



MARCAP
MARINE CAPABILITIES

WE ARE HOME ON WATER

NEWSLETTER

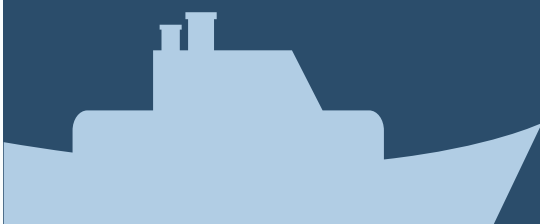


ISSUE 01/2021

25 UAE YEARS AT
10 KSA YOUR SERVICE

WITHING THESE PAGES

- 25 YEARS at Your Service
- Rebranding & Fresh Identity
- Business Tools in Action
- AD ASTRA - our Shining Star





--- “ ---
 Life is not about
 waiting for the storm
 to pass. It is about
 learning how to
 dance in the rain.
 --- ” ---

Abdallah Chehab

MESSAGE FROM DIRECTOR -OPERATIONS

Dear Colleagues, 2021 marks a very special milestone in our history, our 25th anniversary!

As we head into a new year, we pay tribute to the commitment and dedication of all members of the MarCap Family, both past and present, who have made our company what it is today.

It is a pleasure and honour to address you on this special issue of MarCap Newsletter. I did not only witness but participated in the development and growth of the company and proud to announce its 25 Years Anniversary. Today we have reached the mark of relative stability in times of uncertainty and continuing our journey with all the beliefs and hopes.

As we are witnessing today a significant global challenge while the COVID-19 pandemic continues to evolve, I believe that in light of these uncertain times, we will overcome these difficult times together

driven as always by our sense of responsibility, discipline and dedication to best serve our clients and the communities we operate in.

Any time in history is accompanied by its own complications. There is no perfect timing to start or accomplish.

I'm always in the belief that “Life is not about waiting for the storm to pass. It is about learning how to dance in the rain”. This is exactly what we are successfully doing during these last 25 Years.

Hope you will enjoy this Newsletter and discover new hidden details in the history of MarCap.

Moreover, I would like to take this opportunity and thank our Unsung Heroes, our brilliant crew who are staying strong and dedicated.

Abdallah Chehab

25 YEARS AT YOUR SERVICE

We are excited to announce that 2021 is bringing us a happy occasion to celebrate. This year marks MarCap reaching a milestone of 25 years of effectively serving the UAE and Middle East markets.

Hard work and dedication are imperative for any successful business. It is also important to remind ourselves of our achievements. What was the seed of the business? Where are we standing today? How many crises have been overcome? How many employees developed their career here?



In this article, we would like to dig into MarCap History. 25 years of existence is only the tip of the iceberg. Behind any business, there are personalities who make the story more exciting.

From where we started? Let us dive into 1980. Imagine Abu Dhabi that time. Employees use boats to reach work sides on islands. The Corniche is not at the same place where it is today, bridges connecting the Island with the land are not yet built, no skyscrapers, no modern cars, no traffic lights, but roundabouts, construction everywhere across the city. Such a fruitful time to start something for those who love opportunities.

Mr. Samer Qiblawi, who is today the President and CEO of MarCap, was one of those who decided to give it a shot and try himself in his own business. Al Bawardi Marine Service Company was established in 1983 as a part of a department in Al Bawardi. Could you feel the weight of experience? Now you know that 25 years is just a part of it, but the rest 13 are hidden in history.

MarCap started years counter from that moment the company got independence in 1996 as a separate entity with its own team, a fleet of vessels and headquarter. It was renamed as Marine Capabilities (MarCap) only in 2003. If you are not speaking Arabic, you do not know that MarCap means 'a boat', so you are missing the wordplay in the company name. In 2010 company expanded to Saudi Arabia as Saudi MarCap and was an approved direct contractor by Saudi Aramco. Last Year we celebrated 10 years of presence in KSA, significantly, the same year we doubled the working fleet there serving a new client named Khafji Joint Operations (KJO).

Where is MarCap today? 38 Years of experience and growth, 2 onshore homes in UAE and KSA and about 30 homes on water with a family of around 300 members. During crises, the company always stayed afloat due to the strictly set coarse and close-knit teamwork. There is a movement within the personnel and dynamic career development for those who are eager to learn more and grow.

Starting from 2019 MarCap implemented the "Happiness Program" to keep people cheerful at the working station. We value all our assets, but the most precious is our team and our clients. We look forward to another 25 years, to beat new challenges and to more success.

Written by Elena Skorokhod



NEWS



REBRANDING & FRESH IDENTITY

We believe that changes are imperative especially in this time of turbulence. Life does not stand still; the wind is changing sometimes very unpredictably carrying the waves and giving new directions. The digital world dictates new tendencies and old-fashioned schemes are not working anymore. This is the time to conduct brainstorming, implement new ideas, modify old systems, think out of the box and get out of the comfort zone while maintaining established fundamentals.

MarCap decided to refresh the style and blow new spirit into branding collaterals. You might notice from the cover of this Newsletter issue that we have changed the logo. The “M” symbol became more obvious as a sharp and strong sail with the sun rising on the East. As the wind is blowing - a sail is bending, but a vessel staying stable in challenges. And the sun is always rising despite any difficult challenge.

We kept Navy Blue as a priority colour as a symbol of water, moreover, this tone makes us calm, giving the feeling of comfort and satisfaction, eternity and wisdom. In contrast, we threw in a shade of red that represents passion and the ability to fight when needed.

We believe in principles and doctrines reflecting our business. That is why MarCap has a Vision, a Mission and Values, keeping up with its own principles and remain focused on its priorities.

Step by step and by the end of this year we are targeting to totally implement our new branding look. Movement is life and development is a necessity. MarCap is embracing change and hopes you will like our new look.

Written by Elena Skorokhod



BUSINESS TOOLS IN ACTION

MarCap values the importance of having a business strategy. A strategy that supports the company's vision and mission. MarCap understands that it is vital that all employees within the company have clear objectives and KPIs and are contributing to the growth and profitability of the company.

Being in the marine offshore services for more than 25 years, MarCap has thrived in the competitive maritime business industry. Through the years, the management has shown great commitment and dedication to continuously improve its business management by adapting various best practices in people development, employee, and performance management.

In 2018, under the direction and initiative of Samer Qiblawi, the President & CEO of MarCap, the company has adopted the Balanced Scorecard approach to ensure that all business divisions and departments are working towards the company's corporate objectives. The management team fully supported this great initiative as they understand the value of managing both employee and business performance through SMART objectives and KPIs.

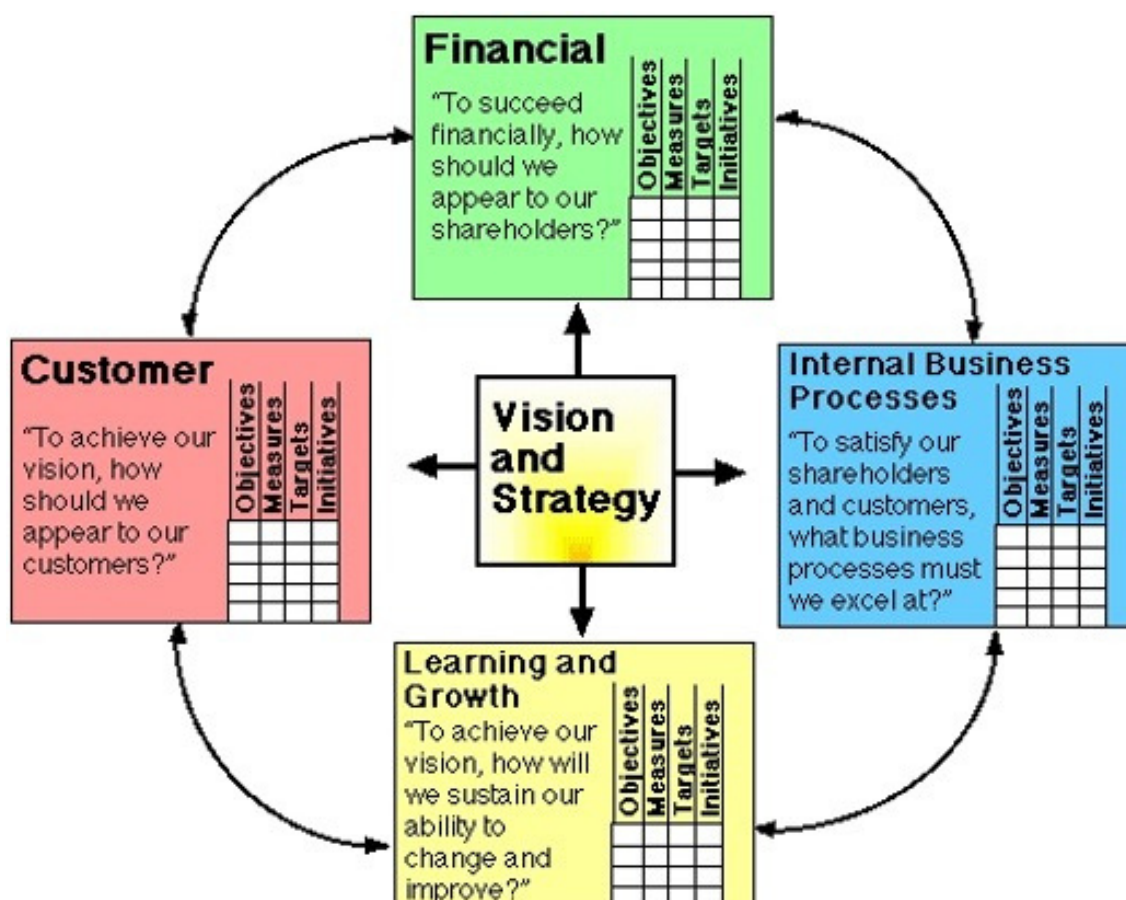


MarCap Enhances Business Strategy through Balanced Scorecard Approach



The MarCap Balanced Scorecard links business performance Measures as follows:

- How do customers see us? (customer perspective)
- What must we excel at? (internal process perspective)
- Can we continue to improve and create value? (learning and development perspective)
- How do we look to shareholders/profitability? (financial perspective)



Since 2018, MarCap and its management team have been committed to implementing the Balanced Scorecard approach to drive and measure business performance. Annually, the management team convenes and sets strategic objectives and KPIs that will ensure MarCap's business continuity are remain competitive in the maritime business. Ensuring a clear line of sight, corporate objectives and KPIs are being cascaded down to the department and individual contributor level, this would not have been possible without the support, commitment and dedication of the management team and line managers towards the process.

Written by MarCap Admin Support

AD ASTRA - OUR SHINING STAR

Named after the famous Latin phrase which means "to the stars", our Landing Craft Tank "AD Astra" has made justice to it by accomplishing all the jobs assigned to her like indeed, a shining star.

Built to the stringent specifications of Oil Field operations, this 78m LCT with 624m² clear deck area capable of running approximately 11 knots cruises through the waters of the Arabian Gulf and carrying clients' cargo with proper handle and care.

Up to date, the LCT is in demand in the area for long-distance cargo operations as we as oil fields because of her reputable track record from the date she was built. Marcap is proud to have this vessel in its fleet and always wishing for AD Astra to sail to the star, like a star!

Written by Cyrhyll Joice Osorio



AD ASTRA SPECS DISCLOSURE

PARTICULARS

Type	Landing Craft Tank
Class	American
	Bureau of Shipping
Year Built	2015
IMO No	9628556
Flag	UAE
Port of Registry	Abu Dhabi

MEASUREMENT

Length Overall	78.00 m
Length BP	72.41 m
Beam Moulded	16.00 m
Depth Moulded	5.00 m
Draft (Max)	3.50 m
Deadweight (Max Draft).	2,072.14 T

TONNAGE

GRT	2,002 T
NRT	600 T

CARGO DECK

Clear Deck Area	624 m2
Deck Strength	10 MT/m2
Containers	120 TEU

STORAGE CAPACITY

Fuel Oil (Ship)	459.3 m3
Fuel Oil (Cargo)	889.5 m3
Fresh Water (Ship)	294.2 m3
Fresh Water (Cargo)	1,480.1 m3
Drill Water / SWB	673.0 m3

CARGO DISCHARGE CAPACITY

Fuel Oil	1 x 150 m3/hr@70 m head
Fresh Water	1 x 100 m3/hr@60 m head
Drill Water/SWB	1 x 100 m3/hr@60 m head
Grey Water	1 x 30 m3/hr@30 m head

ACCOMMODATION

Berth	7 x 1 man
	6 x 2 men
Total	19 men

FIRE FIGHTING

Fire / GS / Ballast Pump	2 x 65m3/hr@60mwc
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SAFETY EQUIPMENT

Complies with SOLAS, Class Requirement and Flag Administration Requirement

Life Raft	4 x 25 men
Rescue Boat 1x6men, Noreq RRB425 c/w davit	

MANEUVERING & PROPULSION SYSTEM

Main Engine	2 x YANMAR 6RY17P-GV, 736kW@1,500rpm
Total BHP	2,000 BHP
Gearbox	2 x Yanmar YXH250L, reverse-reduction gearboxes of 4.68:1 ratio
Propeller	2 x BT RH Ni-Al Bronze Propellers @ 1,950mm (Ø) each, 4 bladed FPP in Kort Nozzle
Bow Thruster	1 x 450 BHP, Schottel, Tunnel Type, 5T Thrust

ELECTRIC POWER GENERATION

Main Generator	3 x Cummins HCM434C1 rated 150kW/415V/ 3Ph/50Hz
Emergency Generator	1 x Cummins 6BT5.9D rated 80kW
Reefer Socket	20

PERFORMANCE

Speed	Approx. 11 knots
Endurance	Approx. 30 days

DECK EQUIPMENT

Anchor Windlass	2 x 8.3T@15m/min nominal pull with single gypsy 12.5T overload pull; 45.2T brake holding (static)
Anchor Chain	10 shackles x 42 mm (Ø), U2 type
Anchor (Bow)	2 x 2,280 kg anchor
Ramp Door	10m (L) x 8.95m (W), SWL: 120 T
Ramp Windlass	10T@15m/min
Crash Rail	Both side with passage way

NAVIGATION AND COMMUNICATION EQUIPMENT

GMDSS	Area 3
VHF DSC	2 x Furuno FM-8900S
MF/HF SSB (with DSC)	1 x Furuno FS-1575
EPIRB	1 x Kannad Marine
SART	2 x McMurdo S4
GPS	1 x Furuno GP-150
Navtex Receiver	1 x Furuno NX-700B
Portable GMDSS VHF	3 x McMurdo R5
Inmarsat C	2 x Furuno Felcom-18
Radar (with ARPA)	1 x Furuno FR-2117
Radar	1 x Furuno 1945
Gyrocompass	1 x Anschutz STD22
Magnetic Compass	1 x Lilley & Gillie SR4
AIS	1 x Furuno FA-150
ECDIS	Simrad MARIS AS
Searchlight	2 x 2000W, remote controlled

MISCELLANEOUS

Complies with MARPOL I, III, IV, V

Oily Water Separator	1 x 1.0m3/hr; 1 x 0.5m3/hr
Sewage Treatment	1 x 19 persons, ST-20U, Hansun (Shanghai) Marine Technology
Water Maker	1 x 5 t/day

QHSE NEWS

ISO CERTIFICATION RENEWAL

In line with our continuous efforts to improve MarCap Health, Safety, Environment, and Quality system and to achieve utmost organizational efficiency and client satisfaction, we are gratified to announce that MarCap has successfully Completed External Audit conducted by Bureau Veritas and renewed its following ISO Standards Certifications for MarCap Abu Dhabi Office as well as for MarCap Saudi Branch with Zero Non-Conformity reported.

- Conversion from OHSAS 18001, Occupational Health and Safety Assessment Series to ISO 45001:2018
- Quality Management System - ISO 9001:2015
- Environmental System - ISO 14001:2015

ISO Certification of MarCap Saudi Office with all three standards was a long time objective and by the Grace of God and with MarCap Top Management Support & Commitment, MarCap Abu Dhabi HSEQ team took the lead with the full support of MarCap Saudi Team, all line managers input and teamwork we achieved our Objective successfully.

Congratulations to MarCap Top Management, Directors, Line Managers and all Colleagues on this remarkable achievement.

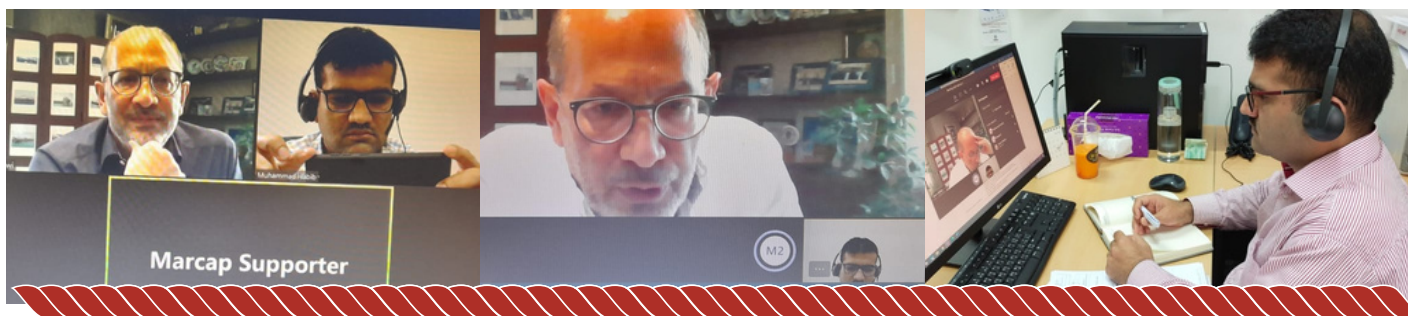
Written by Muhammad Habib-Ur-Rehman



MARCAP STAYS ON TOP OF HSE

As long as physical visits in this Pandemic are not always possible, the President & CEO of MarCap, Mr. Samer Qiblawi along with Manager - HSEQ, Mr. Habib Ur Rehman are practicing virtual visits. MarCap Supporter, MarCap 2 and MarCap 1 were visited during the last month to verify compliance to HSE policies including prevention against pandemic, safety observation reporting, promoting safety culture and awards.

There is always an opportunity to address key areas such as employees morale, personal hygiene & housekeeping, crew welfare and crew leave rotation arrangements.



Meanwhile, MarCap HSE Officer, Mr. Fassiuddin Sabri, is continuing safety walks on board. These HSE visits are taking place according to the plan approved by the management. HSE meetings were conducted onboard ships to discuss the latest safety flashes and HSE campaigns. One more purpose of such visits is to listen to the crew's feedback, gather the information that always helps to improve and move forward considering the original source.

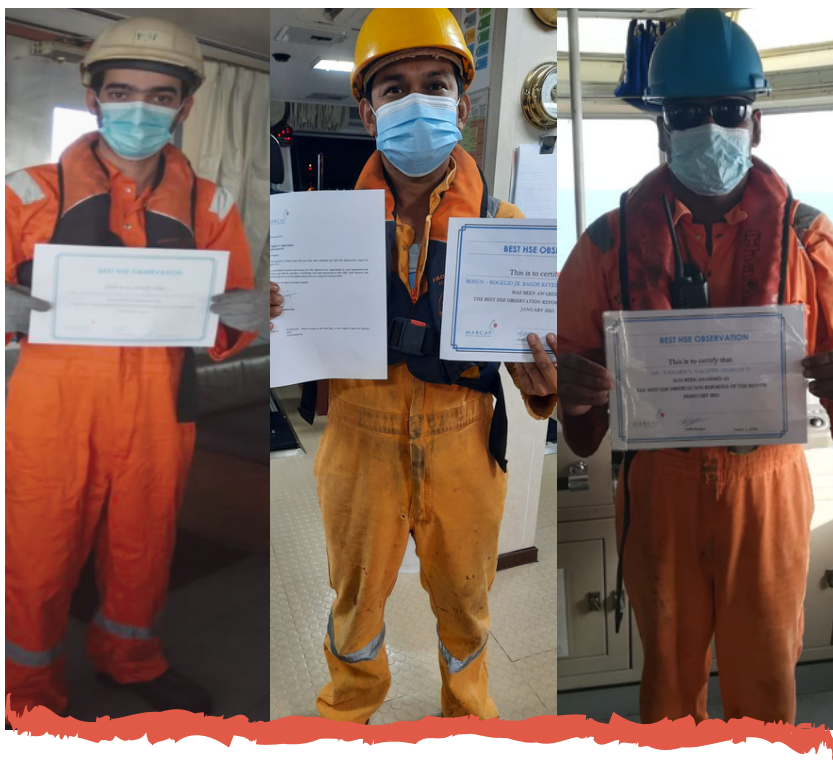


QHSE

HSE AWARDS

In line with the company's directive to inculcate HSE culture as a way of living, the crew onboard MarCap vessels are strongly encouraged to participate in reporting a potential Safety Observation and HSEQ improvement Suggestions on monthly basis. For the first quarter of Year 2021 from January to March, we are elated to announce that the award winners and contributors are primarily from ratings.

This serves as an encouragement that HSE is actively incorporated into the daily activities of everyone on board, where everyone makes a difference, regardless of rank or seniority. Hence, we are pleased to announce the following outstanding Marcap crew for their HSE contribution:



JANUARY 2021:

- Best HSE Observation - Rogelio Jr. Bagos Reyes, Bosun / MarCap Supporter
- Best HSE Observation - Ali Elsayed Moustafa Ibbrahim, AB / MarCap 1
- Safe Worker of the Month - Gunawan Gufron, Chief Officer / MarCap 202

FEBRUARY 2021:

- Best HSE Observation - Vaisakh Veli Valappil, AB / MarCap 2
- Best HSE Observation - Alexandr Borisov, AB / MarCap 202
- Safe Worker of the Month - Vladyslav Makarov, AB / MarCap Supporter

MARCH 2021:

- Best HSE Observation - Aleksandr Panasiuk, AB / MarCap Supporter
- Best HSE Observation - Suprianto Syamsuddin Sadda, AB / MarCap 1
- Safe Worker of the Month - Jaypee Dasig Sazon, Bosun / MarCap 2



HAPPINESS 2021

JOB RECOGNITION



During the first quarter of 2021 more than 20 MarCap crew members were awarded with Certificates of Appreciation.

"MarCap management expresses their gratitude towards all your hard work and your dedication throughout your contract period while ongoing a stressful environment".



WOMEN'S DAY CELEBRATION

International Women's Day turned to a floristic miracle for all the women working in MarCap office. We got shining and smiling pictures and could not just pass by and not publish this spring beauty.



ZODIAK WISHES



We used to have parties before Corona times, but now the monthly birthday celebration 'ZODIAK PARTY' turned into gifts and personal happy birthday cards sent from the President & CEO. Here's wishing 'Happy Birthday!' to all our colleagues from Capricorn, bypassing Aquarius to Pisces.



CAPRICORN (December 22nd - January, 19th):

- Mr. Muhammad Habib Ur Rehman, Manager - HSEQ
- Mrs. Jennylyn Cuasay, Assistant - CBD



AQUARIUS (January 20th - February, 18th):

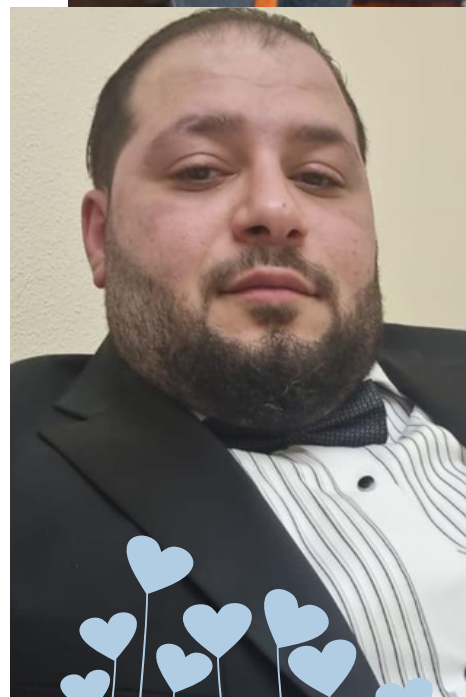
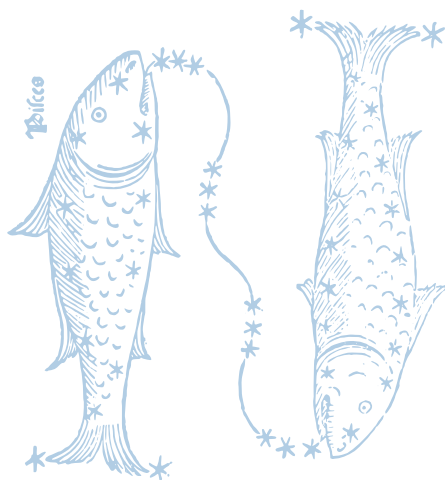
- Mrs. Anna Mae Ragay, Officer - Operations Administration
- Mr. Zubair Azam, Coordinator - Marine
- Mr. Nibal Sheikh Saeed, Head - Crewing & PRO

★ ★ ★ ★ ★ ZODIAK WISHES ★ ★ ★ ★ ★



PISCES (February 19th - March, 20th):

- Mr. Mohammed Shereef, Assistant PRO
- Ms. Jenny Lyn Gatchalian, Receptionist
- Mr. Murad Emad Al Khoury, Support Engineer - IT
- Mr. Mahmoud Salim, Assistant Manager - CBD
- Mr. Izahak Parambil, Driver
- Mr. Ali Kayed, Manager - Crewing



We congratulate Mr. Ali Kayed who got Married and wish him Long Lasting Love!

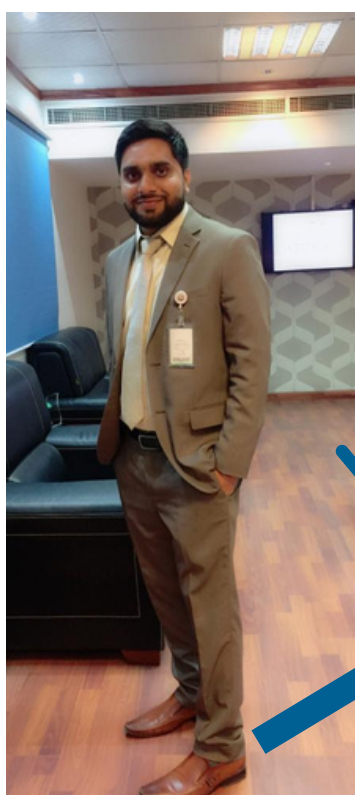
MESSAGE BOARD



PROMOTIONS, CERTIFICATES & NEW JOINERS

MarCap management always encourages employees to polish their skills and enhance their knowledge in the relevant field for career development. MarCap staff also takes self-initiative to keep themselves updated with the latest industry knowledge. Same is supported by MarCap management during organizational training need assessment.

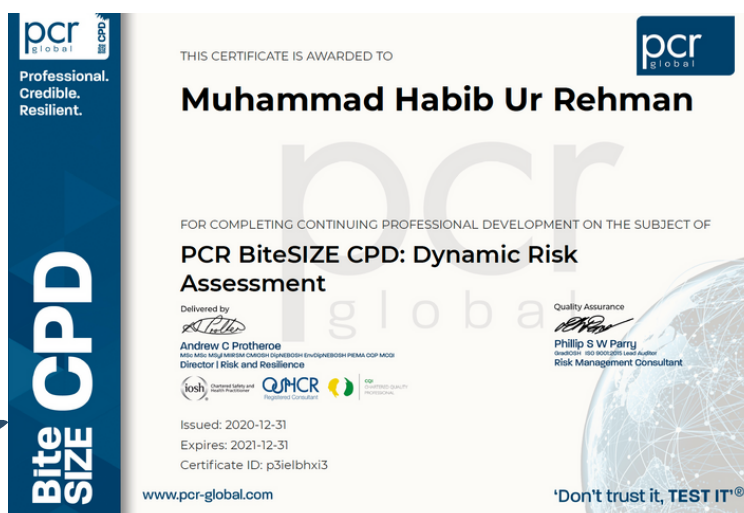
We would like to extend our warm welcome to Mr. Alla Eldin Mahmoud Salem. He has joined Operations Division in the capacity of Port Engineer. We are glad to have Mr. Alla on board with his vast experience of more than 30 years in the marine field.



We congratulate on promotion and wish the best performance in a new role to Mr. Azhar Ikram who was promoted to Assistant Manager - Finance.



We congratulate Mr. Habib Ur Rehman for completing continuing professional development and gaining the Certificate on the subject of "PCR BiteSIZE CPD: Dynamic Risk Assessment."





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JANUARY-MARCH