV, which is why I changed camps to spend more time with my father and brother. Keep your fingers crossed for both clubs!" *Remus von Mengersen*



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PETER DÖHLE Schiffahrts-KG
Elbchaussee 370 | 22609 Hamburg
Telephone: +49 40 381 08 0
E-mail: ci@doehle.de

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Editorial Staff:

Annette Suhrbier, Adrian Ade, Simon Biehl, Lynn Heinrich

Design & Editorial Art:

Simon Biehl

Point of contact: ci@doehle.de

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Registered office: Hamburg, HRA 69072

General Partner: Jochen Döhle, Christoph Döhle, Beteiligungs- und Verwaltungsgesellschaft Peter Döhle mbH, Registered office: Hamburg, HRB 13259

Managing Directors:

Jochen Döhle, Christoph Döhle, Dr. Gaby Bornheim, Johann Diercks