WASTE MANAGEMENT
A Message from our Group CEO 3

THOME WORLD
Managing Waste to Save the Planet 4
Electronic Logbooks: Implementation and Way Forward 5
Introduction of Relevant MARPOL Legislations (on Waste Management) 6
Waste and Garbage Handling: Bilges/Sludge/Slops/Disposal 7
Plastic Reduction Drive/Program 8
Introduction of NAU Environmental App 9
Oil Record Book (ORB) Review and Shore-based Training 10
Thome Group Wins 2019 Environmental Award 11
Dressed to the Nines – Thome Group Annual D&D 2019 12
Big, Bold, and Beautiful 13
Thome Around the World! 14

SAFETY & SECURITY
Thome Security Day 15

REGULATORY UPDATE
EU MRV – Monitoring, Reporting and Verification 16

PORT STATE CONTROL
Port State Control Inspections 17

VETTING
Introduction of VIQ7 Revision: Crew Knowledge and Awareness 18

ENVIRONMENTAL MANAGEMENT
How to Conduct an Environmental Audit 19

LEARNING AND DEVELOPMENT
Learning & Development: Goals for 2020 20
Cadet Graduation 21
Thome Group Annual Officers Conference 2019 Croatia 21

HEALTH
Coronavirus: How to Stay Safe 22

CREW MATTERS
TSM Filipino Seafarers Reach their Dreams 24
What are You Most Looking Forward to in 2020? 25

CSR
Thome Puts a Smile on Every Kid’s Face this Christmas! 26
Raising Money for a Good Cause and Saving the Planet 26
TSM Group holds its 12th Annual Food Drive 27
Thome Group Extends Help for Taal 27
A Message from our Group CEO

By Olav Nortun, Chief Executive Officer, Thome Group

Happy New Year and welcome to this first edition of the Thome Group News for 2020. As you are all aware, we are facing a period of disruption to our normal business operations as direct result of the novel coronavirus “COVID-19” outbreak.

I know this is a worrying time for you and your families but you can be assured that the Thome Group is doing everything it can to minimise the risks to its employees by ensuring that the company follows the practises and procedures as laid down by the World Health Organisation (WHO).

The situation is dynamic and evolving. We are monitoring the situation daily in the countries and ports our vessels are visiting in case extraordinary measures need to be taken. Likewise, we monitor the situation in the countries around the world where our staff are located and follow up on advice from local health authorities.

Our theme for this issue is ‘waste management’. This is an extremely important and critical subject as failure to comply with IMO regulations and Port State Control inspections can result in detentions and huge fines.

The articles in this issue address the key processes which must be followed by all vessels to ensure that we remain compliant at all times.

Keeping accurate records is paramount with regards to waste disposal particularly Oil and Garbage Record Books which must be maintained regularly.

Another important area this year is, of course, the sulphur cap 2020 regulations, introduced last 1st January 2020. Our initial experience is that PSC officers are already very strictly enforcing compliance with little or no tolerance for any non-compliance so we must ensure we are fully prepared before any PSC inspection.

One of the key ways we can achieve this is via our pre-arrival PSC readiness checklists and enhanced guidance for high risk ports which can provide additional information on compliance. If Masters are pre-warned about specifics before entering a port then at least they can be prepared and ready when inspectors come on board.

On a positive note, I am pleased to report that our efforts to minimise any negative impact on the planet have been recognised by an industry award which highlighted the Group’s use of an ‘Environment’ module in the NAU app.

As many of you will be aware, this module monitors the daily accumulation and disposal of machinery space bilges and sludge on board across all managed vessels. Vessel managers are alerted when there is any excessive build-up beyond set benchmarks so corrective action can be applied.

I hope you enjoy reading the articles in this issue and let’s keep up the good work and re-double our efforts to manage our waste responsibly.
Managing Waste to Save the Planet

By Claes Eek Thorstensen, President & Chief Commercial Officer, Thome Group

This first issue of 2020 is about waste management. We are all responsible for environmental protection and at Thome Group, we have a very clear and stringent environmental policy.

How we manage our garbage onboard is particularly important as very heavy fines can be imposed if we are found to be contravening MARPOL regulations.

All crew needs to be diligent in how to collect, segregate, store, process and dispose of garbage in accordance with current regulations. There are placards and garbage management plans which crew should be made aware of and all waste disposal should be recorded in a garbage record book.

Oil Record Book entries must also be maintained and accurately recorded as failure to do so will also fall foul of strict regulations leading to huge fines and possible detentions. The industry is rightly getting tough on non-compliance particularly with regards to environmental matters as climate change activists have brought this issue to the forefront of global concerns.

Shipping is trying to get its house in order, being the major transporter of goods around the world, and so the new sulphur cap regulations, which came into force on the 1st January, are the start of ever stricter regulations which aim to lessen the industry’s negative environmental impact on the planet.

In fact, the IMO has set the challenge for the industry to reduce the total annual GHG emissions by at least 50% by 2050 compared to 2008, while simultaneously pursuing efforts towards phasing them out entirely.

This is a huge commitment, but with the collective effort of the industry, I am sure that solutions will be found and the Thome Group will work together to meet these future challenges to stay at the forefront of the ship management and protect the interests of our clients.

We must take our responsibilities seriously, so please read the following articles thoroughly and should you have any questions please direct them to your immediate superiors who will help to clarify any aspects of your role in the safe management of waste onboard.
The shipping industry is increasingly using digitalisation for improving efficiency and reliability. However, electronic logbooks are yet to be adopted even though they can offer big advantages towards digitalising. Paper logbooks are still heavily relied upon for recording data on board, even though the information is sometimes transferred to a digital format.

The adoption and success of electronic logbooks for day to day data recording will depend on the ability to easily use and integrate these with the systems used for reporting, analyses, performance improvement and decision making.

The employment of the right type of technology will play a vital role in achieving this end. Usage of mobile devices for data entry and maximising automatic data acquisition through dataloggers will accelerate the adoption of electronic logbooks.

In the long run, the electronic logbooks that are an extension of the vessel management software, may prove more effective than those developed as independent solutions which have later been integrated with the management software with variable results.

For certain applications like Oil Record Books, an approval from vessel’s flag state administration will be essential for the acceptance of the solution. Flag state approvals are not as essential with other applications like Ballast Water Record Books whose minimum recording provisions are covered by the IMO’s statutory regulations.

Electronic logbooks and checklists can contribute significantly towards improvement in data quality by incorporating validations right at the input stage, eliminating errors while transferring data and ensuring that no points get missed out.

Moreover, staff’s workload can be reduced by eliminating duplication of data entry for online reports or e-mail reports by integrating the logbooks with other software used for vessel management. These systems can be configured to send out multiple reports in different formats customised to the specific requirements of different receiving parties and systems.

Another advantage available from implementing electronic logging solutions is the ability to achieve faster data analyses for quicker performance improvement.

Improving the quality and speed of data processing will further enhance the benefits achieved from machine learning and artificial intelligence. Data transparency can be enhanced by introducing electronic data recording with availability anytime and anywhere, both onboard and ashore.
The International Convention for the Prevention of Pollution from Ships (MARPOL) is an international convention that covers the prevention of pollution of the marine environment by ships from operational or accidental causes. This currently includes six technical Annexes. Special areas with strict controls on operational discharges are included in most of these Annexes.

Annex I: Regulations for the Prevention of Pollution by Oil (entered into force 2nd October 1983)
- It covers the prevention of pollution by oil from operational measures as well as from accidental discharges.

Annex II: Regulations for the Control of Pollution by Noxious Liquid Substances in Bulk (entered into force 2nd October 1983)
- It details the discharge criteria and measures for the control of pollution by noxious liquid substances carried in bulk; some 250 substances were evaluated and included in the list appended to the Convention.

Annex III: Prevention of Pollution by Harmful Substances Carried by Sea in Packaged Form (entered into force 1st July 1992)
- It contains general requirements for the issuing of detailed standards on packing, marking, labelling, documentation, stowage, quantity limitations, exceptions and notifications.

- It contains the requirements to control pollution of the sea by sewage. Certain criteria have been set for the discharge of treated and untreated sewage.

Annex V: Prevention of Pollution by Garbage from Ships (entered into force 31st December 1988)
- It deals with different types of garbage and specifies the distances from land and the way they may be disposed of.

Annex VI: Prevention of Air Pollution from Ships (entered into force 19th May 2005)
- It sets limits on sulphur oxide and nitrogen oxide emissions from ship exhausts and prohibits deliberate emissions of ozone depleting substances. Mandatory technical and operational energy efficiency measures aimed at reducing greenhouse gas emissions from ships.

Upcoming Requirements:
MARPOL Annex VI - Entering into force on 1st March 2020:
- Carriage ban on fuel more than 0.50% sulphur content.
- Introduction of two new NOx Emission Control Areas (ECAs) in the Baltic Sea and the North Sea.
Waste & Garbage Handling: Bilges/ Sludge/ Slops/ Garbage Disposal

By Amit Sharma, Senior Compliance Auditor, Environmental Compliance Department

In the process of fulfilling its intended purpose of transporting goods/commodities from one port to another, ships produce by-products which constitute different types of waste. Their handling and disposal is regulated by the six different Annexes of MARPOL 73/78.

In this article, we will touch upon wastes covered under Annex 1 and Annex V

Annex I: Regulations for the Prevention of Pollution by Oil (entered into force 2nd October 1983)

This covers the prevention of pollution by oil from operating machinery as well as from accidental discharges.

Annex 1 wastes are mainly generated from cargo spaces on board tankers and machinery spaces in all types of ships. Important records required to be maintained for Annex 1 are the Oil Record Books parts 1 and 2.

Engine rooms generate bilge water must be processed through the oily water separator or landed ashore. Oily sludge generated in the engine room must be either incinerated in the ships approved incinerator/boiler or discharged ashore.

Annex V: Prevention of Pollution by Garbage from Ships (entered into force 31st December 1988)

This deals with different types of garbage and specifies the distances from land where disposal of certain wastes can take place and the way in which it may be disposed of. The most important feature of the Annex is the complete ban imposed on plastic disposal into the sea.

Garbage is defined as all kinds of food wastes, domestic wastes and operational wastes, all plastics, cargo residues, incinerator ashes, cooking oil, fishing gear and animal carcasses generated during the normal operation of the ship and liable to be disposed of continuously or periodically, except those substances which are defined or listed in other Annexes of MARPOL 73/78.

The important records required to be maintained for Annex V are the Garbage Record Books Parts 1 and 2.

The discharge of all garbage into the sea is prohibited, except as provided otherwise in regulations 4, 5, 6 and 7 of this Annex and section 5.2 of part II-A of the Polar Code, as defined in regulation 13.1 of this Annex.

The company SMS (TGP 1.3) provides detailed guidelines for waste management. The guiding principal being the 4Rs. Reduce: use only what you need, Reuse: re-use the things for the same or a new purpose. Recycle: convert waste into useful products. Recover: recover heat energy from waste.
Plastic Reduction Drive/ Program

By Capt. Atul Vatsa, Vice President, Compliance (Environmental, Marine & Safety)

Single-use plastic takes anywhere from 20 to 1,000 years to break down. Thousands of birds and sea-dwellers are killed by rogue plastic disposal each year, with bags floating along waterways, finding their way into oceans and other parts of the environment where animals might mistake them for food. Plastic pollution is jeopardizing human health and harming marine animals at an alarming rate. We need concrete, and urgent action to stop plastic pollution at the source. In line with the Company’s core values on environment protection, Thome is launching a new initiative to reduce plastic usage on board.

The following items are identified as single use plastics:

- Cutlery, plates and cups
- Up-to 10 litres bottles for water and other drinks
- Garbage and shopping bags
- Dispensing containers for cleaning fluids which are less than 10 litres in volume.
- Bags, trays, containers, food packaging film
- Milk bottles, freezer bags, shampoo bottles, ice cream containers
- Bottles for water and other drinks, dispensing containers for cleaning fluids, biscuit trays
- Hot drink cups, insulated food packaging, protective packaging for fragile items
- Microwave dishes, ice cream tubs, potato chip bags, bottle caps

A recent survey of the fleet gave us an indication that nearly every person on board uses portable plastic water bottles for their on-board consumption.

We are planning to take 10 key steps to reduce plastic usage on board and ashore which are as follows:

- Promote the use of vessel generated drinking water instead of bottled water (quality being tested monthly on board and half yearly ashore).
- Install mineralizer, RO unit, UV sterilizer and additional water coolers where needed.
- Provide metallic company branded bottles to each ship staff and shore staff member.
- Training and counselling on board by auditors and onshore on the hazards of plastic bottles.
- Use of single use plastic bags to be discouraged on board.
- Motivation of crew by competitions with awards.
- Posters depicting hazards for SUP to be posted on board in common areas to increase awareness.
- No plastic water bottles or plastic cutlery in any company event and upcoming seminars.
- Single use plastic received as packaging with stores, spares to be returned to supplier. Same to be agreed with suppliers prior placing orders.
- Plastic reduction to be monitored ashore. Updates on plastic reduction published in quarterly magazine.
Introduction of NAU Environmental App

By Pavan Aga, Senior Compliance Auditor, Environment Compliance Department

The NAU Mobile App was introduced in the last quarter of 2018 and released in the first Quarter of 2019.

In this article, we will touch upon wastes covered under Annex 1 and Annex V.

The App allows users to follow the Fleet’s status and analytics for the important Key Performance Indicators (KPIs) such as: Speed, Consumpition, Voyage Charter Party compliance, and Technical and Operational Parameters for the critical machinery towards the utilisation and efficiency.

The App provides data for Emissions, Energy Efficiency Operating Index and caters to the vessels’ waste management pertaining to the International Oil Pollution Prevention tanks to allow users to closely monitor the environment related activities and efficiency of the incinerator and Oily Water Separator (OWS). It also monitors fuel quality by measuring the sludge to fuel ratio, early warnings of potential leakages through the bilge build-up and more.

The waste management module is configured on the ships system to include the configuration of the vessels tanks and the related machinery by entering the same in the system. Once configured, the system requires entry of daily Remaining-on-board (ROB’s) in each tank by manual entry as done by the ship staff for the noon log. The entered ROBs then automatically check the generation, build-ups and disposal of the waste as per the vessel equipment.

The input for daily records is manual only for the daily ROBs and the rest is auto calculated by internal algorithms and system configuration.

The alerts are set as per the ship specific equipment, the incinerator and OWS capacity and rate is measured automatically for each vessel individually as per their onboard systems. The ship staff can see the variance on the report itself and the shore management is notified through the consolidated daily report and through the App for any abnormalities detected by the system.

The App has the capability of enhancing 3% to 4% of the fleet’s energy and environmental efficiency by close and concentrated monitoring, as well as highlighting the potential factors. The app aims to monitor the Company’s fuel efficiency, reduce emissions, waste generation and control and operational efficiency for better utilisation of the vessel through the year or at any given period.
The Oil Record Book (ORB) is one of the most important records maintained on board ships. This book is scrutinised by all port state inspectors when they visit a ship. The ORB is mandated under MARPOL Annex 1.

Regulation 17 - Oil Record Book, Part I (Machinery space operations)
Regulation 36 - Oil Record Book, Part II - Cargo/ballast operations

The log is a mandatory record of everything related to oil and its handling on board. In fact, the log is so closely scrutinised that even a slightest hint of overwriting can have serious results. Incorrect records in the ORB may lead to fines or even the ship’s crew being arrested.

Noting the gravity of maintaining correct/proper ORB records, Thome has initiated special training plans for the fleet’s officers.

**ORB shore based training/ reviews:**
The Environmental Compliance Department (ECD) assists the ships’ staff in understanding the different recording requirements and guides ships’ officers in how to make accurate entries. Shore based ORB training is arranged for senior officers who are on leave in the 3 main training centres located in Philippines, India and Croatia. Up to now, 277 officers have undergone such training.

Additionally, scanned copies of the ORB are requested from targeted vessels and reviewed in the office for any discrepancies and the vessel is advised on how to take corrective actions. The ECD has reviewed over 420 of the fleet’s scanned ORBs.

Ships have been provided with INTERTANKO’s guide for making entries in ORB PART 1, 2 and MEPC.1/Circ.736/Rev.2 which gives sample entries for different scenarios. Ships’ officers can then refer to these when making any record in the ORBs.

Additional guidance relating to ORB record keeping for Panama flagged vessels was sent out as an environmental alert 04-2018, to guide the ship’s staff in conjunction with the Panama Circular MMC 215.

Masters must carry out monthly ORB reviews using company form TSM 167, which is like a checklist prompting the Master to focus on critical details and recording requirements.
Thome Group Wins 2019 Environmental Award

By Giesel Salon, Corporate Communications and Marketing Executive, Thome Ship Management Pte Ltd ROHQ

The Thome Group is delighted to announce that it has won Tanker Shipping & Trade’s 2019 Environmental Award which was presented to Capt. Atul Vatsa, Thome Group’s VP of Compliance & Marine Safety and Sean Hutchings, COO of the Group’s Bulker Division, during a gala dinner held in London on 26th November 2019.

The award recognised “the company, individual or institution that had found a solution to an environmental challenge or problem within the tanker industry.”

The adjudicating panel of industry experts were impressed with Thome’s implementation of a mobile based application called NAU that was designed to monitor the performance of its entire managed fleet.

The app includes an ‘Environment’ module that covers daily monitoring of the accumulation and disposal of machinery space bilges and sludge on board across all managed vessels and alerts the vessel managers when there is excessive build-up beyond set benchmarks.

Commenting on the award win Mr. Olav Nortun, Thome Group CEO, said:

“NAU compliments Thome’s zero tolerance policy to marine and environmental contamination and acts as the company’s automated whistle blower keeping the interests of the company, its ship owners and stake holders intact, acting as an early warning system to any potential risks which could lead to system failure, human errors, etc. I am so pleased that our environmental commitment has been recognised by the industry and would like to thank those people who voted for us.”
Dressed to the Nines – Thome Group Annual D&D 2019

By Nathanael Leong, Assistant Marine HR Manager

The Thome Group Annual Dinner and Dance 2019 was held at the St Regis Singapore on the evening of Saturday, 16 November 2019. With a theme of “Dressed to the Nines” signifying dressing to perfection or to the highest degree, the gala dinner event was attended by over 300 Thome employees and their partners together with invited guests from TSM Manila, Thome ROHQ, and Thome Croatia office – all dressed in their most elegant attire.

Following a special opening performance by the management team and welcome speeches by CEO Olav Nortun and the Group President and CCO Claes Eek Thorstensen, the Group presented a cheque of $25,000 to the Children’s Cancer Foundation (CCF) representatives as a culmination of different fund-raising activities attended by Thome staff throughout the year.

The Thome Group has chosen the CCF as its adopted charity in Singapore since 2016 and organizes regular events every year for staff to participate in to raise funds for the charity. Some of the events conducted in 2019 were a 15km cycling trip, our annual bowling competition, an ice cream making workshop as well as a children’s day party where staff were able to engage and spend time with the children from CCF.

Staff were then invited to enjoy a sumptuous buffet spread featuring a variety of cuisines. Other highlights of the night were engaging table games and staff performances conducted by the emcee, live music by popular local band Jukeleles, long service awards, as well as the all-time favorite lucky draw.

Thome Group Chairman Olav Eek Thorstensen closed the evening by reviewing the year gone by and urging staff to look forward to a new year with special focus on performance and cost control.

The management thanks the organizing committee for the time and effort taken to plan this event which was a huge success.

Likewise, the organizing committee for D&D 2019 would like to thank all staff who attended the event and hope that it was an enjoyable evening for all.
The ROHQ team together with TSM employees celebrated their Annual Year End party entitled, “Big, Bold and Beautiful” on 18th December 2019 at the Shangri-La Hotel in Makati City, Philippines.

A special theme was chosen for the evening and employees were asked to come in their 70s or 80s style costume.

There were some amazing outfits on show as some people went all out to look their best.

The evening began with the “Welcome Salvo” consisting of Supervisors and Managers and there was also chorale and musical performances from our talented colleagues.

Everyone enjoyed the performances which were followed by a lovely buffet of different cuisines so there was something to tempt the palates of everyone.

This was followed by some dancing during the disco fever section where people could strut their stuff or take part in group dancing.

The highlight of the evening was the presentation of the long service awards where staff are recognized for their loyalty. Before the evening concluded, there was the ever-popular raffle draw to see who won the amazing prizes on offer.

So overall, the evening was a great success and all employees enjoyed the night which was filled with fun and laughter.

Thanks to the organizing committee who worked tirelessly behind the scenes to ensure the event ran smoothly.

Here’s to the next one!
Thome Around the World!

By Angelica Cruz, Corporate Communications and Marketing Senior Executive
Thome Ship Management Pte Ltd - ROHQ

Last December, Thome Group launched a photo and video campaign, #HomeAtThome. The campaign aims to show how the employees and seafarers celebrate the holiday season away from home. By showing a brief video of themselves, the participants expressed that despite being a thousand miles away from their loved ones, the holidays remain special because they felt “Home at Thome”.

Seafarers from various vessels gamely presented their quirky and fun sides. They incorporated props, designs, used their native language and proudly waved their flags to display diversity and individuality.

Thome Group offices in Manila, Singapore, Croatia, and India also joined in the fun and wished everyone a wonderful holiday. Even our CEO Olav Nortun together with other executives, and fleet managers happily participated!

The #HomeAtThome is not a one-time campaign that was meant only for holidays. If you have a video or photo that showcases love, unity, and happiness on board, feel free to share it with us via a direct message through our official Facebook Page: fb.com/ThomeGroup.

We will gladly share the best ones in our official social media pages.

To view the complete video entries, go to Facebook and type in the search box #HomeAtThome.

Enjoy and share!
As part of the Security Day celebration, the Quality Assurance department organized an event to raise awareness to employees in all of Thome’s offices with regards to security, such as maritime security, cyber security and office security.

Thome Singapore Security Day was held on the 28th November 2019. An opening speech was given by Mr. Yatin Gangla, Chief Technical Officer, followed by a presentation about global security and security emergency by the Group Security Manager, Mr. Benny Low. The talk on Terrorism Response was delivered by the fire prevention centre representative and the cyber security was discussed by Vessel IT Manager, Mr. Carlo Vergara.

Thome Croatia also held its Security Day on the 28th of November. Presenters were HSSEQ Superintendent Emil Negro and Senior IT Systems Support Engineer Mate Strgacic. Mate Strgacic spoke about the most prevalent cybersecurity threats and how to avoid them. During his presentation, Capt. Negro talked about pirate threats and recent cases of pirate attacks. Treasured awards were also given to the most active participants in the question and answer forum.

While at Thome ROHQ, Capt. Roque Langkay Jr, QA Manager / DPO, reviewed Thome’s security incident statics, and global security risks such as maritime and travel risks. He also mentioned that Thome’s overall number of incidents have dropped from 156 incidents in 2018 to 119 incidents this year.

When talking about cyber security, Mr. Jehd Trinidad, IT Manager reminded ROHQ employees to practice the “Think Before You Click” mantra. He discussed malicious software, phishing, and smishing/vishing. Furthermore, Mr. Romeo Agawin II, Admin Supervisor, discussed office security.
EU MRV – Monitoring, Reporting and Verification

By Nischey Chopra, Project Manager

The EU MRV regulation require ship owners and operators to annually monitor, report and verify CO2 emissions for vessels larger than 5,000 Gross Tonnage (GT) when calling at any EU and EFTA (Norway and Iceland) port. Every ship above 5,000 GT that expects to visit an EU port from 2018 must prepare and submit a Monitoring Plan to an accredited verifier.

Data collection takes place on a per voyage basis and started on 1st January 2018. The reported CO2 emissions, together with additional data, are verified by independent certified bodies and sent to a central database managed by the European Maritime Safety Agency (EMSA). The aggregated ship emission and efficiency data will be published by the EC every consecutive year.

IMO-DCS – Data Collection Scheme

From 1st January 2019, vessels will need to have a documented plan in place to monitor CO2 emissions (SEEMP PART II). IMO DCS regulations require companies to update their existing Ship Energy Efficiency Management Plan (SEEMP) to document the methodology chosen to collect the fuel consumption data and the processes that will be used to report the data to the ship’s Administration.

At the end of each calendar year, aggregated emissions data has to be reported by the company to the Recognized Organization for verification and subsequent transmission to a central database managed by the IMO. After the required emissions data has been submitted to, and verified by, the Administration or the Recognized Organization, a Statement of Compliance is issued.

Whilst the EU scheme has a focus on CO2 emissions from shipping activities to, from and within the EU area, the IMO scheme covers emissions from shipping globally.

The below table provides an overview of the requirements from the two initiatives in terms of scope and reporting:

<table>
<thead>
<tr>
<th>EU MRV</th>
<th>IMO DCS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monitoring started on January 1, 2018</td>
<td>Monitoring started on January 1, 2019</td>
</tr>
<tr>
<td>Monitoring plans and emission reports using EC electronic templates</td>
<td>SEEMP amendments to include the data collection and reporting methodology</td>
</tr>
<tr>
<td>Reporting of additional information, such as cargo carried, emissions while at berth, total transport work and average energy efficiency</td>
<td>Reporting of fuel consumption, hours underway and distance travelled</td>
</tr>
<tr>
<td>Data verification by Verifiers accredited by the European national accreditation bodies</td>
<td>Data verification by the Administration or Recognized Organization</td>
</tr>
<tr>
<td>Data will be transferred and stored into the THET-IS-MRV automated Union information system</td>
<td>Data will be transferred and stored into an IMO database for further analysis in support of ongoing IMO decisions</td>
</tr>
<tr>
<td>By June 30th each year, the EC shall make publicly available the information of ships’ CO2 emissions and other relevant information</td>
<td>Identification of a specific ship and Administration will not be possible. Parties shall have access to the anonymized data strictly for their analysis and consideration</td>
</tr>
</tbody>
</table>
Port State Control Inspections

By Mayuresh Jayade, DPA

PSC statistics has global visibility through various shared databases controlled by different inspection regimes (MoU) and has been increasingly crucial for winning business as many charterers and oil majors review PSC performance prior to chartering vessels.

Compliance to regulatory requirements, safe and reliable operations and meeting customers’ expectations are Thome’s priorities. Therefore, PSC performance will continue to remain as one of Thome group’s Key Performance Indicators in 2020.

With the continued expansion of the fleet and the recruitment of new crew and officers, PSC will always remain as a key focus for Thome in 2019. Various enhanced measures were adopted for newly inducted vessels to ensure the smooth transition into Thome’s management system. These measures included dedicated training sessions and PSC focused briefings ashore for new recruits, PSC workshops and case studies in officer seminars and engagement of senior masters as trainers to sail on board new vessels upon takeover.

At the end of 2019, the Thome Group was able to secure an average of 1.10 observations per inspection with nearly 70% of its reports being clean.

Executive team of Thome Group maintains comprehensive overview of PSC performance in periodic management review meetings. In line with, annual action plan 2020, in depth analysis was carried out of all PSC observations over 24 months period since January 2018 to January 2020.

Based on this detail analysis, Thome fleet vessels will carry out a focused campaign on “Fire-Safety” in year 2020 which is developed into 3 phases over next 3 quarters. Aim of this campaign is to reduce number of observations under “Fire safety” category and improve overall PSC performance.

2020 is expected to be more challenging, mostly due to the implementation of new regulations from the IMO such as maximum sulphur content in fuel capped at 0.50 % m/m in emissions, a code on noise levels and periodic servicing of lifeboats, rescue boats to list a few.

In addition, many regional regulations will govern a vessel’s operation and documentation such as European MRV for fuel data, China’s domestic emission control regulations or India’s prohibition of single use of plastic.

Since 1st January 2020, PSC officers have already raised the bar on the strictness of inspections and there is no tolerance for any non-compliance. All vessels are expected to meet the requirements.

Operational events such as emittance of black smoke from vessel’s funnel stack in coastal waters, may now trigger an unannounced expanded PSC inspection for that vessel regardless of whether she was actually due for a PSC inspection.

Officers and crew are required to complete dedicated IMO 2020 CBT module to ensure familiarization with regulations and ship specific arrangements such as the operation of scrubbers or changeover of fuels.

Senior officers are required to verify all applicable mandatory documentation, plans and certification pertaining to IMO 2020 is available on board to demonstrate compliance.

The enhanced focus on new requirements must not dilute the attention needed for emergency LSA/FFA/MARPOL equipment which still forms the basic scope of a PSC inspection and an operational state of readiness must always be ensured.

Scope of marine, technical vessel visit including visits by dedicated team of safety coach is enhanced to further strengthen the PSC readiness of vessel.
Introduction of VIQ7 Revision: Crew Knowledge and Awareness

By Capt. Sumit Bhatia, Marine & HSSEQ Superintendent

The ship vetting system ensures that the vessels are safe and met all relevant regulations and industry’s best practices.

Majority of oil major’s cargo is carried by third party operated vessels. To ensure that these high standards are met, they ensure a rigorous ship vetting programme of third-party vessels. The ship vetting team assesses ships based on a range of criteria, including management, operations, crewing and structural standards.

In recent times, vetting is not limited to oil majors and now a few other stakeholders can also have access to the data. It is viewed as an essential service to the industry using scalable tools and platforms which are customizable to fit individual needs. Vetting platforms have evolved featuring complex predictive analytics that provide increased detail on individual vessels and a deeper, more complex understanding of what risk factors affect a vessel’s safety performance and how they interact.

The industry is doing lot of work into the human factors and this has been added to the new vetting questionnaire which was revised in September 2018 and, after few tweaks in the questionnaire, the new version was released in February 2019. This new VIQ7 revision has a new philosophy of inspection which is broadly “50% Evidence” oriented and now “50% Crew Knowledge and Awareness” directed. The questions in this new revision has an emphasis on crew awareness on specific on board systems and procedures.

We, at Thome, believe in the vetting programme and that it adds considerable value to the safe operation of a ship. The inspection is done by an external party which also has the interest in the safe handling of its cargo. In 2019, Thome vessels successfully underwent 328 inspections which resulted in 941 observations. This milestone helped Thome surpass its average KPI.

We are currently running a campaign on repeated observations which is focused prior to the inspection, to avoid repetitive observations during the inspection.

Remember we are committed to safety!
How to Conduct an Environmental Audit

By Capt. Atul Vatsa, Vice President, Compliance (Environmental, Marine & Safety)

The aim of an environmental audit is to verify full compliance to company’s policies and procedures. The audit programme should include, but is not be limited to, the review of all records, reports, logs, training assessments, incident reports, maintenance records, management reviews, sampling and monitoring data, reports of non-conformities and all corrective actions. The audit should include a physical inspection of any environmental equipment with crew demonstrations on how to use the equipment properly. Audits could be extended to include crew familiarity with company policy and the general compliance programme.

SCOPE OF THE AUDIT

The environmental compliance audit may be considered an investigation, in that its purpose is to review all areas of operation that can impact various elements of pollution prevention and environmental protection. The auditor must introduce himself to the Master and Chief Engineer, explain the scope of the Audit and discuss the preferred order in which it will be carried out, prior to commencement of the Audit. The auditor is provided with a vessel audit checklist as a guide for the way that audit could be conducted. In order to support the auditor in this respect, references to TGP requirements have been included in the audit checklist for the following, but not limited to, areas:

- Certificates
- SOPEP – Shipboard Oil Pollution Emergency Plan
- Vessel Response Plans (VRP)
- Crew Familiarization, CE Handover Pollution Drills and Training Records, and Familiarization
- Oil Record Book (ORB-I & II) – Including last three months ORB review
- Garbage Management Plan (GMP)
- Oily Water Separator (OWS) Including 1 hr test run and BHT visual inspection
- Sounding Log (Blue book)
- Oil-to Sea Interface
- Oil Discharge and Monitoring Equipment (ODME)
- Vessel General Permit (VGP) & BIO Fouling
- Oil Transfer Procedures and Operations (Bunker Procedures)
- Standard Discharge Ship/Shore Connection
- Bilge Water Management – Ref: MARPOL Annex I
- Environment Tag System (ETS)
- Bilge-Main Cross Connections / Emergency Bilge suction / Blank flanges
- Waste/Sludge System / Oil Incineration
- Sewage Waste Stream
- ECP Implementation & Recordkeeping
- E-Waste & Hazardous Waste
- Ballast Water Management
- TGP procedures and Forms

Upon completion of the audit, the auditor must discuss the findings with the Master and Chief Engineer before leaving the vessel. The final audit results should be presented in the audit report to HOC and follow-up actions documented and tracked.
Learning & Development: 
Goals for 2020

By Sunil Parashar, Senior Learning & Development Manager

The Learning & Development department supports the various divisions across the Thome Group. Every year, the department aligns with the various divisions in deciding its goals and additionally focuses on the development of seagoing staff to provide them with the appropriate skill sets to carry out their roles.

An area which is currently in the spotlight is the mental wellness of the seagoing staff. This is an aspect which has not received sufficient attention for various reasons, but given the continuous evolution of the industry, it can no longer be taken lightly. The L&D team in 2020 will be piloting a Mental Wellness program on a sample group in the fleet to assess its suitability.

With the changes in the industry, an area which has come into focus again is the waste management process on board. The L&D team will be working with the operations team to provide the required support in driving home the waste management practices required to comply with the new regulations. Analyzing the various trends in the fleet, a back to basics approach has been identified. More and more incidents show the root cause is a lack of confidence in applying basic skills. L&D has started a drive to address this at the lowest skill level in all areas of on-board operations. In 2020, this will continue with the focus on navigation and management skills.

With an overall aim to encourage on-the-job learning and the application of the 70-20-10 methodology, the L&D team will be exploring various options for formal systems which will enable this. This approach not only encourages individuals to take responsibility for their learning, but also enables experienced staff to share and pass on their experiences to the next generation.

A combination of on-the-job learning and classroom learning provides a self-paced holistic learning model for enhancing individual skills.

Lastly in 2019, we initiated a review of the safety culture. This year we will be setting up programs to address the findings of the review. This will be an organization-wide multi-year program being driven by the L&D team and may include a review of process/ procedures, and new training
Cadet Graduation

By Grace-Ann Mariano, Training Officer

"People who succeed have momentum. The more they succeed, the more they want to succeed, and the more they find a way to succeed. Similarly, when someone is failing, the tendency is to get on a downward spiral that can even become a self-fulfilling prophecy." -- Tony Robbins

On December 6, 2019, we were invited to witness the second batch of graduates from BS. Marine Transportation and BS. Marine Engineering of the Maritime Academy of Asia and the Pacific.

The Maritime Academy of Asia and the Pacific is one the few selected schools of International Maritime Employers’ Council Ltd. (IMEC) that the Thome Group supports.

The new IMEC Chairman, Captain Belal Ahmed has been with IMEC for over a decade, assisting the IMEC secretariat and various training initiatives like the IMEC cadet program.

The Thome Group is honored to welcome our new batch of future Senior Officers as they start the journey from being a cadet to a competent and disciplined future Thome officer.

Thome Group Annual Officers Conference 2019 Croatia

By Nhelette Banta, Training Officer, Learning and Development

The Thome Group’s Annual Officers Conference 2019, was held at the Hotel Antonuvic, Croatia, Zagreb on 5th and 6th November 2019.

The event was attended by more than 60 European Officers in the presence of owner representatives from Odfjell, Marinvest Shipping AB, Ardmore Shipping Pte. LTD., Hafnia Tankers and Champion Tankers.

We decided to keep the same theme and gamification method of our conference which the European officers’ thought was a good idea.

Thome Group CEO, Olav Nortun, opened the conference by giving a message followed by Mr. Bo Sorensen, Founder of BSO Svendborg – Paint Consultant for Hafnia Tankers, also attended and shared about the owners’ perspective on the first day.

Mental Health was also discussed during the conference which was facilitated by Dr. Ani Cvjetovic, Psychologist & ECP Psychotherapist from KENANI. There have been reports of seafarers who experienced anxieties and having this discussion will help them and us understand it more. The discussion will help us solidify our stand on Mental Health and release more awareness for the benefit of our seafarers.

We have also awarded Longevity Service Award to the loyal officers and staff who have been with the Thome Group – Croatia for 25 years, 15 years, and 10 years.

The Learning and Development department is preparing a new theme and structure for the 2020 conference.

We are looking forward to continually improve the conference format for the seafarers each year.

The WHO regularly releases update on the situation which cites the number of victims, affected countries and regions, and other information regarding the virus. A widespread information about basic guidelines on how to prevent getting affected has been released to the public.

These information from the WHO, along with the announcements from international and local health units, are meticulously being supported and adapted by the Thome Group for the benefit of all staff and crew ashore and on board.

The International Maritime Organisation (IMO) has issued guidance for the maritime industry in a series of circulars based on the WHO’s recommendations.

The Thome Group takes the health and safety of all its personnel seriously. All seagoing personnel undergo rigorous pre-employment medical examinations to ensure they are fit and well and crews’ health and wellbeing is continually monitored by the senior vessel staff while at sea.
The company is complying with both WHO guidelines and national public health authority advisories as a minimum, and in Singapore we have implemented actions as advised by the Ministry of Health.

This includes complying with actions corresponding to the latest DORSCON level as indicated in the Business Continuity Guide: Contingency Planning for Infectious Disease Pandemic. This ensures that we have taken all necessary precautions to safeguard both our employees ashore and onboard our vessels whilst simultaneously minimizing disruptions to our operations.

As a minimum, extra care should be taken by all staff whether at sea or ashore in terms of their own personal hygiene to protect themselves from catching the virus.

We advise staff to wash their hands frequently with soap and running water or by using alcohol-based hand rub and especially during the following situations:

- After coughing or sneezing
- When caring for the sick
- Before and after preparing food
- After using the bathroom
- When hands are visibly dirty (use soap and water in this instance not alcohol-based hand rub)
- After handling animals or animal waste

Staff are also advised to cover their mouth and nose with a flexed elbow or tissue when coughing or sneezing and then to dispose of the tissue immediately into a bin with a lid on it. Hands should then be cleaned thoroughly.

The WHO guidelines also recommend that staff maintain a distance of 1 metre (3 feet) apart when interacting with each other to avoid the transfer of germs especially if someone sneezes, as small droplets released by the sneeze can be breathed in which is how the virus can spread from human to human.

Try to avoid touching your eyes, nose and mouth as if your hands are contaminated by touching a surface infected with the virus then you risk transferring it to yourself.

Finally, if you have a fever, cough or difficulty breathing then seek medical advice straightaway and tell your health care provider if you have visited a region known to have the coronavirus. It may not mean that you have become infected with it as there could be lots of other reasons why you are feeling ill but the earlier you seek treatment, the better the chances you have of making a full recovery.

The health and safety of all employees are one of the top priorities of the company. Thus, precautions, awareness, and advisories to prevent the spread of Coronavirus shall be regularly implemented across offices until the outbreak subsides.
TSM Filipino Seafarers Reach their Dreams with the TSM Privilege Card

By Jennifer Santos, Project Manager, TSM Privilege Card

The TSM Group of Companies supports the Filipino seafarer’s dream to provide for his family so they can enjoy the hard-earned fruits of his labor. In recognition of its employees’ dreams and hard work to achieve them, the TSM Group of Companies recently launched the TSM Privilege Card – the first of its kind in the Philippine maritime shipping industry. Specially designed for TSM Group’s Filipino seafarers and onshore staff, the TSM Privilege Card offers well-curated privileges and benefits that TSM employees and their families can use all year round such as special deals on shopping and dining, cost effective packages for mobile phones and tech gadgets, and special access to value-added offers from various finance, lifestyle, healthcare, and wellness partners.

The TSM Privilege Card is provided free to Philippine-based employees as part of TSM Group’s company benefits. As of December, over 3,000 seafarers have already received their card and started enjoying the benefits of the program.

For seafarers like Mr. Hontiveros of the TSM Group, his family and their convenience come first. “There’s nothing more fulfilling than seeing your hard work pay off,” according to Mr. Hontiveros. “It is a big blessing that the shipping company I work for, the TSM Group of Companies, offered the TSM Privilege Card to us as part of company benefits. Through the TSM Privilege Card, my family and I have enjoyed special deals,” Mr. Hontiveros shared. “I also learned that I could use the card to avail special packages from selected car dealers. Through the TSM Privilege Card, Toyota offered me an excellent deal on a brand-new car! I won’t forget my family’s excitement when we collected the car – it’s a dream come true for all of us!

The TSM Privilege Card helps TSM Group Filipino seafarers secure their families’ future through access to prime investment offers from real estate, vehicle, and insurance merchants. To ensure that the TSM Privilege Card remains robust and attuned to its members’ life aspirations, the TSM Group continues to boost the TSM Privilege Card program by expanding its roster of partners and improving privileges and benefits over time.

The sea is for the strong of heart but only the strongest endure the long voyages over oceans. The TSM Group of Companies values that heart -- the Filipino seafarers’ heart strongly beating for his family. As each heartbeat brings the TSM Filipino seafarer closer to his dreams, the TSM Privilege Card brings these dreams within his or her reach.

To know more about the TSM Privilege Card Program, visit www.tsmprivilegecard.com.ph or contact our Customer Service Hotline at 0917 – TSMSHIP (0917-876-7447)
WHAT ARE YOU MOST LOOKING FORWARD TO IN 2020?

By TGN Editorial Team

To start the year with positivity, we asked a group of Thome employees on what they look forward to the most in 2020. It could be about anything small or conversely something really big and ambitious. It could be anything meaningful that will keep them motivated and persistent throughout the year.

Here are just some of the inspirational comments from a selection of our hardworking team of seafarers.

Jose Florico L. Galimba Jr., Deck Cadet

I know this year will bring a storm of responsibilities, a mountain of high waves full of challenges that can be overwhelming. This time, I will navigate and plan my journey. I look forward to my career growth as a seafarer, taking every opportunity.

Eleazar Lato, Deck Cadet

I’m looking forward to learn more about seafaring to help me love and understand it more. I also cannot wait to start providing for my family this year so I can give them a better life. My work involves a lot of traveling, and so I look forward to being exposed on different culture, people, cities and learn from them.

John Patrick Resuma, Technical Purchasing Executive, Thome ROHQ

For this year 2020, I am positively looking forward for a healthy and genuine romantic relationship. I wish to find someone who will take care of me and to share a laugh with. To have someone who I can share a good conversation and exchange plans and dreams with. I am looking forward to meet someone who will compliment my personality – we can film our vlog together, eat together until we get fat and travel together without getting tired because we both know that we have each other. Everything in the world will be at peace if there is love.

I am setting self-health care and personality development goals by learning socializing skills, dressing well & learning to remain fulfilled with my life. I also have decided to take my professional qualification to next level so this year has a lot of promises for me and it is truly liberating.

Siti Syahqah Yussof, HSSEQ Compliance Executive, Thome Singapore

For this year 2020, I am positively looking forward for a healthy and genuine romantic relationship. I wish to find someone who will take care of me and to share a laugh with. To have someone who I can share a good conversation and exchange plans and dreams with. I am looking forward to meet someone who will compliment my personality – we can film our vlog together, eat together until we get fat and travel together without getting tired because we both know that we have each other. Everything in the world will be at peace if there is love.

I’ve decided to change my habits in my free time - spend more time with my friends while hiking to the top of mountains, exploring the beauty of nature and spending less time indoors. For me, nature is the best place to recharge for the whole week ahead. I would like to dedicate more attention to my health and body since it puts me in a good mood and makes me more productive in general.

Maria Pijevac, Crewing Officer, Tanker Division, Thome Croatia

To have work life balance and spend more quality time with family! I am looking forward to spend even such small activities like having simple breakfast or tea-break together over the weekends. “It is important to have goals for careers but don’t confuse having a career with having a life.”

Gaurav Bhardwaj, Safety Coach, Thome India

To have work life balance and spend more quality time with family! I am looking forward to spend even such small activities like having simple breakfast or tea-break together over the weekends. “It is important to have goals for careers but don’t confuse having a career with having a life.”

Maria Pijevac, Crewing Officer, Tanker Division, Thome Croatia

For this year 2020, I am positively looking forward for a healthy and genuine romantic relationship. I wish to find someone who will take care of me and to share a laugh with. To have someone who I can share a good conversation and exchange plans and dreams with. I am looking forward to meet someone who will compliment my personality – we can film our vlog together, eat together until we get fat and travel together without getting tired because we both know that we have each other. Everything in the world will be at peace if there is love.

I’ve decided to change my habits in my free time - spend more time with my friends while hiking to the top of mountains, exploring the beauty of nature and spending less time indoors. For me, nature is the best place to recharge for the whole week ahead. I would like to dedicate more attention to my health and body since it puts me in a good mood and makes me more productive in general.

Maria Pijevac, Crewing Officer, Tanker Division, Thome Croatia

To have work life balance and spend more quality time with family! I am looking forward to spend even such small activities like having simple breakfast or tea-break together over the weekends. “It is important to have goals for careers but don’t confuse having a career with having a life.”

Gaurav Bhardwaj, Safety Coach, Thome India

To have work life balance and spend more quality time with family! I am looking forward to spend even such small activities like having simple breakfast or tea-break together over the weekends. “It is important to have goals for careers but don’t confuse having a career with having a life.”

Siti Syahqah Yussof, HSSEQ Compliance Executive, Thome Singapore

For this year 2020, I am positively looking forward for a healthy and genuine romantic relationship. I wish to find someone who will take care of me and to share a laugh with. To have someone who I can share a good conversation and exchange plans and dreams with. I am looking forward to meet someone who will compliment my personality – we can film our vlog together, eat together until we get fat and travel together without getting tired because we both know that we have each other. Everything in the world will be at peace if there is love.

I’ve decided to change my habits in my free time - spend more time with my friends while hiking to the top of mountains, exploring the beauty of nature and spending less time indoors. For me, nature is the best place to recharge for the whole week ahead. I would like to dedicate more attention to my health and body since it puts me in a good mood and makes me more productive in general.

Maria Pijevac, Crewing Officer, Tanker Division, Thome Croatia

To have work life balance and spend more quality time with family! I am looking forward to spend even such small activities like having simple breakfast or tea-break together over the weekends. “It is important to have goals for careers but don’t confuse having a career with having a life.”

Gaurav Bhardwaj, Safety Coach, Thome India

For this year 2020, I am positively looking forward for a healthy and genuine romantic relationship. I wish to find someone who will take care of me and to share a laugh with. To have someone who I can share a good conversation and exchange plans and dreams with. I am looking forward to meet someone who will compliment my personality – we can film our vlog together, eat together until we get fat and travel together without getting tired because we both know that we have each other. Everything in the world will be at peace if there is love.

I’ve decided to change my habits in my free time - spend more time with my friends while hiking to the top of mountains, exploring the beauty of nature and spending less time indoors. For me, nature is the best place to recharge for the whole week ahead. I would like to dedicate more attention to my health and body since it puts me in a good mood and makes me more productive in general.

Maria Pijevac, Crewing Officer, Tanker Division, Thome Croatia

To have work life balance and spend more quality time with family! I am looking forward to spend even such small activities like having simple breakfast or tea-break together over the weekends. “It is important to have goals for careers but don’t confuse having a career with having a life.”

Gaurav Bhardwaj, Safety Coach, Thome India
Thome Puts a Smile on Every Kid’s Face this Christmas!

By Jill Aizpuru, Human Resources Executive, Thome Ship Management Pte Ltd – ROHQ

As part of Thome’s Annual Holiday event, Thome Group, wanted to give something back. 2019 has been a spectacular year for us and Thome ROHQ always likes to share the outpouring blessings.

The Kythe Foundation is a non-profit, non-stock, organization aimed towards improving the quality of life among hospitalized children with cancer and chronic illness.

The Kythe Foundation has been supporting several hospitals in the Philippines and we chose the Philippine Children’s Medical Center, a government-owned national center for specialized health care under the Department of Health.

With the help of 18 lovely volunteers from the ROHQ, we were able to pack 100 drawstring bags containing 2 fresh fruits and a quillow (quilt with a reversible pocket strategically sewn on the quilt so it can be folded up to fit inside the pocket, making a pillow) for the children to enjoy.

In 14th November 2019, we distributed gifts and treat the Children and their guardians a hearty lunch. This may not be a lot, but it brought smiles on their faces faces of the children which made it all worthwhile.

This has been one of the most eye-opening events we have done. It makes us realize how strong the children are, fighting one of the most difficult battles a person can ever experience – cancer. Despite their poor health, it is heart-warming to see how they still positively view the world.

And the gift-giving didn’t stop there as our dear ROHQ employees willingly donated a portion of their salary to fund and support some basic medical supplies of the patients. A gift, no matter the size or form, goes a long way and makes a difference. Even the smallest of contribution can touch those who need it the most.

Raising Money for a Good Cause and Saving the Planet

By Mary Joie Alinas, Corporate Communications and Marketing Senior Executive

For this year’s Thome Group annual Charity Holiday Drive, the Corporate and Communications team sold ecofriendly tote bags for the benefit of the children of SOS Village in Manila. Aside from the charitable cause, this drive also aims to produce a reusable bag that will help reduce the single-use of plastic bags in the Thome office.

The colorful eco-themed drawings on the tote canvas was designed by the children themselves when we paid a visit to the foundation and held an art competition.

The bags were later sold to Thome employees in Manila and Singapore as well as to business partners, friends, and family; just in time for the Holidays. An estimated sum of $2,000 SGD was raised which was later donated in full to the foundation.

We are very thankful to everyone who supported the cause.
TSM Group holds its 12th Annual Food Drive

By Orly Lirio Magnata, Marketing and Corporate Communications Officer, TSM Shipping (Phils.), Inc.

TSM Group had its annual Food Drive on 23rd December 2019 at Jose R. Reyes Memorial Medical Center. This is the 12th year of distributing grocery bags and sharing good vibes with the patients of the hospital.

TSM Group CEO Ian R. Garcia extended his heartfelt gratitude to all TSM Group stakeholders who volunteered and showed their support for this traditional Christmas activity by the company.

“We have been doing this for the past 12 years and we are grateful for the support that we get from our stakeholders every year. This is a small act of generosity that creates a lasting impact on the lives of the patients and their families,” the CEO commented.

Over 250 grocery bags were distributed this year and through the TSM Group’s and Thome ROHQ’s various corporate social responsibility initiatives, we hope to find more platforms to give back to the community in the coming years. Apart from being the trusted partners of seafarers, the TSM Group and Thome ROHQ values the importance of helping its fellow Filipinos build a more resilient and stronger nation.

Thome Group Extends Help for Taal

By Angelica Cruz, Corporate Communications and Marketing Senior Executive

The Thome Group has extended help to the affected victims of the Taal Volcano eruption.

On 12th January 2020, Taal, one of the Philippines’ active volcanos, experienced a phreatic eruption leaving the province of Batangas in a state of emergency and neighboring cities also in danger. The Philippine Institute of Volcanology and Seismology (PHIVOLCS) subsequently issued an alert level 4, which prompted the affected municipalities and cities located near the Taal Volcano to evacuate all its residents and animals to a safer place.

The tragedy has left many families displaced with a lack of basic needs such as food, medicine, and water. Many have lost their livelihoods, animals, and homes.

Thome Group employees in ROHQ-Manila shared monetary donations which were later used to purchase some essential and basic needs for the victims. On 27th January 2020, all donations were successfully donated by ROHQ-Manila to its chosen charity partner, ABS-CBN’s Sagip Kapamilya.

Thome Group has taught us the value of family and we hope to extend that value to others affected by the tragedy.