Fog Horn

Synergy Group Newsletter



Thoughts on Leadership

- RAJESH UNNI



Welcome to another edition of Synergy Group News!

exciting. We are expanding our global have any interesting suggestions, please presence, exploring new avenues of write to the team and we would be happy growth and strengthening the shipboard to include your views in the forthcoming and shore teams for forthcoming newsletters. challenges. There has also been steady addition of ships into the Synergy Family We look forward to continuing to innovate with extensive support from our existing and execute, and keeping you updated on principals.

The invaluable trust placed by our principals motivates us to deliver top quality ship management services at all

Through teamwork, professionalism, respect & inclusiveness, we create an environment where everyone can achieve their goals.

To tackle the challenges of today's world, we have to draw out the creative potential of the people who are part of the organization. I wish to empower the team members by creating an environment where people are equipped and encouraged to make decisions in autonomous ways and to feel that they are in control of the outcomes for which they are responsible.

authority throughout the organization, encouraging innovation. I wish to give the responsibility and freedom to choose the means of accomplishment - to all of you.

I call upon all the leaders to work together to blend a vision of tomorrow that will inspire our team members and provide opportunities for each one of us to grow.

The men and women of the industry are a dedicated group, who work hard in difficult and challenging conditions. I thank all our seafarers and their family members, whose great efforts and dedication is responsible for Synergy's success. I would also like to thank you for your continued support and send to you and your families' sincere good wishes.

Trust you will enjoy the second issue of Synergy Group's newsletter. If you are The year 2013 has in many ways been very interested in contributing the contents or

I call upon all the leaders to work together to blend a vision of tomorrow that will inspire our team members and provide Empowerment involves distributing opportunities for opening the door for dissent and each one of us to

Word Scramble

In how many ways can you spell the word SYNERGY in the grid below?

5	Y	N	E
Y	N	Е	R
N	E	R	G
Ε	R	G	Υ

How to play

You can start with 'S' on the grid, then on each step you can step one letter in any direction (up, down, left, right, or diagonal).

Please email us your answers at editorialteam@synergymarine.sg

The first three correct entries will win a prize and the name of winners will be announced in the next edition

> Puzzle created by -Ms. Senthil Priya & Ms. Uvaneswari



Loss Prevention Training

A no-frills training event focusing on learning was organized in September 2013 at Chennai. The first ever Loss Prevention Training focused on learning from incidents and methods to prevent losses.

What is Loss prevention:

Loss prevention is the application of good practice to prevent any incidents occurring that are likely to result in a loss, or if incidents do occur, to minimize the severity of the consequences.

It is about focusing on aspects to avoid - things 'NOT TO DO' rather than how to do things - thereby minimizing errors and avoiding losses.

A new initiative by Insurance Dept.:

The newly formed insurance team took the mantle to organize a single day loss prevention training event at Hotel Fortune in OMR, Chennai. The facilitator Mr. Andrew Kirkham from North of England P&I Club came from UK for this training.

The following topics were covered during the day:

- 1. Mooring Safety a neglected area, often underestimated
- 2. Work permits compliance aspects
- 3. Navigational incidents Collision/Grounding largest quantum of claims
- 4. Bunker claims and survey simple approach in avoiding these
- 5. MARPOL compliance no tolerance

The highlight of the event was a video conferencing with 5 experts from NoE P&I Club's Newcastle office. The participants and attendees got the opportunity to discuss and clarify on various issues related to charter party clauses, salvage aspects, cargo issues and FD&D matters.

The event was well received with more than 50 participants including 16 shore

It is hoped that this initiative would contribute towards greater improvements in our safety culture through a renewed focus on loss prevention. More such one-day events are planned in future at different locations in India as well as at Manila for enabling as many of our sailing staff to attend this program and interact with industry experts during their leave period without having to travel away from families.



Safety Moment -Tool to improve safety culture

fraction of second when we are liable to Tuesday at 1130 hrs. blunder at the risk of safety, slighting the care we must take. That lands us in great Initially, each division was to have difficulty.

they cut deep impressions in our mind involved, directly or indirectly.

experiences of others and strengthen our light during the safety moment gatherings mind to adhere to safety measures were: without any lapse, we initiated the practice of sharing 'Safety Moments' since 1)A gentleman while driving a car was January 2013 in both office and on board texting in phone to a friend, failing to see vessels.

Through this initiative, we aim to motivate all Synergians to minimize the amount of 2)A member of our staff lost her uncle in a risk they are willing to take without undue road accident. The cause of it was the consideration.

I take this opportunity to share some of attended funeral service, she explained, amount of risk individuals take. the experiences that came to light during amidst tears and sobbing, how she lost the implementation of this initiative in her uncle only as a result of not wearing. Hope this initiative will bear fruit and

There are moments, seconds, even Moment" gathering is held on every

discussions separately but after shifting to 3)A lady left the oil pan on the burning new office premises, gathering was made Experiences of that type are varied. But common for all the divisions. It gained momentum within a short period of one when they are narrated by the people month and every one participated enthusiastically.

To enable us to share and learn from the Some of the experiences that came to

a turn and met with a fatal accident. No

rider did not wear helmet while driving the two wheeler. The day after she Chennai office where weekly "Safety the helmet. This led to a campaign in our

office were pledge was taken by all staff of wearing helmet while driving two

stove and went to attend a phone call without switching it off. Coming a bit late, she witnessed a fire accident.

These are only a few incidents that were emotionally explained by the person concerned or connected in one way or the other. As a result, observance of safety measures has been well ingrained in our instincts. This initiative has been considered as a best practice by many during their visits and audits.

peace of mind for many for days together. During on board safety moments too, when ship staff come forward to share such experiences, it will serve well to examine our own thinking and our own commitment to safety. This will also result in self-initiated reduction in

lead us towards our goal of Zero Injury!



Our safety goal is zero accidents. ZER©





with contributions rom Capt. N. Subbiah, lead of QHSE Dept.

New additions to our fleet



Name of ship: MT Garnet Express Type of ship: Chemical/Oil Products Tanker

Year built: 2013 Flag: Marshall Islands



Name of ship: MV Navios Mercury Type of ship: Bulk Carrier Year built: 2013 Flag: Singapore



Name of ship: MT Nave Pulsar

Type of ship: Chemical/Oil Products Tanker

Year of build: 2007 Flag: Marshall Islands



Name of ship: MT Nave Equinox

Type of ship: Chemical/Oil Products Tanker

Year of build: 2007 Flag: Marshall Islands



Name of ship: MT Ruby Express Type of ship: Oil Products Tanker

Year built: 2004 Flag: Panama



Name of ship: MT Orchid Express Type of ship: Chemical/Oil Products Tanker Year built: 2013 Flag: Marshall Islands



Name of ship: MT Nave Dorado Type of ship: Oil Products Tanker

Year of build: 2005 Flag: Panama



Name of ship: MT Eurochampion 2004

Type of ship: Crude Oil Tanker Year built: 2005

Flag: Liberia

Synergy Group's vessel receives the Green Flag Environmental Achievement Award

Synergy Group's vessels were recently awarded the Green Flag Environmental Achievement Award established by the Port of Long Beach.

The award is given for extraordinary compliance with the 'voluntary vessel speed reduction' program over a 12-month period. The program prevents more than 1,000 tons a year of air pollution.

The award entitles the vessel operators to earn dockage rate reductions, as well as help improve air quality in the greater Long Beach area.

The Port Authority congratulated the team for its performance and continued support for the Port of Long Beach Green Flag Incentive Program.



Heartiest Congratulations to all Team members on board the APL Oregon

Certificate of appreciation by NOL awarded to M.V. APL Oregon for being the 'BEST IN CLASS' - in recognition of outstanding performance and support.

Developing leaders through teamwork

The power to change begins with the Leadership. The first step to organizational change is leaders better understanding their own leadership style, other leadership styles, and key leadership skills.

Leadership development is considered critical for the success of organizations in a competitive scenario.

Realizing this, at Synergy we organized a two-day Out Bound Learning Programme (OBL) for superintendents on 21st and 22nd September that was attended by close to 45 team members.

OBL strives to create the right blend of best practices, human behavioral processes, team-based activities, and process facilitation techniques. It is an excellent learning platform that created a good environment for management development programs.

The two days were packed with several team-bonding exercises that helped to enhance communication, foster insight into individuals' thoughts and provided us an opportunity to challenge our capabilities.

Our main objective during such teambuilding activities is to inculcate values that make teams successful. We firmly believe that true success is more than just numbers and we are only as good as the Team!







Naming and delivery ceremony of M.T. Garnet Express





Capt. Rajesh Unni along with MOL President Mr. Koichi Muto and MOL Member of the Board Mr. Tsuneo Watanabe during the naming and delivery ceremony for M.T. Garnet Express. The ceremony was held on the 19th of July 2013 at Hyundai Mipo Dockyard Co. Ltd in South Korea.

Member of SSA

Synergy Group is now a member of the Singapore Shipping Association (SSA). Synergy Group has at all times, recognized the importance of this island nation. There is no doubt that the influence of this region as a whole is now clearly recognised and valued in the global shipping community.

Together with SSA, we will play our role to promote the interests of shipping in Singapore, Asia and across the world.

Synergy's growing presence on Facebook

Thanks to all our fans, we recently surpassed 25000 'Likes' on our Facebook

Incorporating social media in our outreach plans helps us maintain open and transparent communication with our stakeholders, our teams on board and ashore and lets us directly connect with our partners. Our social media presence could not have been successful without employee contributions.

We thank you all for the amazing support! Please continue to send us your contributions at editorialteam@synergymarine.sg

Reach us at http://www.facebook.com/synergymarinegroup







Healthcare benefits launched for our seafarers and their dependents

Synergy Group is proud to announce the launch of health care benefits for its seafarers and their family members in both Philippines and India. The benefits are being rolled out in a phased manner and complete information will be sent out to individual ships very soon.

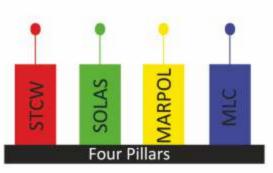
The benefits cover for hospitalization due to illness, disease and injuries and also provide a range of other benefits for officers during leave. The cover is being launched for all our seafarers and extended to their wives and children (children upto the age of 21 years).

We wish to provide quality healthcare to all members of the synergyians family through a wide network of service providers, comprehensive hospitalisation benefit and healthcare packages and shall continue to work in this area. Watch this space for more updates in the coming days.



The Maritime Labour Convention, 2006 ("MLC, 2006") establishes minimum working and living standards for all seafarers working on ships flying the flags of ratifying countries.

The 94th Maritime Session of the International Labour Conference (Geneva, February 2006) adopted the Maritime Labour Convention, 2006 (MLC, 2006), an important new international agreement that consolidates almost all of the 70 existing ILO maritime labour instruments in a single modern globally applicable legal instrument. It is also known as the fourth pillar of quality shipping (along with SOLAS, STCW and MARPOL).



We are glad to report about Synergy Group's managed fleet being 100 % compliant with the requirements of MLC 2006. The teamwork ashore and on board has been well appreciated by visiting inspectors worldwide as Synergy Vessels were found to be comparatively better prepared for the new regulations. We have a dedicated shore based team working 24x7 to ensure that all our vessels are supported with the "Synergy Group MLC Portfolio". A QHSE excellence campaign has also been initiated to ensure that adequate support and guidance is available in the initial implementation stage.

Team Introduction - Synergy Marine Ship Management Team

The motivated team manages fleet of bulk carriers and container vessels from Singapore and Chennai, providing quality ship management services to our extended members worldwide Technical team is headed by Mr. K.S. Win and Marine team is lead by Capt. Sairaj.



Contribution from our amazing seafarers

Vigilant crew prevented a huge claim

One of the bulk carriers under our technical management recently completed discharging a cargo of bagged sugar in a West African port. The cargo was loaded at Guatemala. During discharging operations, there were regular incidents of pilferage. On completion of cargo operations the vessel was arrested with receivers claiming huge shortage of cargo and a guarantee of USD 490,000 (reduced later to USD 100,000) was sought to release the vessel.

The ship staff had taken several pictures of the pilferage regularly and attached same to letter of protests which were issued throughout the discharging operation. During the 25 day stay at port, Master had lodged close to 20 letters of protest which explicitly showed the rampant pilferage of cargo.

A strong evidence of photographs, backed by regular LOP's and a good draft survey before and after cargo operations resulted in vessel's Owners being able to defend this spurious claim well.

The Owners had good evidence of pilferage which the charterers finally accepted and provided the guarantee as well as arranged for release of the vessel.

Our thanks to the entire team on board our vessels who continue to operate vessels with great professionalism and efforts ensuring that our Member's interests are always safeguarded!





My experience in a New Company!

Our special thanks to C/O Puneet Singh who shared with us extensive feedback about his first experience on becoming member of the Synergy Group... right from the time when his friends introduced Synergy Group to him to his travel to Chennai for an interview, pre joining preparations and onboard experience. He has given detailed description of how shore and ship teams coordinated and helped him in excelling at his job!

To share his concluding words here "While working on this ship, I really never realized that I am "New to this company" every procedure is so easily laid out, simple and understandable. Communication between staff is so clear; tool box meetings, daily management meetings, and safety meetings. I think that it is this, which makes me closer to my company. I mean support from my senior and junior staff, guidance from shore, instant replies on various reports. Now After completing almost all my contract period I feel blessed to be a part of this organization and I can proudly say that I am No More New To This Company."

Watch this space for more feedback from our team members in the future and you can also visit 'Synergian World' on our section for more information.





Wild life conservation: Deers freely crossing the road and roaming in Crofton, British Columbia, Canada.

Photo taken by C/E Cornelio C. Corpuz, with Capt. Nilo Q. Tejoso, of MV Nicoline Bulker

Happiness is a state of mind

Quality of life, satisfied life...we all are running after that only. But how do we classify or measure our success? We always try to find appreciation from others, materialistic gains, money as the measure. If we make these our measure of a successful life then we will never be satisfied in life.

True unit of success is Happiness....If one is happy then he is satisfied and content, That makes him successful in real term.

Try to be happy at all times, smile on lips...then even GOD will be calling us a successful person !!

 Contribution by Capt Navneet Bhatia -M.V.OOCL Dubai



Heartiest congratulations to Ms S.Devithasree and Master S.Siyam Ganesh Babu (Children of CE Mr. R.Suresh Babu) on being awarded the Guiness world record certificate of participation. They had participated in the longest yoga chain of Guinness record event which involved 696 participants.



M.V.OOCL Dubai for Deck Cadet - Tushar Nair & OS - Nasarudheen Ahammed P.

Effects of carelessness on board ships





This lovely contribution comes from Ms. Aliyah Lamba (Daughter of Capt. Lamba – Master of M.T. Pacific Galaxy). Aliyah has completed her graduation in animation from Singapore recently.

A new contingency to remember - Sanko Blossom

In a recent case, proactive and prompt actions taken by our team member OS Michael on board of one our crude oil tanker averted a major pollution incident when the SBM hose was observed to be leaking during late evening hours.

Vessel was unmoored from the SBM to carry out repairs on the leaky hose that lasted a week before our loading of crude oil could be resumed. During the loading operations at SBM, the loading rate dropped drastically at midnight and the terminal reported excessive back pressure on the shore pump.

There was no oil leak from the SBM this time but terminal suspected an obstruction in the line. A fine observation by onboard Chief Officer prompted Mooring Master to investigate the butterfly valve at the SBM which was observed to be almost closed. Soon after rectifying the situation by locking the valve in open position, the loading operations resumed and vessel completed loading promptly.

Master and the entire crew were appreciated by the terminal and the charterers for their proactive actions and co-operation, professionalism and assistance rendered during the vessel's stay at the SBM.

In a letter to the Master, the Head of Marine Services at the terminal wrote – "The professionalism and 'can-do' attitude onboard the Sanko Blossom is a credit both to yourself and the vessel owners/operators!"



- Contribution by MR. Michael OS - M.T. Sanko Blossom

Our best wishes and thanks to the entire Synergy Team on board our vessels who continue to operate and manage the ships in a safe and efficient manner.

Visit to Lee Ah Mooi Old Age Home

Synergy's heart goes out to the "Old and Forgotten". At Synergy Group we believe in reaching out to local communities and helping out the needy. Furthering our Corporate Social Responsibility, Synergy joined hands with Maritime ONE, as part of the Singapore Shipping Association's (SSA) Young Executives Committee (YEG) members. On August 5, several team members visited the Lee Ah Mooi Old Age Home in Singapore.

Team members engaged in table games and activities with the residents as well as helped them in the physiotherapy sessions. Goodie bags were prepared for all the residents and gifted. Few simple art and craft activities brought many smiles and expressions of joy amongst all.

In recent years, we have worked to implement formalized principles and forge partnerships that integrate social responsibility more tightly into our business and our operations. This work is and will remain an on-going journey for Synergy Group, where we enhance and adapt earlier initiatives and embark on new ones. The conviction to serve the people comes from our hearts as a commitment, by which it will always stand by!



Oxfam Trailwalk in aid of charity cause





How tough can a simple activity such as walking prove to be? A lot more than one may imagine, when one has to cover 100 kms on foot - that's the answer you would get if you ask the 8 Synergians - Rajesh Unni, Rajesh Nanda, Sarath Kumar, Sridhar Mahadevan, Ramadass, Prashanth Mandivilli, Raghuraman and Shivram Volety.

They formed 2 teams - 'Awesome Foursome' & 'Comfortably Numb' representing the Synergy Group in the Oxfam trailwalk earlier this year, walking for a charitable cause. The trail of 100 kms around the reserve near Bengaluru involved terrains from road, treks, kachcha paths among hills, villages and forests.

It may have been quite easy to underestimate the nature of difficulties & physical effort involved, as three walkers from one team and one from the other had to drop out at various stages as exhaustion, blisters and cramps took their toll. Full credit to the support team of Vinod & Vinoth who did a wonderful job in ensuring that the final four crossed the finishing line in a time of 32

More than anything, it was a great opportunity for team building and it only strengthens relationships after going through such an arduous event together.

Lesson learned: Never discard planning process howsoever small a task may seem to be. A steady and consistent progress may be more efficient than losing steam after an aggressive approach at the beginning, as being aware about your weaknesses are as important as knowing your strengths. The team is looking forward to the next event with greater planning and eager to apply the lesson learnt for improving.

The rising heroes from Synergy

Blood, probably, is the most precious gift that anyone can give to another per-One doesn't have to be a super-human, to donate blood! But Yes, You certainly become a super hero by doing so.

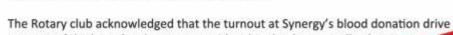
On August 8 we organised a 'Blood Donation Drive' in association with the Rotary Central-TTK-VHS Blood Bank, in Mettukuppam, Chennai.

Understanding the importance and power of social media, we, also motivated many others to join this good cause through the 'Synergy Facebook Page'.

Close to 100 enthusiastic 'Synergy Blood Donors' lined up for this noble cause.

At Synergy Group, we believe in returning back to society and this is inculcated into everything we do in our Corporate Social Responsibility (CSR) focus areas. Driven by our CSR objective and voluntarily committed to be socially responsible. at Synergy we desire to imbibe similar values in our global team. Blood is essential for life- it carries oxygen and nutrients throughout the body, fights infections, and helps heal wounds. And everyone has this self-generating resource that can be generously given to others.

A decision to donate your blood can save a life, or even several if your blood is separated into its components- red cells, platelets and plasma, which can be used individually for patients with specific conditions.



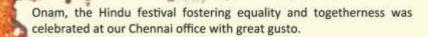




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Onam celebration



Synergians were dressed in traditional attire for the occasion. The staff put on their creative caps to participate in the Pookolam competition, the circular shaped, multi-tiered, colourful arrangements of flowers, petals and leaves. Besides celebrations of Onam, plenty of talent was also showcased including singing and dancing that added more zing to the festivities. The staff also got together to celebrate the traditional lunch on banana leaves called Onam Sadhya, which turned out to be the most spectacular part of the grand festival.







Propelling Digital talent







Digital painting is a method of creating an art object digitally. As a technique, it refers to a computer graphics software program that uses a virtual canvas and virtual painting box of brushes, colors and other supplies. The virtual box contains many instruments that do not exist outside the computer, and which give a digital artwork a different look and feel from an artwork that is made the traditional way.

Digital painting is an emerging art form that requires dedication, time and hard work to excel! Digital painting industry has entered its brightest era. These amazing contributions are from our team member Ms. Dhanalakshmi who is an avid painter and a digital painting expert.

List of crew promotions

Congratulations and best wishes to the following senior sailing staff who have recently achieved their promotions at the Synergy Group

- · Capt. Vaibhav Sharma
- · Capt. Bhaskar Sankhla
- Capt. Bhupesh Gera
- · Capt. Rohit Mayne

Chief Officer:

- . C/O Thu Yain Lyn
- · C/O Karan Singh
- C/O Vinod Kumar

Chief Engineer:

· C/E Nartia

Second Engineer:

· Mr. Anbu Selvan





Synergy Educational and Charity Trust has proudly adopted the special school for laborer's children at Egattur in Chennai that provides education for close to 130 kids in various age groups.

A school is not only a place that educates students, but rather an environment that provides students with the necessary foundation to foster future growth into productive citizens and future leaders. The Synergy trust works closely with a range of voluntary organizations who support families with children having special educational needs. We believe that education is the most effective way for individuals to

Coming from humble homes which do not have any electricity during the day, where parents work for more than 12 hours a day doing hard construction work, the children beat all the odds to get an education. The children are often pulled into labor work themselves as soon as they are deemed old enough to carry bricks and this is a unfortunate circle that makes it difficult for them to break out of poverty.

The volunteers from our team strive hard to ensure that the basic needs of the children are taken care of as well as the tools required to impart and provide quality education are available. The school strives to provide such an environment where the children would be motivated to come to school, and the Synergy family wants to help however we can to aid them.

The Synergy team's volunteers made another trip to the Egattur special school recently. Four year old boy 'Tulsiram' who studies in the kindergarten, rushed to greet the volunteers and talked to them excitedly, eager to share the rhymes he had learnt. Volunteers had arrived at the campus along with gifts in the form of school uniforms, stationery, notebooks and sports items.

The school classroom, which only recently got electricity, is filled with drawings and charts made by the children. Language was not a barrier for these kids, who proudly sang aloud the songs they had learnt, and showed the volunteers their notebooks with their homework written in a neat hand.









from Ms. Senthil Priya Business Analyst - IT Team

with contributions



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Write to Us

Fog Horn is an initiative to bring together all members of the Synergy Family - our Seafarers, Shore staff, family members as well as the stakeholders.

We would love to hear from you and have your contributions for the forthcoming issues as well as the website. You may share a write up on an inspiring event or own experience onboard or ashore, family additions, Stories about life, Health, Fitness, photographs, sketches, poems, drawing by children, poems, get together or just jokes!

Please write to us at editorialteam@synergymarine.sg



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