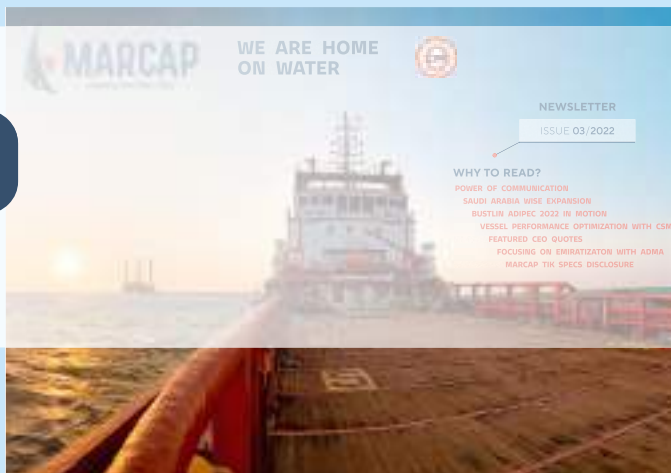




MARCAP NEWSLETTER SPECIAL EDITION

2022 2024

# YOUR RELIABLE PARTNER WITH A WIDE RANGE OF OFFSHORE SERVICES

SINCE 1996 AT YOUR SERVICE

**Dear Friends and Partners,** we are excited to introduce Marcap's tailored services, designed with your needs in mind. With a wealth of experience and ownership of vessels, Marcap is dedicated to caring for your biggest assets – your vessels – ensuring smooth and economical operations.

Our comprehensive services cover every facet of vessel management, including expert technical support, a highly reliable crew, seamless paperwork management, efficient coordination with ports and agencies worldwide, and the delivery of vessels from different parts of the world. We meticulously assess vessel conditions and maintain compliance with international and local standards, ensuring trust and approval from authorities and clients alike.

Partnering with us guarantees peace of mind. Our efficient, economical operations reflect our extensive experience and the exceptional teamwork of our offshore and onshore professionals. We warmly invite you to explore our services further and reach out whenever we can assist you.

## How Can We Ease Your Business? What Are We Offering?

Please check the long and detailed list of our services and choose the suitable one for your business.

### SHIP MANAGEMENT FROM A TO Z

- Reducing vessel operational costs and achieving savings.
- Technical management: in-house maintenance and repair team available 24/7, dry docking supervision, supply chain management, minimizing downtime.
- Commercial management: securing chartering contracts, NOC and IOC approved, ensuring hassle-free and transparent operations.
- Crew management: fully approved and trained crew supply.
- Safety and Quality: adhering to strict best industry safety standards with a reliable in-house HSE team.
- Full port agency support.

SPECIAL  
EDITION

Please contact  
[MEDIA@MARCAP.AE](mailto:MEDIA@MARCAP.AE)  
for any inquiries



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## TAILORED CREW SUPPLY

- Providing trained, professional, certified, and approved crew for OSVs.
- Door-to-door crew handling and support.
- Orientation and safety induction programs.
- Emphasis on crew welfare and high performance.

## GET HOME SAFELY SHIP DELIVERY SERVICE

- Global vessel delivery: ensuring your vessel reaches its destination with full support.
- Vessel inspection, mobilization, pre-sailing preparation.
- Registration, ISM audit, flagging, communication arrangement.
- Bunkering, crew, insurance, compliance, etc.

## OFFSHORE SUPPORT VESSEL PROVIDER AND OPERATOR

- Providing Marcap's own vessels and cross-chartering ships for your offshore projects with full support.
- A diversified fleet including: supply boats, tow tugs, AHTSs, crew boats, SSRVs, pilot boats, DP2, safety standby, etc..
- You name it – we find and operate it.

## LOGISTICAL PROJECT MANAGEMENT AND END-TO-END SOLUTIONS

- Selecting the right vessel for the right job for your project, reducing costs, and improving the efficiency of hired vessels.
- Providing end-to-end logistical support for offshore projects.
- Customized solutions, expert guidance, and consultancy, ensuring compliance, continuous monitoring, and transparent communication.

## VESSELS CROSS-CHARTERING

- As vessel owners ourselves, we understand and implement best practices to operate your vessels with utmost care.
- Handling all stringent regional requirements concerning crew and vessel mobilization.
- Implementation of Marcap's ISM system approved by ADNOC, ARAMCO, and KJO, mandatory for working with them.
- Maintenance and repair in the shortest time possible with our 24/7 in-house repair team to avoid off-hire.

**If you wish to reach out to our company, please email your concerns to [MEDIA@MARCAP.AE](mailto:MEDIA@MARCAP.AE) We will respond to you promptly.**



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# SHIP MANAGER OF THE YEAR

**Marcap**  
**Claims Victorious Triumph**  
at Esteemed Robban  
Assafina Award  
Ceremony



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**We are honoured and thrilled to receive the award from the respectable Robban Assafina Establishment.**

To our incredible Marcap team, we extend a heartfelt appreciation for your tireless efforts and continuous pursuit of excellence. It is your hard work and creative ideas that contribute to driving our success and taking our company to new heights. Our team at Marcap is committed to providing excellent services, and to ensuring that every vessel we manage exceeds owners' expectations.

We are deeply grateful to all of our stakeholders, partners, clients, and suppliers who have placed

their trust in us over the years. Your unwavering support and commitment to excellence has truly been the driving force behind our ongoing success.

Moreover, we want to congratulate all of the award nominees for keeping the bar high and pushing us all to achieve greater heights. Dear Columbia Shipmanagement Saudi, Marine Core And Chartering LLC and Mediterranean Management Group Ltd., it was an honour to be nominated together with you.

With this award in our safe hands, we are more dedicated than ever to achieving bigger and better things. Thank you to everyone who helped make this incredible achievement possible.



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# FEATURED QUOTES

**Samer QIBLAWI**  
interview  
for The Energy Year

”  
WE LOOK AT NEWCOMERS  
NOT AS COMPETITION, BUT  
RATHER AS POTENTIAL  
PARTNERS  
”

## TO WHAT EXTENT ARE PARTNERSHIPS KEY TO GAINING MARKET SHARE GIVEN THE CURRENT OFFSHORE MOMENTUM?

The marine sector is experiencing a good momentum, which is aligned with the ramping up of the hydrocarbons sector. Countries such as the UAE, Saudi Arabia and Kuwait are determined to hit their production targets in the next four to five years, which guarantees a steady uptick in offshore operations across the GCC. Qatar also has its foot on the gas, trying to capitalise on the changing global gas dynamics.

This range of opportunities is also drawing newcomers to the market. When a foreign company enters the UAE, it needs a local gate opener to guide the way, a local firm that complies with the country's requirements, standards, and business culture. In this sense, we can be a partner of choice for many of these companies. We look at newcomers not as competition, but rather as potential partners.



”  
WE ARE  
INCREASING  
OUR FLEET AND  
LOOKING INTO  
NEW MARKETS  
”



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# FEATURED QUOTES

**Samer QIBLAWI**  
interview  
for The Energy Year

”  
IN TERMS OF WORK, 60% OF OUR  
VESSELS ARE IN THE UAE,  
35% IN SAUDI ARABIA  
AND 5% ELSEWHERE

## WHAT GROWTH STRATEGIES HAVE YOU TAKEN IN LINE WITH MARKET DEMAND?

We increased our fleet, adding around seven to eight vessels to our portfolio. We have a total of 25 assets, and we are aiming to increase our fleet by a further 50% by the end of 2023. We have ambitious expansion plans, but they are, at the same time, conservative. When it comes to asset acquisition, we are looking at unique types of vessels that are built and engineered for this area. These are shallow-draught vessels, with good fuel consumption and with versatile capabilities as well. However, we are looking to grow our share and presence in the market through a combined strategy of acquisitions, chartering and partnerships.

## WHAT RELATIONSHIP DOES MARCAP HAVE WITH REGIONAL NOCS AND HOW ARE YOU UPGRADING YOUR INTERNAL PERFORMANCE?

In the UAE our major client is ADNOC – represented by ADNOC L&S. At the same time, we work with other entities such as Total Energies and NPCC. We have

a good rapport with NOCs, and this is also seen in Saudi Arabia, where we work with Aramco and KJO as our major clients. In terms of work, 60% of our vessels are in the UAE, 35% in Saudi Arabia and 5% elsewhere. Apart from solidifying our presence in the UAE we are also looking to expand to other markets. The Red Sea is an interesting area, as well as the Mediterranean – Egypt, Lebanon, and Cyprus.

As for our short-term goals, we are now focusing on improving our internal business process. In this journey, we are elevating our training level and capabilities, channelling experience and knowledge to our team. We have also started an awareness programme to raise understanding of sustainability including CO2 reduction. This goes together with energy efficiency. We are looking to add monitoring systems for fuel consumption, and seeing how we can reduce the fuel's environmental impact. Lastly, when it comes to assets, we are increasing our fleet and looking into new markets.



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# EMPOWERING SAUDI SEAS:

## MARCAP'S DIVERSE SERVICES AND STRONG PRESENCE

EVERYONE KNOWS MARCAP AS AN OFFSHORE VESSEL OWNER AND OPERATOR THAT ESTABLISHED ITS HEADQUARTERS IN ABU DHABI IN 1996. HOWEVER, YOU MENTIONED YOU'RE EXPANDING YOUR SERVICES. COULD YOU TELL ME MORE ABOUT THAT?

» While we have built a solid reputation as a comprehensive vessel management company, we've realized that many clients have specific needs that require tailored solutions. To address this, we've diversified our services: from complete vessel management to specific offerings such as tailored crew supply, supervising operations at dry docks, onsite repairs, supply chain management, vessel inspection services, global vessel delivery, and more, depending on client needs.

YOUR PHYSICAL PRESENCE IN SAUDI ARABIA DATES BACK TO 2010, CORRECT? HOW DO YOU FEEL ABOUT YOUR POSITION IN THAT REGION NOW?

» We feel very confident and well-established in Saudi Arabia. Time and positive client interactions have played significant roles in our growth there. Our fleet has expanded, and we've collaborated with reputable clients like Aramco for over a decade; now KJO is also part of our esteemed clientele. Our top management frequently visits Saudi Arabia to underscore the strategic importance of this market.

In a recent interview with Roban Assafina, Marcap's President & CEO, **Samer Qiblawi**, shared exciting developments about the company's ongoing expansion and diversification of services. Here is a summarized version for our corporate newsletter.



» Reliability stands at the forefront of our values. At Marcap, our clients can always count on us to deliver what we've promised and go beyond expectations. We believe in transparency and ethical business relationships, which are deeply embedded in our company's culture. Within our organization, open communication and mutual support are paramount. We genuinely care about our employees, consistently improving work conditions and rigorously enforcing HSE protocols, not just on paper but as onboard practices.



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# CASE STUDY:

## MARCAP'S MANAGEMENT OPERATIONS IN MOZAMBIQUE

**In a strategic move highlighting confidence in East Africa's market potential, Marcap has taken steps to expand its fleet by managing two landing crafts in Mozambique — Delma 10 and Delma 11.**

This development not only showcases the company's growth vision but also reinforces its position as a reliable offshore vessel manager. Working closely with partners like Safeen (Abu Dhabi Ports), Marcap demonstrates a commitment to excellence in various operational aspects.

The focus on ensuring compliance with the stringent Offshore Vessel Inspection Division (OVID) requirements reflects Marcap's emphasis on the following:

- ▶ **SAFETY:** By adhering to OVID's stringent standards, Marcap prioritizes the safety of its crew and the surrounding environment. OVID regulations cover various aspects, including life-saving appliances, fire safety systems, navigation equipment, and pollution prevention measures.
- ▶ **QUALITY:** OVID compliance signifies Marcap's adherence to international best practices

in vessel operation and maintenance, ensuring reliable and efficient services for its clients, such as Total Energy.

Marcap's commitment to safety and quality goes beyond OVID compliance. The company also implements the International Safety Management (ISM) Code, a globally recognized standard for safe ship operation and pollution prevention. Marcap's ISM framework ensures:

- ▶ Written in collaboration with **Captain Mario Nakouzi**, DPA & CSO



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► **RISK MANAGEMENT:** A systematic approach to identifying, assessing, and mitigating risks associated with vessel operations.

► **CONTINUOUS IMPROVEMENT:** Cultivating a culture of continuous enhancement in safety management practices.

Through a blend of OVID compliance, fleet expansion, and ISM implementation, Marcap positions itself as a frontrunner in the marine services sector. The company's strong commitment to safety, quality, and environmental stewardship not only safeguards its market standing but also solidifies its reputation as a trusted partner for clients regionally and beyond.

Each client engagement with Marcap is meticulously crafted to address specific vessel management needs, leveraging the company's expertise as a vessel owner. By tailoring services to individual requirements, Marcap ensures comprehensive solutions that enhance operational efficiency and reliability.

Partnerships are viewed by Marcap as symbols of trust, and collaborations with entities like Safeen and Abu Dhabi Ports are valued for the mutual benefits they bring. Such collaborations underscore Marcap's dedication to fostering long-term relationships based on trust, reliability, and shared success.



IN A TESTAMENT TO ITS COMMITMENT TO SAFETY AND QUALITY STANDARDS, MARCAP'S DPO CAPTAIN MARIO RECENTLY JOURNEYED TO MOZAMBIQUE TO OVERSEE THE FULL IMPLEMENTATION AND EFFECTIVENESS OF OVID COMPLIANCE AND THE ISM CODE ON OUR CLIENT'S VESSELS, DELMA 10 AND DELMA 11



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# SAUDI MARCAP – CONFIDENT PRESENCE AND WISE EXPANSION



## MARCAP MILESTONES IN KSA

Always being brave and confident in its undertakings, Marcap, a ship owner and operator, entered the Saudi Market more than 12 years ago and was qualified by the respectful client, Saudi Aramco in 2010. The first Marcap job was the execution of a turnkey project for the stabilization of pipelines in shallow waters. Trust development turned into several long-term charters for DP, AHTSs for rig support. Successful completion led to an extension of the contracts.

In 2016 along with Tor Marine in Turkey, two pilot boats were specifically designed and custom built for the long-term Saudi Aramco project. Boats named after the beloved daughter of the President, Marcap TAM1 and Marcap TAM2, raised the bar in the area, growing the reputation of an established contractor.

With persistent interest and bidding, Saudi Marcap re-started relationships with a significant client – KJO. Accidentally, the reunion coincided with the emergence of Covid-19. Marcap had to face new challenges resulting from the Pandemic – sea borders closure, travel



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restrictions and crew quarantine. Sister boats Marcap Nisreen and Marcap Aida were travelling a long way from Malaysia & Singapore, taking a stop in UAE, to be finally mobilized in Saudi. This journey throughout February 2020 stands as a reminder of exemplary resolve to overcome challenges and display great team spirit.

## AGENDA AND FAR-REACHING PLANS

Recently, the Saudi market has been very active, and Marcap with its outstanding reputation of performance has increased its market share. It has been awarded several charters for DP2 AHTSs and PSVs as well as crew boats. Most of the vessels passed the mobilization stage and are successfully carrying out their mission. Marcap ships are involved in various types of operations from transporting passengers to rig support in Khafji.

To be able to act quickly, fulfil all client requirements and to ensure a smooth and safe operation, Marcap

established an office in Khafji, provided additional manpower and equipment as well as arranged more support from Abu Dhabi headquarters. Top management increased the number of Saudi visits to keep direct communication with its employees and clients.

What started long ago as a small affiliate continues to grow bigger and stronger. The reputation the company has gained over 35+ Years in UAE is that of resilience and professionalism. Serving the Oil & Gas giants in KSA, UAE and the Middle East Region, makes Marcap a highly sought-after and reliable marine contractor.

WHAT STARTED LONG AGO  
AS A SMALL AFFILIATE  
CONTINUES TO GROW  
BIGGER AND STRONGER



The secret of Marcap's success is a tailored approach to every client and project, its flexibility and reaction to market changes, extensive experience in the field and a strong bond between personnel. The company has far-reaching and ambitious plans, but never takes any unjustified risk. Marcap sails at its own tempo, wisely expanding the brand, keeping its employees happy and satisfying clients' needs.



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# MARCAP EXPANDS FLEET WITH NEW TOWING VESSELS FOR ADNOC L&S OFFSHORE PROJECTS

We are thrilled to welcome  
three new members to the Marcap fleet:  
**Sea Majestic, Sea Regal, and Sea Eagle!**



## 1 ► SEA MAJESTIC

Successfully mobilized from outside the UAE, these 40-ton Bollard Pull vessels are now chartered for ADNOC L&S for the Offshore Island Projects. Sea Majestic and Sea Regal began towing operations in July, and we're excited to share that Sea Eagle has just joined them this August. These powerful additions not only enhance our towing capabilities but also reinforce our commitment to delivering precise and reliable maritime services.



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# MARCAP EXPANDS FLEET WITH NEW TOWING VESSELS

“ **SEA MAJESTIC AND SEA REGAL BEGAN TOWING OPERATIONS IN JULY, AND WE’RE EXCITED TO SHARE THAT SEA EAGLE HAS JUST JOINED THEM THIS AUGUST** ”

2 ► **SEA REGAL**



We are deeply grateful to ADNOC L&S for their continued trust in Marcap. As we expand our fleet to meet their growing needs, we remain dedicated to upholding the highest standards of safety and excellence. Our partnership with ADNOC L&S is a testament to our reliability, and we are honored to support their critical offshore operations. We look forward to further strengthening this relationship and continuing to be a trusted partner in their success.

3 ► **SEA EAGLE**



**52**  
PASSENGERS

**700**tons  
OF CARGO

**FIFI1**

## **MARCAP SIBA** **MASTERY IN SHALLOW WATERS**

In the expansive waters of the Arabian Gulf, Marcap Siba, an Offshore Supply Vessel, stands as a symbol of maritime excellence. With its unique ability to navigate shallow waters, it gracefully travels where others cannot, showcasing top-notch engineering.

Having a spacious deck spanning 380m<sup>2</sup>, Marcap Siba efficiently carries up to 700 tons of cargo. Moreover, she comfortably accommodates 52 passengers. With large cargo tanks for dry bulk, fuel, and fresh water, Marcap Siba ensures seamless transport of essential supplies to offshore sites, enhancing its utility and versatility.

For numerous years, Marcap Siba has been a trusted partner of ADNOC Offshore, reliably ferrying supplies and personnel to offshore sites crucial for operational success. As it transitions to the NPCC project, its unwavering commitment to professionalism ensures a seamless continuation of service.

Marcap Siba is a testament to experience and trustworthiness, having played pivotal roles in various projects with strength and reliability. With meticulous maintenance by its owners and attentive care from its clients, it stands ready to contribute to future projects worldwide.



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**65m**  
LONG

**6'000 BHP**  
TOTAL

**85 tons**  
BOLLARD PULL

## MARCAP EMDAD 5 — A SYMBOLIC TROPHY

**WE WELCOME TO OUR FLEET AHTS DP2 VESSEL PROUDLY  
SAILING UNDER THE NAME “MARCAP EMDAD 5”**

This addition to our collection is not only a powerful giant but a symbolic trophy emphasizing long-lasting and strong relationships with our Partner EMDAD.

- ► The vessel is a young Anchor Handling Tug Supply Boat, 65 meters long with a total HP of 6,000 BHP driven by 2 x 10-tons Bow Thrusters and a 1 x 8-tons Stern Thruster with a Bollard Pull of approximately 85 tons. The vessel is equipped with a class-1 firefighting system FiFi1 and a dynamic positioning system DP2.
- ► She made a long journey from Singapore to join Marcap vessels working in the Kingdom of Saudi Arabia. MARCAP EMDAD 5 has a mission to support rigs in the area for one of our major clients there. The drive towards growth and development is something we have been observing and it gives us confidence for further progress in the future.



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**36<sub>m</sub>**  
LONG

**70**  
PASSENGERS

**25**  
KNOTS

## SEAFARING SISTERS: **MARCAP AIDA AND MARCAP NISREEN'S** JOURNEY OF EXCELLENCE

• ► By Cyrhyll Joice,  
Executive – Commercial  
and Business Development

In the bustling maritime industry of Saudi Arabia, there exists a duo that represents reliability, professionalism, and unwavering dedication: Marcap Aida and Marcap Nisreen, the respected sisters, crew boats operating in the waters serving the prestigious Oil and Gas giant, Al Khafji Joint Operations (KJO).

Their journey began four years ago, during the height of the pandemic, when Marcap Aida and Marcap Nisreen recognized the importance of their role in facilitating seamless operations for Al Khafji Joint Operations. Their vessels, capable of accommodating up to 70 passengers, became synonymous with comfort and efficiency, ensuring a smooth journey for every individual on board.

Their commendable reputation was not forged overnight; it was built through years of hard work, diligence, and an unwavering commitment to exceeding expectations. Over four years, their vessels experienced minimal downtime, a testament to their meticulous maintenance and proactive approach to problem-solving.

As they chart their course into the future, Marcap Aida and Marcap Nisreen remain steadfast in their commitment to Al Khafji Joint Operations. Their contract secured until 2028 serves as a testament to the trust and confidence placed in them by their esteemed client.



• ▲ Aida

• ▼ Nisreen



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# MARCAP TIK IS WASHED BY SAUDI WATERS



Marcap Tik, a newbuilt 40m crew boat, able to carry 70 passengers and driven by 4350 horsepower engines, was entrusted to further showcase Marcap's premium and high-quality service to the biggest oil companies in the region. Awarded a long term contract, a vessel assists well-respected passengers from shore to oil field and vice versa with the best comfort and safety she is capable to offer. Marcap Tik is another addition to Marcap's existing Saudi vessels which made the Marcap colours more vibrant in Saudi. Expansion of our fleet

WE ARE HAPPY TO SHARE  
THAT MARCAP, ONCE AGAIN, THRIVES  
IN THE WATERS OF SAUDI ARABIA!



means expansion of our knowledge in the industry, and we could not be more grateful for the wonderful opportunity given to us by our reputable clients.

As we have always envisioned, our aim is to continually expand our fleet not just in Saudi Arabia but the rest of the world. And we believe that by working with genuinity and passion, we will reach higher peaks.

By **Cyrhyll Joice**, Executive – Commercial and Business Development

**40m**  
CREW BOAT

**70**  
PASSENGERS

**4350**  
HORSEPOWER



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The agreement signed between Abu Dhabi Maritime Academy and Marcap opens the door for beneficial cooperation between the two powerful entities. Moreover, it contributes to UAE Emiratization.

# ADMA AND MARCAP SIGNING MOU DURING ADIPEC

The main area of collaboration is training and development where each party is going to contribute within its area of experience. ADMA's role is to prepare cadets arming them with knowledge and practice on simulators while Marcap contribution is to take them on board and familiarize them with real sea life.

Manpower will always be required offshore in the foreseen future. ADMA introduced a fascinating simulation facility recreating the atmosphere on board and offered a variety of development courses for continuous education. Marcap constantly conducts training offshore emphasizing particular topics, safety practices and 100% HSE.



Marcap and ADMA together are concentrating on the future that is determined by digitalization and artificial intelligence, collaborating on new technologies that will serve the maritime industry. Here is the challenge in finding the balance between being innovative and considering human factors. Communication in the form of awareness programs, thematic conferences and open sessions with stakeholders is the right path to go.

Theory and practice are two valuable aspects required to grow a true professional. In this sense, ADMA and Marcap is a great example of complementary partnership.



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# MINISTRY OF ENERGY & INFRASTRUCTURE

BRAINSTORMING POWER

Marcap team represented by **Nibal Al Sheikh Saeed**, Head of Crewing & Government Relations, proudly participated in the first brainstorming workshop organized by the Ministry of Energy and Infrastructure and submitted important suggestions based on our 35+ Years of Experience in the field.

As a Team Leader of the event's "Sharks" team, Mr. Nibal announced the following ideas that came out of the discussion:

- ► To establish a 24/7 call centre/hotline to support vessels and crew flag documents inquiry
- ► To summarize transactions in QR/barcode with the purpose of saving huge sizes of document submissions. To make the process environmentally friendly and cost saving
- ► To facilitate the procedures for registering ships and to attract investors and ship owners to register under the UAE flag.

Right away after the gathering, we could see the valuable outcome. We are glad to observe that these types of events have quick and fruitful results. Marcap fully supports the Ministry's decision to give more value to the Marine Sector launching the "UAE Maritime Network" to boost the country's maritime investment.



**"We aim to strengthen a sustainable maritime economy by attracting global maritime investments and reaching new markets. This is principally important, as the sector significantly contributes to the UAE's GDP. To achieve this goal, we hope to integrate several maritime organizations and stakeholders"**

**— H.E. SUHAIL AL MAZROUEI,  
MINISTER OF ENERGY  
AND INFRASTRUCTURE, UAE.**



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# MARCAP JOINS HANDS WITH ABU DHABI MARITIME HUB: PIONEERING THE FUTURE OF THE MARITIME INDUSTRY



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Saeed, actively participated in the 1st and the 5th working groups meeting of the Maritime Hub. Alongside esteemed delegates from CMA-CGM, MSC, and Stanford Marine, we engaged in productive discussions aimed at advancing maritime excellence and fostering collaboration. These sessions are vital for addressing shared concerns and exchanging valuable ideas, paving the way for a brighter future in the maritime industry.

The collaboration between Marcap and Abu Dhabi Maritime Hub is about creating a future where the maritime industry thrives on innovation and excellence. By working together, we are steering

towards a sustainable and prosperous future for the maritime sector in the UAE.

We extend our heartfelt gratitude to Abu Dhabi Maritime Hub for their visionary leadership and for bringing together key industry players. At Marcap, we are honored to be part of this initiative and look forward to contributing to the growth and advancement of the maritime sector.

For more information about Abu Dhabi Maritime Hub and their initiatives, please visit [their website](#).

“

**THE VISION OF ABU DHABI MARITIME HUB,** THE VISION OF ABU DHABI MARITIME HUB, MANAGED BY THE ESTEEMED ABU DHABI PORTS GROUP, IS TO BE AN EPICENTER OF MARITIME INNOVATION AND COLLABORATION. WITH A MISSION TO ADVANCE MARITIME RESEARCH AND SUSTAINABILITY, THE HUB STANDS AS A BEACON OF PROGRESS IN THE UAE'S MARITIME INDUSTRY



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**At Marcap, we believe in constant progress and meaningful partnerships that drive industry-wide innovation and excellence. We are thrilled to be part of the community under the roof of Abu Dhabi Maritime Hub, a leading initiative dedicated to connecting, creating, and collaborating within the maritime sector. This cooperation underscores our commitment to excellence and sustainability, marking a significant milestone for both organizations.**



The vision of Abu Dhabi Maritime Hub, managed by the esteemed Abu Dhabi Ports Group, is to be epicenter of maritime innovation and collaboration. With a mission to advance maritime research and sustainability, the Hub stands as a beacon of progress in the UAE's maritime industry. The launch of the Maritime Research Center managed by Abu Dhabi Maritime Academy, is a testament to their dedication. This groundbreaking center focuses on cutting-edge maritime research, driving sustainability, and fostering a collaborative environment for industry leaders.

Marcap has been an integral part of the Abu Dhabi Maritime Hub from the very beginning. Our management team, represented by A. Chehab, Director of Operations, and Nibal Al Sheikh Saeed, Head of Crewing and Government Relationships, proudly attended the launch of the Maritime Research Center on May 23rd. This event marked a significant step forward in maritime research, promising substantial advancements and prosperity for the sector.

In addition, our management team, including A Chehab, Sameh Qiblawi, Director – Administration, Nibal Al Sheikh



## ▶ MARCAP MEETING WITH ARAB ACADEMY



**Marcap recently took a significant step** in improving the renewal and revalidation process for Egyptian Certificates of Competency (COC). Our Crewing Manager, Mr. Ali Kebabli, held a productive meeting with the Arab Academy for Science, Technology & Maritime Transport in Egypt, coordinated by Gulf Technical & Safety Training Centre (GTSC). The discussion focused on streamlining the COC process through online platforms, making it more accessible for seafarers in Abu Dhabi. This initiative reflects Marcap's ongoing commitment to leveraging technology to enhance maritime services and provide quicker, more efficient support for our hardworking crew members.

## ▶ SHARJAH MARITIME ACADEMY GRADUATION



**We were honored to be invited to the Graduation ceremony** of the First batch of Sharjah Maritime Academy, marking a key milestone for the maritime industry. Under the patronage and attendance of His Highness Sheikh Dr. Sultan bin Mohammed Al Qasimi, Supreme Council Member and Ruler of Sharjah, Marcap was represented by our Head of Crewing & Government Relations, Mr. Nibal Saeed.

It was a great opportunity to introduce Marcap to these promising graduates and inspire them to start their careers with us. We look forward to welcoming some of them on board to grow and contribute to the industry's future.

# MARCAP IS THE FIRST OFFSHORE PLAYER IN ADNOC OIL FIELDS

TO EMPLOY FULL DIGITAL PUBLICATIONS WITH **BOGERD MARTIN**

In the pursuit of sustainability aligned with the UAE's vision for 2023, and to facilitate immediate availability of mandatory publications, Marcap has decided to outfit the entire fleet with digital publications and charts through the services of Bogerd Martin. The genesis of this collaboration traces back to a pivotal meeting between our Purchasing Manager, Mr. Salam Saeed, and the Head of Technology, Mr. Nelson Morais in the vibrant city of London.

With a vision to streamline vessel operations through digital publications, Salam has been looking for a partner who could seamlessly integrate this digital transition. Bogerd Martin, being an internationally recognized leader in providing navigational publications, charts, software and equipment appeared to be the ideal associate to guide Marcap into the digital world.

The journey commenced with a trial on Marcap 203 and Marcap Supporter, rigorously testing the system's functionality over six months, by October 2023 the installation has been completed across all vessels. As Marcap's vessels operate in ADNOC oil fields, an additional authoritative body had to be involved in

“ **ALL PUBLICATIONS IN ONE CLICK** ”



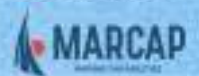
**Salam Saeed**

getting the use of digital publications approved. Through rigorous testing and scrutiny, Marcap has obtained ADNOC approval for the use of digital publications and is now well underway using them.

**Salam Saeed**, expressing his satisfaction, outlined the project's key benefits:

- » **Cost Reduction:** streamlining operations.
- » **Elimination of Shipping and Paper Use:** no more reliance on physical copies, minimizing the carbon footprint.
- » **Real-time Charts, Up-to Date Publications and Swift Delivery:** ensuring up-to-date navigational accuracy and access to the latest publications within minutes.
- » **Simplified Ordering:** seamless and efficient procurement.
- » **Updated Inventory Management:** maintaining a real-time overview.

For Marcap, Bogerd Martin represents more than a service provider; it's a one-click gateway to a comprehensive suite of publications. As Salam Saeed sums it up: "All Publications in one click."



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# MEET THE BOGERD MARTIN TEAM

## AND CHART TRACK NAVIGATION SUITE



Bogerd Martin, a cutting-edge solutions provider, offers an extensive array of technologies, including the Chart Track Navigator Suite – an intuitive addition to ship operations. Streamlining updating, ordering, routing and so much more, this suite caters to user ease and efficiency.

Navigator Suite boasts automated functionalities that drastically minimize task execution time. A task that once took hours – drafting routes between ports – is now completed in a mere 5 seconds, a stark contrast to manual methods.

The suite's automated updating continuously checks for corrections every hour, ensuring real-time accuracy. Selecting products from the catalogue becomes a single-click affair, while choosing a route instantly compiles all necessary safety items for ordering in a basket.

[WWW.CHARTTRACK.COM](http://WWW.CHARTTRACK.COM)

On the backend, our highly secure data center manages order requests, aligning with pre-established business rules that had first been discussed with the shipping company. The server will either directly process the order and expedite permits to the user, or an automated quote is sent to the shipping company which they can visualize on a map to ensure that the requested products are in line with the ship's working area.

Operational staff can conveniently approve, reject, or modify orders even through their phones, expediting new permits directly to the ship. This streamlined ordering process harmonizes effortlessly with shipping companies' existing workflows, ensuring an intuitive and efficient user experience. Bogerd Martin's Navigator Suite – simplifying maritime operations with sophistication and ease.

“—NELSON MORAIS, the Head of Technology:

AT BOGERD MARTIN, we fully understand the complexity of fleet systems transitions. Switching from paper to digital navigation poses significant challenges, demanding swift crew adaptation. Our major advantage lies in personalized technical support. For the Marcap fleet, we've diligently engaged with each ship, ensuring a smooth transition by addressing queries and clarifying the changes. We will continue to provide all the support the crews need and will make sure that compliance requirements are always met.

“—CÉLINE MORTIER, CEO:

We're happy to have set up this new relationship of trust with MARCAP. Their way of working perfectly synergizes with the DNA of Bogerd Martin. Open, friendly, supportive and technically capable. Our tailored response to Marcap's requirements are a tell tale for all UAE based companies who are on the brink of making a similar move.



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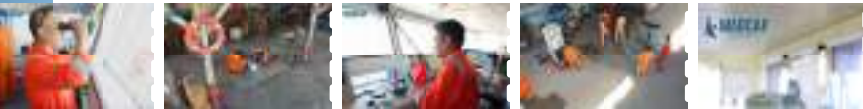
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# MARCAP. TEAMWORK. CORPORATE VIDEO 2023



Since its inception in **1996**, Marcap is continuously growing and moving towards a brighter future. Every year we see our team getting bigger and stronger.



Employees retention rate shows great results both among office personnel and crew, our frontliners. The statistics proves that we are on the right track which is our common achievement. We work as a team; we stick together in good and bad like a real family does. And I can't imagine Marcap any other way. We believe that the overall success depends on each person in the organization, so the value and importance of everyone is recognised. We share the responsibilities and celebrate achievements together.

Communication is essential for good teamwork. Our industry's extra challenge is that our assets and teams are scattered all over the region. Each vessel is sailing somewhere in the sea, and tools need to be created to maintain communication with the fleet. Marcap is successfully utilizing modern technologies to overcome this challenge, so any issue can be dealt with quickly.

Marcap. We are home on water doing our best to create good conditions to our seafarers to protect their physical and mental health.

In our dictionary, client satisfaction is directly connected with employee's satisfaction. A well-trained happy team performs better towards company objectives and reflects its values. And thus, client satisfaction.

I am very proud of Marcap family working as a highly qualified team with dedication to our procedures and aim for 100% HSE.

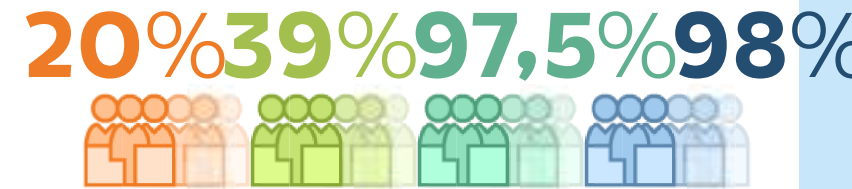


• ► **Samer Qiblawi**, President

\*The **video** is available on Marcap website and YouTube Channel



# EMPLOYEE RETENTION IN NUMBERS



At Marcap, Human Capital is something more than a backbone which is the case in many companies. Marcap intends to always have a high percentage of Employee Retention for both onshore staff and the crew which is not a simple task. It is a science of keeping the Human Capital satisfied and engaged and loyal by providing them with learning & development opportunities, continuous mentoring & guidance, and fair compensation & rewards.

With the successful implementation of our Marcap strategies i.e., effective recruitment plan, regular communication with the staff, employee happiness programs, providing mental & health activities, equal opportunity, continuous professional development plans, providing challenging tasks, competitive pay plans, empathic management, ensuring respect & gratitude, valuing the Human Capital, valuing their competencies & unique attributes, Marcap is proud to declare its retention rate as one of the highest in the market **as shown in this chart:**

## MARCAP EMPLOYEE RETENTION

20%



Employees with  
**more than 10  
years** of service  
with Marcap

39%



Employees with  
**3 to 10 years**  
of service with  
Marcap

97,5%



Monthly retention  
rate of 97,5%  
on average for the  
crew **for year 2022**

98%



Monthly retention  
rate of 98%  
for onshore staff  
**for year 2022**

ACCORDING TO A RECENT SURVEY  
CONDUCTED WITHIN MARCAP:

Around **67%** of the employees are highly  
satisfied with their job due to competitive  
rewards, recognition & career growth.

Around **93%** of the employees are highly  
satisfied with their job due to a healthy  
working environment.

Around **78%** of the employees are highly  
satisfied with their job due to the vision  
and leadership of the Top Management.



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# WOMEN AT MARCAP. EMBRACING DIVERSITY

At Marcap, we celebrate diversity. In this edition we turn the spotlight to our women, asking them to share their experiences. What do they want to convey about working at Marcap? How does the company make them feel valued? The floor is theirs. We cherish their contributions and remain committed to cultivating an environment of equality.

These testimonials provide a glimpse into the thriving community of women at Marcap. Their experiences inspire us to continue fostering an inclusive workplace where every voice is heard, valued, and uplifted. With their stories, we celebrate the strength and impact of women in our industry.

” IT'S TIME TO RECOGNIZE AND CELEBRATE THE STRENGTH, INTELLIGENCE, AND RESILIENCE OF WOMEN EVERYWHERE



**CYRHYLL JOICE OSORIO,**

EXECUTIVE – COMMERCIAL & BUSINESS DEVELOPMENT

**Women entering the offshore and maritime industry often face initial challenges and intimidation. However, once we grasp the ropes, we quickly find our balance, proving that we are not just equally empowered as men, but equally smart and wise!**

**Women’s capabilities are not only limited to the incredible feat of bearing a child but also extend to achieving greatness in any field. Realizing our dreams, we greatly contribute to the betterment of our field. Our potential knows no bounds, and we proudly stand as living proof that, given the opportunity, women can and do achieve extraordinary things.**

**It's time to recognize and celebrate the strength, intelligence, and resilience of women everywhere. Women will not stop breaking barriers, inspiring future generations, and reaffirming that we, women, are limitless.**



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## APRIL ANNE,

ASSISTANT – HUMAN RESOURCES

Working in Marcap is one of the best things that happened to me after I left my native land to find myself a better future. I am thankful that Marcap

hired me as an entry-level during the start of the Pandemic when it was hard to get a job. I found here my second family that helps you to improve yourself professionally. I got a chance to expand my knowledge and career. Day by day I am learning from my colleagues and managers. I am enhancing my profession and now I have the eagerness to share and empower each hand to build a dynamic team.



## NERAH SAMPUTON,

RECEPTIONIST

It is one thing to be hired for a job, but being accepted into this company's family and feeling at home here is entirely something else.



## JENNY LYN GATCHALIAN,

ASSISTANT – COMMERCIAL & BUSINESS DEVELOPMENT

Working here in Marcap has been incredibly fulfilling for me. Working with the team has been a source of inspiration, providing me with a multitude of opportunities to

explore and grow. Marcap's encouragement has empowered me to push my limits and reach new heights. This experience has fueled my determination to achieve excellence, driving me to constantly refine my skills producing outstanding work and achieving even greater milestones in the future.



## VINCY BIJU,

CREWING OFFICER

I like to work with Marcap because of the collaborative and supportive work

environment. In Marcap we do communicate, listen, respect and we are motivated. So we are "A TEAM".



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# EMPOWERING WOMEN IN MARITIME

Robban Assafina Magazine covered important topic regarding gender diversity in the Maritime industry that has long been male-dominated. How do we bridge this gender gap, welcome more women, and understand the unique contributions they can make? Our Marketing Manager, Elena Skorokhod, shared her thought with the publisher that you can see in summary here:

## Uncharted Horizons: Women Navigate New

Waters • In today's dynamic world, women are stepping into diverse fields, from aerospace to politics and engineering. The maritime industry carries a romantic charm as it maintains a constant connection with the sea. Traditionally, the maritime industry has been characterized by its rugged nature, predominantly led by resilient men. However, advancements in technology have revolutionized this landscape, offering opportunities without the need for traditional 'dirty work.' Now, women with a passion for the sea, a reflective spirit, and a love for machinery can turn their maritime aspirations into reality.

## Women's Impact in the Maritime

Industry • Women can bring a unique dynamic to the Maritime industry. They embody care and love, fostering a peaceful environment. Their



DON'T LET FEARS OR EXTERNAL JUDGMENT  
MAKE THE DECISION FOR YOU, BECAUSE YOU  
NEVER KNOW UNTIL YOU TRY. JUMP ON BOARD  
AND EMBRACE THE FAVOURABLE WIND!

focus on collaboration, rather than competition, leads to efficient and harmonious workspaces. Their natural sense of responsibility ensures clear authority and a nurturing workplace culture. Women inspire and motivate through teamwork, creating an atmosphere of care and respect. In today's evolving work landscape, their presence is integral to building modern, thriving companies in the Maritime Industry.

Raising Awareness and Implementing Supportive Policies • In the quest for gender equality

in Maritime, awareness is key. We need to make women's presence more commonplace, celebrating those who have chosen this path. Internships and tailored interviews can be helpful. Enhanced onboard facilities and welfare programs, along with onshore support, are steps toward ensuring more women thrive in the industry. It's important to note that there are various roles within the industry that do not require technical expertise or onboard presence.

Personal Experience: Clear Objectives, Dedication and Hard Work • Embarking from a different field, I ventured into the maritime industry, knowing little about it. Today, as Marcap's Marketing Manager I stand proud. Marcap supports women in this sector. Success comes from setting clear goals, staying dedicated, and putting in hard work. Face challenges, fill knowledge gaps, and take on responsibilities. Plan, work with enthusiasm, and meet deadlines. This embodies the essence of women – work as a passion. With determination, you can navigate any course.



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TO KICK OFF THE CAMPAIGN, OUR CREWING TEAM IS VISITING EACH VESSEL TO PERSONALLY EXPLAIN THE PURPOSE AND GOALS OF THE ONE-BIG FAMILY CAMPAIGN



## MARCAP — ONE BIG FAMILY

We are happy to introduce our **One-Big Family Campaign** — an exciting new initiative from our Administration and Crewing Department that is all about bringing our Marcap team even closer together! This campaign is designed to strengthen the bond between every member of our team, especially our hardworking offshore crews.



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## THE CAMPAIGN OBJECTIVES ARE AS FOLLOWS:

↓ 1 ↓

### SUPPORT & VALUE:

We want our offshore crew to know that they are not alone. You are a valued part of the Marcap family, and your contributions are deeply appreciated.

↓ 2 ↓

### OPEN & APPROACHABLE

Our office staff are here for you, ready to lend a hand whenever you need it. We are launching a dedicated hotline so you can reach out for support at any time – whether it's for advice, assistance, or just someone to talk to.

↓ 3 ↓

### COMMUNITY & MORALE:

We aim to build a stronger sense of community, boosting morale and creating a supportive environment where everyone feels connected.



To kick off the campaign, our Crewing Team is visiting each vessel to personally explain the purpose and goals of the One-Big Family Campaign. During these visits, they are also hanging campaign posters onboard as a reminder that we're all in this together. Meet the vessels that have already been visited: Marcap 1, Marcap 202, AD Astra. We will keep you posted in the upcoming newsletters regarding the success of the campaign and the new vessels approached.

We are incredibly grateful for the dedication and hard work of every team member, and we're excited to see the positive impact of the One-Big Family Campaign. Let's continue to grow and achieve great things together – because at Marcap, we truly are one big family!



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# SAFETY MESSAGE

**ABDALLAH CHEHAB**

**Director – Operations**



Dear Seafarers, on behalf of Marcap Management, I extend heartfelt gratitude to each of you for your tireless efforts in upholding safety standards on board, thereby safeguarding the lives of all personnel. Your dedication is deeply appreciated.

Regrettably, recent months have witnessed significant incidents within our industry, resulting in critical injuries and jeopardizing lives. Therefore, I seize the moment to reaffirm Marcap's steadfast commitment

to safety. Together, we can create a safe environment on board.

Allow me to reiterate some pivotal points crucial to our collective safety:



**SITUATIONAL  
AWARENESS  
IS KEY  
TO KEEPING  
EVERYONE  
SAFE**



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# SAFETY MESSAGE



## • ► **Number 1 — Stop Work Authority** ▼

Stopping unsafe activity is our policy, and I want every crewmember to know that you are all empowered with the authority and obligation to stop work if unsafe practices are observed. Rest assured, you have the full support of Marcap management. All crew members are strongly encouraged and reminded to stop unsafe work and report it to a supervisor immediately. I urge all crew to exercise this authority and promptly report any unsafe act to your supervisor.



## • ► **Number 2 — Complacent Mindset** ▼

Routine tasks and activities can dull our defense mechanisms, causing our minds to stop noticing signs of danger. Remember that past outcomes do not guarantee future safety. Let us remain vigilant. **EXPECT THE UNEXPECTED** and avoid falling into the trap of routine!



## • ► **Number 3 — Situational Awareness** ▼

Experience has shown that many incidents occur due to a lack of situational awareness. Common reasons behind such incidents include being unaware of our surroundings. Situational awareness is key to keeping everyone safe.

**ABDALLAH CHEHAB**

Director – Operations



**WATCH THE VIDEO**

[CLICK HERE](#)



”

**EXPECT  
THE  
UNEXPECTED  
AND AVOID  
FALLING  
INTO THE  
TRAP  
OF ROUTINE!**



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# SAFETY MESSAGE

ABDALLAH CHEHAB

Director – Operations

## THE MESSAGE TO ALL CREW MEMBERS IS:

1 Do not put yourself in a position where you are directly exposed to a hazard.

2 Always be vigilant about hazards around you.

3 Engage your mind before your hands and before any task, ensuring that you are in a safe position for the task. Four eyes are better than two.

Follow a simple trick known as the  
**SLAM METHOD**  
to promote situational awareness  
among all crew onboard



**STOP**  
and think



**LOOK**  
identify any hazards



**ASSESS**  
the likelihood of it causing  
harm if it does



**MANAGE**  
implement control  
measures



At Marcap, the well-being of each individual is paramount, and we uphold this commitment through proactive measures, comprehensive training, and continuous pursuit of improvement. Remember, safety is not just a priority; it is our core value, embedded in everything we do.

Thank you all.



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# MARCAP'S TAKEAWAY FROM ADNOC L&S HSE LEADERSHIP WORKSHOP

Participating in ADNOC Logistics & Services' annual HSE leadership event is more than just attendance; it's an immersive learning journey that Marcap eagerly embarks on each year. As a valued ADNOC L&S subcontractor, we see this event as a platform to not only showcase our existing practices but to engage in dynamic conversations that shape the future of our industry.



This year, the spotlight was on sustainability, aligning seamlessly with the UAE's commitment to a greener future. Discussions revolved around decarbonization, exploring alternative energy sources, and crafting ambitious strategies to turn these visions into reality. We dived deep into the realm of digitalization and cutting-edge AI technologies, uncovering their potential to revolutionize offshore operations, including the fascinating prospect of unmanned operations. It became evident that the maritime industry must spearhead ESG and sustainability efforts to navigate the evolving global landscape successfully.

Our esteemed top management, including Mr Samer Qiblawi, Mr Flemming Jensen, Mr Abdallah Chehab, and Mr Nouman Sadiq, Acting Manager – HSEQ, represented Marcap with pride. They returned not just with insights but with a symbolic golden falcon, embodying our steadfast partnership and unwavering commitment to achieving 100% HSE excellence. This golden falcon isn't just a trophy; it's a testament to our dedication to soaring to new heights in safety, sustainability, and innovation. The horizon ahead is promising, and Marcap is at the helm of positive change in the maritime industry.



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# HSEQ AS A COMPANY LIFESTYLE



**Marcap has a good habit of treating policies wisely and not to consider them as formalities only. HSEQ is the main tool the company uses for internal Quality control and takes it as an integral part of its business processes. We believe HSEQ is not only the instrument to get a certificate, but our own way to improve the system and go beyond legal & standard compliance.**

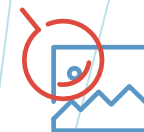
In Marcap we keep things reasonable and practical. Reports, procedures, and policies should serve the business instead of wasting employees efforts and complicating their lives. All the established procedures serve to ease the processes and reporting system helps to discover the gaps. Moreover, Marcap believes

in continuous learning and development, including HSEQ where objectives are set each year.

Marcap leadership perceptions always reflect in their acts and system. Leadership commitment is visible at all stages when it comes to objective setting, procedure control or management review meeting.

Conclusions mostly fall on the last month of the year although we do have quarterly analysis. Samer Qiblawi, President & CEO hit the ground level meetings to check the pulse of the organization. Annual HSEQ meeting coincidentally happened on the World Quality Day dated 10th of November this year. Prior to that management review meeting has been held where the CEO talked about Marcap HSEQ culture. All department heads presented their annual performance in terms of HSEQ.

Quality control in Marcap is a routine job that helps us to sustain and exceed the expectations of our clients. Last but not least, we would like to give kudos to our HSEQ department headed by Muhammad Habib and emphasize their rigorous work for the sake of excellence.



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# STRENGTHENING TEAM UNITY: VESSEL VISITS

At Marcap, **we consider each vessel as a home**, and our seafarers are our frontline heroes who uphold excellence every day. Therefore, it's imperative for us to personally engage with them, address any concerns, and bridge any communication gaps.



1 > Our President & CEO, **Mr. Samer Qiblawi**, accompanied by Technical Manager, **Chief Alaa Eldin Salem**, conducted a meaningful visit to **MARCAP 2** and **MARCAP 202** vessels operating in the UAE.



## THESE VISITS

**foster a deeper connection** between management and the onshore team on one side, and our onboard teams on the other. We extend heartfelt appreciation to our leaders for their unwavering support!



2 > Marcap's Safety Officer, **Capt. Wael Saleh**, and Technical Superintendent, **Mohamed Yousef**, visited our sister vessels, **EMDAD 3** and **EMDAD 5**, operating in Saudi Arabia.

## VESSEL VISITS

### HOLD IMMENSE IMPORTANCE:

- > **Demonstrating Care:** It sends a clear message to our crew about the value we place on their well-being and workplace environment.
- > **Insightful Monitoring:** These visits provide invaluable insights into vessel conditions, guiding our operational decisions effectively.
- > **Inspirational Presence:** The presence of our top executives serves as a catalyst, motivating our crew to pursue excellence.



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# ON BOARD TRAINING

## A SOUND MIND IN A SOUND BODY “

A COMPLEX APPROACH  
HELPS TO ACHIEVE  
AN OVERALL HIGH LEVEL  
OF ENERGY AND KEEP  
THE BODY IN A GOOD SHAPE  
WITH 15–20 MINUTES  
PER DAY ONLY

Physical exercise is an essential part of life, no matter where you are. For those working on board vessels, it is especially important to engage in regular physical activity. This not only helps maintain physical fitness but also plays a vital role in ensuring good mental health, the topic we are focusing on with high attention. Any bodily activity alleviates stress and increases the feeling of well-being.

The nature of work on board vessels requires seafarers to often engage in strenuous physical activities, such as lifting heavy loads and climbing ladders. However, this alone cannot maintain optimal levels of physical fitness.

Marcap has assigned a professional coach who is regularly visiting available vessels to transfer knowledge of simple but powerful exercises. Studies have shown that regular physical practice can help prevent a wide range of health issues, including heart disease, obesity, and even depression. A complex approach offered by Julian Constantinescu helps to achieve an overall high level of energy and keep the body in a good shape with 15–20 minutes per day only without exhausting yourself, without any need for additional equipment or too much space.

For ship crews, physical exercise programs can be implemented onboard to help prevent

illnesses and injuries while at sea. Physical activity can be incorporated into daily routines easily by performing stretching exercises in the morning and evening.

Overall, physical exercise is an essential component in maintaining a healthy body and mind, especially for seafarers who spend much of their time aboard vessels. A consistent exercise routine can boost morale, increase productivity, and help prevent incidents. It's time we start paying attention to the importance of physical exercise and take steps towards improving our health and well-being.



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# CREW LIFE: HAPPINESS & HSE



We are Happy

**Receiving directly from the crew a photographic statement that they are happy on board is the best proof that Marcap, as a company, is on the right track.**

Marcap follows an effective pattern of keeping HSE culture as a lifestyle. This is a combination of personal & professional.

In the previous issue, you can read the article "Crew happiness as HSE tool" and how it enhances awareness. Recently we participated in ADNOC HSE Leadership Workshop where Marcap was honoured to

dive deep into such an important issue as "Crew mental health". This topic has been assigned by the ADNOC L&S HSE team who truly believes in Marcap's input in this area.

We are continuing our care for seafarers and doing our best to give them more attention to keep them safe & sound: top management visits, safety inductions, refreshing sessions, monthly feasts, appreciations, and entertainment facilities.

P.s The picture above with comments sent by the crew and published as received.

IN SEAFARERS WE TRUST

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**1.** Marcap receives sincere feelings from the crew. Thank you, Mustafa Yousif Hussein, for portraying such an unforgettable gift!



**2.** Executive leadership site visits are always of high importance; they allow to have a direct link with the top management and share both sides' concerns.



**3.** Safety inductions, HSE and welfare visits, and refreshment sessions on the vessels are always a part of a strictly followed plan. With COVID restrictions behind, Marcap Team gladly attends available vessels much more often now.



**4.** Marcap symbolism keeps the high spirit of the crew, reminding them about 100% support from the shore whenever required.



**5.** Physical training sessions on board are mainly targeting maintaining a healthy body and to break the routine. Our corporate coach knows how to unite people for common activities and make them laugh.



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# HAPPINESS PROGRAM. THIRD ANNIVERSARY.

**In this issue Marcap celebrates** the third-year anniversary of the launching of the “Happiness Program” that was introduced by the CEO Office. So, what is the idea behind this concept and what has been done during these years to increase the level of happiness in the company both offshore and onshore?

“Happiness Program” is a morale booster and extra motivation for Marcap people. It is an indirect message from the management saying that “Everybody is important and valuable”. Healthy relations at work are based on the exchange of expertise for money, but we want to go beyond that including a humane part in this give-and-take process.

Marcap practices various ways to bond with its employees: Coffee with the CEO, Smile of the Month, Birthday Celebrations, Bowling Sessions, Physical Training with a dedicated Coach, Exhibition Visits, Parties and Outing, and WhatsApp Work Chat where people can share good and bad, jokes and motivational formulas.

Whenever it is possible, Marcap makes the life of the crew brighter by arranging festive dinners on board, recognizing their HSE achievements, organising training sessions for body and mind, taking care of recreation facilities and being always available for seafarers and their families.

Marcap “Happiness Box” gives the opportunity to employees to share their ideas on mutual events they would like to participate in. We are aiming to develop and enhance this process, finding new ways to create an atmosphere of cosiness and fun.

“Happiness Program” is an indirect message from the management saying that “Everybody is important and valuable”



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# HAPPINESS PROGRAM

# BOWLING TOURNAMENT



Marcap's commitment to employee well-being extends beyond the workplace with our Happiness program, fostering team spirit and collaboration through friendly gatherings. This past weekend, we hosted an exciting bowling tournament for our team!

There is nothing quite like the thrill of aiming for a strike and celebrating each other's successes. Beyond our daily duties, we cherish the opportunity to bond over shared interests and spread positivity throughout our team.



We extend our congratulations **to the winners:**

**1<sup>st</sup> Place:** Mr Subair Karippayil,  
Officer – Logistics

**2<sup>nd</sup> Place:** Mr Zain Mohamed,  
Senior Crewing Officer

**1<sup>st</sup> Place (women):**  
Mrs Vincy Biju, Crewing Officer

We look forward to more gatherings as they nurture a true family spirit and fun!



# HAPPINESS 2023

- ► By **Nerah Samputon**,  
Receptionist



**MAR 17 Corporate kayaking** Studies show that being close to water has benefits for mental health and that aerobic exercise releases brain chemicals that can improve moods.

This year, Marcap has taken a unique approach to unwind and prepare for the Ramadan season. Onshore employees took on the challenge of kayaking to experience a glimpse of life offshore during work hours.

Those who have tried kayaking have undoubtedly been filled with endorphins. Whilst kayaking, not even a single person could be seen with a frown on their face. Sometimes, we must break free from our professional habits and indulge in some fun.

We appreciate Marcap for providing this opportunity and more.



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# EMBRACE THE SPIRIT OF RAMADAN WITH THE MARCAP SUHOOR GATHERING!

**Marcap organized a beautiful Suhoor family evening, cherishing the yearly tradition.**

These moments of togetherness are significant, fostering camaraderie and unity within our corporate family. It's a time to connect on a deeper level, where we inspire and uplift one another.



# EMBRACE THE SPIRIT OF RAMADAN WITH THE MARCAP SUHOOR GATHERING



Beyond nourishing our bodies, Suhoor gatherings nurture our souls, cultivating a sense of community and belonging. They remind us of the importance of empathy, generosity, and gratitude — the essence of Ramadan.

At Marcap, these gatherings provide us with an opportunity to cultivate a supportive and inclusive work environment. They also serve as a platform for meaningful exchanges of ideas, leaving everyone with a grateful heart after spending a memorable night together.



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# MARITIME STORIES

# LINKEDIN EDITION

Our Quarterly PDF Newsletter now has a companion — the LinkedIn Monthly Edition. Subscribing is as easy as clicking 'Follow' on our [LINKEDIN PAGE](#). Discover Marcap's insights, stories, experience, and Maritime industry news in one easy-to-read Hub.



PICTURE THIS: 5-YEAR JOURNEY OF OUR MAGAZINE, SEASONED WITH 28 YEARS OF UNWAVERING COMMITMENT TO YOUR SERVICE. EACH EDITION IS A LIVING, BREATHING TESTAMENT TO OUR DAILY QUEST FOR EXCELLENCE. THIS LINKEDIN-FORMATTED NEWSLETTER IS DESIGNED TO SEAMLESSLY DELIVER THE LATEST UPDATES RIGHT TO YOUR FINGERTIPS, FASTER AND EASIER THAN EVER BEFORE.

BUT WHAT MAKES OUR MAGAZINE A MUST-READ? ▶

Join our LinkedIn Page ▶



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## **\*\*INSIGHTS & GROWTH:\*\***

We unlock the secrets behind our growth and success, unravel our business practices. Dive deep into the minds of our experienced professionals as they interpret the mystery of our fortune.



## **\*\*TALENT TALES:\*\***

It's not just about business; it's about people—the heartbeat of Marcap. Meet our talented employees, whose stories of triumph and resilience will inspire you. They are the soul of our organization.



## **\*\*SEAFARING GLORY:\*\***

Our seafarers are not just sailors; they are unsung heroes of our maritime world, the guardians of Health, Safety, and Environment (HSE) practices that set us apart. Discover the uniqueness of their formulas and join us in the celebration of maritime excellence.



## **\*\*PROJECTS & SERVICES:\*\***

Got challenges? We have got solutions! Look no further. Our Newsletter showcases our capabilities, offering hope and performance on even the most complicated projects.

Join our LinkedIn Page ▶



## **\*\*ETHICAL ALLIANCES:\*\***

Newsletter is not just about us – it is about the community. Loyalty is our anchor. Meet our suppliers, partners, and friends who share our commitment to ethical business and foster deep and solid relationships.



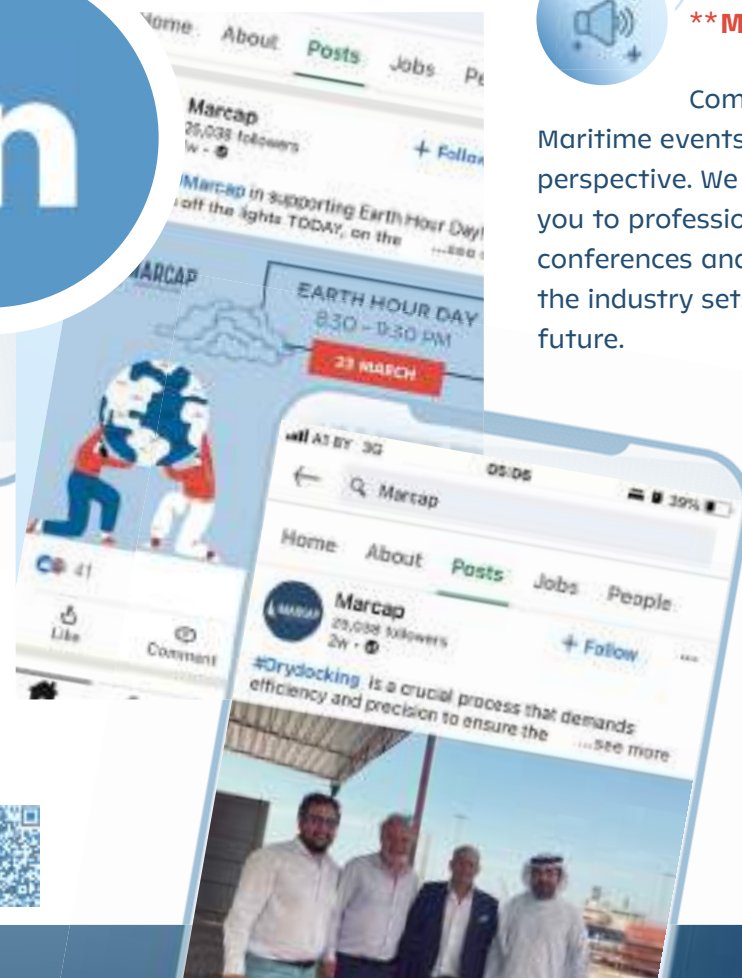
## **\*\*VESSEL VOYAGES:\*\***

Feast your eyes on our gorgeous vessels. We unveil their features, capabilities, and the epic journeys they undertake. Each one of them has a story to tell.



## **\*\*MARITIME BUZZ:\*\***

Come to know about Maritime events from a visitor's perspective. We will be guiding you to professional gatherings, conferences and exhibitions where the industry sets sail into the future.



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