

Homeport PD

- ▶ Singapore office at PLUS
- ▶ Female Cadetship Program
- ▶ Senior Officers' Conference
- ▶ PD Soccer Cup

Dear Colleagues,

The world continues to go through a critical, tragic, and challenging time. Since the end of the COVID era, local wars with geopolitical implications have begun. We need to acknowledge that the world has not been in such a fragile state for decades. Despite uncertain political and economic times, our industry has developed greatly over the past four years. We have witnessed a remarkable increase in charter rates, leading to unprecedented growth in our industry. The factors that caused freight and charter rates to rise are manifold. Logistical bottlenecks in the terminals and the hinterland as well as restrictive entry and exit regulations led to increased waiting times, congestions and container imbalances. Now, continued Houthi attacks on ships transiting the Red Sea are causing a diversion around the Cape of Good Hope. It goes without saying that the safety of our seafarers is of the utmost importance to us, and we refrain from passing this high risk area. As sad as this is, the longer sea route leads to a greater demand for cargo carrying capacity. These factors helped our industry to get back to profitability after having suffered an existential crisis for 12 years. All these aspects reawakened the world to the immense importance of shipping. Despite the unpredictability of Black Swan events, like geopolitical conflicts or pandemics, our industry has proven to be resilient and adaptable. This fosters a sense of cautious optimism and readiness for sustainable growth in the years ahead.

As the world keeps on spinning, we at the Döhle Group are also actively expanding our business. As part of our commitment to our core segments, we bought 10 second-hand container vessels and three bulk carriers over the last 18 months.

Moreover, we are thrilled to announce that we have placed an order for four cutting-edge 14,000 TEU container ships!

Following the successful launch of our last vessel, the MV RUBINA, in 2018, we have partnered with the China State

Shipbuilding Corporation (CSSC) to commission these Neopanamax container ships. CSSC will construct these ships at their well experienced and distinguished Hudong shipyard. What sets these vessels apart? Well, they will be powered by conventional engines, but with the flexibility to switch to methanol or ammonia. It gives us optimum opportunities to respond to the still uncertain question of the future fuel. In addition, installed open-loop scrubbers will lead to a reduction in sulfur emissions. A wide range of employment including with Emirates Shipping Line will ensure a bright future for our operations.

Fleet expansion is always great if the timing is right. It allows us to increase our market presence, provides economies of scales, and further diversifies our operations. However, the care of our existing vessels is just as important. For this reason, quality and safety are at the forefront of our ship management operations. In the years leading up to 2019/2020 our claims statistics worsened year by year. This led to unprecedented insurance costs. As a consequence, we intensified our approach towards managing our vessels to improve reliability, transparency, and the overall performance of our ship management. This turnaround entailed investing more money into the maintenance of our vessels, implementing a different management style emphasizing the role of team leaders, developing an innovative approach to training and education, streamlining the recruiting process, and ultimately, shifting our mindset to align with the new strategy.

Our measures were remarkably successful right from the start. Thanks to everyone's engagement we managed to not only reduce the number of claims but also the severity of casualties. Moreover, our clients noticed a substantial quality increase in the performance of our vessels and in the communication with them. But why is the quality and safety topic again in the spotlight? Recently, we have experienced a series of incidents, accidents, as well as detentions and deficiencies that were largely attributed to human error. Hence, I want to appeal to all of you to work

on improving the quality and safety of our operations. We are exceptionally good at what we are doing. So, let's make sure that we don't lose track of this great path that we started upon a couple of years ago as a team. Through great collaboration and a shared dedication, we achieved already a great transformation together.

On a personal note, I am extremely happy and proud to have joined the Board of Managing Directors with effect as of 1st of January 2024 and to represent the third generation of our family in the company together with my brother Jost.

My day-to-day work has not changed since my appointment. I am still overseeing the commercial and insurance departments of the Döhle Group, and I genuinely enjoy it. For me, my work has not changed much. However, what I underestimated was the internal and external perception towards my new role. My colleagues and external stakeholders look at me differently with the new responsibilities. One of the reasons may be that everyone, including me, realizes that the generational change is getting closer and closer. So far, Jost and I can only thank our father for the way he has handled the whole

process. Since I have joined the company in 2016, he has been continuously and supportively preparing us to take responsibility. He gives us the greatest possible freedom and is available every day for advice, which is extremely encouraging. Nevertheless, the generational change would not have come this far without the fantastic support by all of you. Everybody has been extremely welcoming, open-minded and always willing to help. Together, we have a great sense of community and will master the future of shipping together.

Best regards,

Jan



Cutting-edge 14,000 TEU container ship



Jan Döhle

Newsticker

HafenCity Run 2024

Once again, our colleagues participated in the The HafenCity Run 2024 in Hamburg on 1st June 2024. More than 17,200 participants in 508 teams celebrated a unique day running about 4 kilometers in the HafenCity. Around 90,000 euros were donated to the charity partner "Hamburg Abendblatt hilft e.V." for good causes. We would like to thank all the „Döhle Runners“, their families and friends and the organizational team for taking part. Everyone did a good thing and the atmosphere was great!



44 Years WISTA Germany Summerparty

Two jubilees to celebrate in Hamburg. 44 Years WISTA Germany (Women in Shipping and Trading Association) and 50 Years WISTA International. The Executive Board thanked all sponsors including the Peter Döhle Schiffahrts-KG.



Newsticker

41. Schiffsregatta

100 and more yachts once again were competing in the Peter Gast from Schleimünde to Årsköbing in Denmark. And a Döhle crew was also at the start again. Unfortunately, not with the usual success, but still with a lot of fun in a sailing competition that brings the shipping industry together in a special setting.



DAK Beach Volleyball Tournament

Can insurance also be fun? Of course! Our colleagues from Döhle Assecuranzkontor are looking forward to their Beach Volleyball Event in Hamburg on the 22nd August 24. This event is highly anticipated and very popular among clients, insurers and all other partners from the industry.



Newsticker

PD Summerparty 2024

Our summer party at headquarters was a sun-soaked celebration, perfectly complemented by a lively barbecue and the spirited theme of the EURO 2024 football championship. Colleagues enjoyed the festive atmosphere, dancing energetically and reveling in the shared excitement. The evening was a resounding success, leaving everyone with joyful memories and a sense of camaraderie. Many thanks to the organizational team!!



Newsticker



Singapore Office at PLUS

The recently opened office in the heart of the Singapore's CBD (Central Business District) is celebrating its one-year anniversary. In the last Homeport edition, you have read about our office opening party and the plans that were in place. Today, the office runs at a 72% capacity with 58 of the 80 workstations having been filled.

With the aim to have all Singapore based Döhle companies in one office, it had been decided to add two more business units to complete the shipping cycle in the office. Next to the existing commercial services of Doehle Bulk Singapore, Hanseatic Unity Handysize Pool, Blue Net Chartering Asia and PortNav Marine Agencies, as well as of course Emirates Shipping Line ("ESL") representing the container liner operations, we have also brought ship owning and ship management to Singapore. In close cooperation with the Maritime & Port Authority of Singapore (MPA) – we have found a suitable scheme under which we could establish and register the ship owning and

ship management allowing us to participate in and benefit from the local maritime ecosystem. In April Doehle Asset Management Pte. Ltd. took over the first container vessels as registered owner in Singapore. Today the company holds five vessels which are in operation with ESL. In May we have had our first colleagues joining Doehle Shipmanagement Pte. Ltd. that represents our new technical shipmanagement outfit. In June, the first few ESL container vessels, the ones also owned from Singapore, were successfully taken over and are now owned and technically managed within the same office. We are therefore in a position to maximize the synergies among colleagues from the different entities and operational business units here at the PLUS office tower. Ultimately, the shipmanagement team will be growing to about 17-18 colleagues that will be technically managing about 17 container vessels by the end of 2024. The stable and comprehensive local maritime ecosystem allows us to access a large talent pool to support our growth plans.

The past 6 months have not only brought many new colleagues into the office, but also visitors from other PD locations highlighting the support that we have received in setting up operations and the spirit within the Döhle Group. Hospitality is a value that is held up high in the Döhle Group of companies across various countries - so in

Singapore. For me hospitality stands for a warm, welcoming and helping approach, which includes entertainment that yet again goes well with food and drinks. With Singapore being a multi-cultural state, the authentic culinary options are endless. The galley in our office reflects exactly that, not only during our monthly office lunch in which colleagues and guests enjoy ever-changing specialities but even so during daily lunches. With no canteen available in our office, the colleagues are hitting the endless restaurants, cafes and hawker stalls to bring back the most popular dishes, fearless of long queues, as the local foodie scene is large and somewhat competitive. Especially our recent guests from abroad have been taken along on these culinary journeys, which we believe is a great way of integration. We hope to welcome even more of our global PD colleagues in Singapore and strive to be a new place on the PD map that connects people and offices.

Fabian Oelze

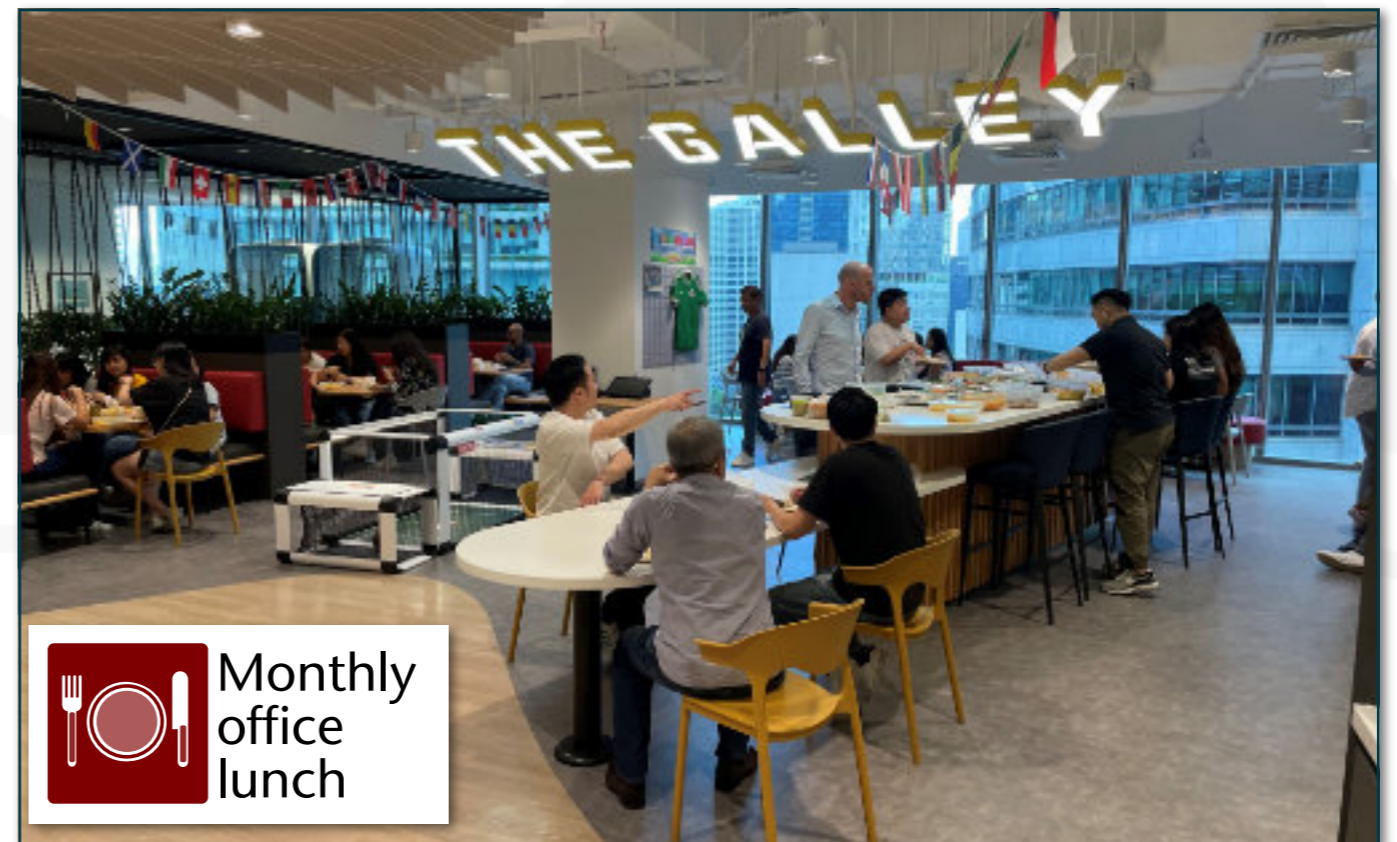


EU championship decoration



Doehle Shipmanagement Pte. Ltd. | The new ship management team

Lt.r.: Xinwei Zhang, Himanshu Joshi, Rennie Chan, Eunice Low, Vivek Padaveedu, Prema Govindasamy, Sheamala Muthu, Lorelle Sng, Fabian Oelze, Eilin Chua, David Martin, Lalithaa Letchumanan



Interview with
Nicole Lemkuhl
Head of IT, Hamburg



You have now been with Peter Döhle Schiffahrts-KG ("PDS-KG") for a year - how would you sum it up?

After a year at PDS-KG, I can say that I am truly inspired by the amazing team spirit every single day. The flat hierarchies and extremely fast decision-making processes enable a very pragmatic way of working, which I absolutely love. Working in a global IT team was a particular challenge for me. I had never experienced this before and was unsure how I would cope with my new role. But I am happy to say that reality has dispelled all my uncertainties and exceeded my expectations! I find collaborating with colleagues from all over the world extremely enriching; I encounter open and friendly people everywhere. All my IT colleagues around the world are happy to exchange ideas and learn from each other. However, there are also moments when I miss structure and clear responsibilities, which sometimes leads to me unexpectedly taking on responsibility. However, this company also knows how to celebrate, which further strengthens team spirit. Overall, it is an incredibly dynamic and inspiring experience to be part of this global team.

You also worked in a shipping-related capacity in your previous job. What attracts you to shipping?

As a native of Hamburg, I naturally feel a connection to the harbour and shipping. Both are closely linked to

Hamburg's history. And my family roots are also connected to it: my great uncles were dock workers, my stepfather worked as a machinist for Hapag Lloyd and as a child I dreamed of sailing the world's oceans on a ship like the heroine of the book "Cradle of the Deep" (in German "Ich spucke gegen den Wind"). In her marvellous book, Joan Lowell describes her (fictitious) childhood on board a merchant schooner. I just wished I could have had such an adventurous childhood!

Which IT-related challenges have you had to solve in your role so far?

The four topics that I am most enthusiastic about are:

- Making Navido 2.0 a success
- Improving our BI landscape and data quality to make them fit for the future
- Creating an IT landscape that supports global collaboration within the Döhle Group and with customers
- Building a stronger global IT team so we can support each other better.

I am really excited about all four topics. I am confident that our amazing IT team, Fleet IT and Shore IT at all locations, will provide excellent IT solutions for the company.

So, what has been done to present IT as a joint project that spans the globe, so to speak?

We've been working on Navido 2.0 with our lovely colleagues in Manila for a few years now. Unfortunately, we couldn't meet in person during the pandemic, but we've been able to catch up via video calls. Now that it's safe to travel again, they have been able to visit us in Hamburg. A lot of our colleagues also went to Manila to work on the project in person. It's been great to see them in person! Such personal encounters are valuable, as they help to build strong relationships and trust within the team, which lasts long after the visit is over.

We'd also love to keep the conversation going with colleagues from other locations through reciprocal visits, so we can all learn more and benefit from each other's expertise.

The General Manager IT for the international offices, Dave Gimbert, has weekly video calls with the team leaders in Hamburg. Additionally, twice a year, we get together for two days outside Hamburg. These meetings are important for the advancement of our team and the furtherance of our global IT strategy.

A few weeks ago, we also set up a shared Teams channel. It's used by nearly 90 employees of the Döhle Group who are engaged in IT-related roles. Lots of them have already created profiles with photographs that can be found in the channel. We really hope this will help everyone to feel more comfortable talking to each other and to reduce the feeling of being inhibited.

However, we know that the real key to feeling like a team is still about personal encounters and shared experiences. Only through direct contact and working together on site can we truly experience the feeling of being part of a global family.

In addition to the developments ashore, are there also innovations for our colleagues on the ships?

Naturally, this is a question that would be better addressed by my esteemed colleague Benjamin Weltz, Head of Fleet IT. We've been working closely together since I joined Döhle, and we'd love to be able to dovetail our two teams even more closely.

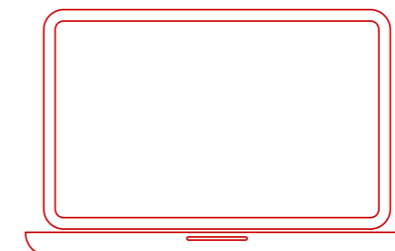
New technologies such as AI and augmented reality, but above all the establishment of broadband internet access on board, offer us unimagined opportunities to support work on board with IT and make it more efficient and safer. We're just getting started! I expect that our IT topics ashore and those in Fleet IT will overlap more and more in the future.

How would you describe your management style so far?

My management style has always been collective and collaborative. I believe in empowering ownership and letting decisions be made where the highest level of expertise for a problem or issue lies. This means that I need to give my colleagues enough context so that they understand the management perspective and the constraints involved.

Through this approach, I want to foster a culture of trust and transparency. It is important to me that my employees feel empowered and know that their expertise is valued. This not only leads to better decisions, but also to greater motivation and commitment within the team. You will have to ask my team how well I manage this!

Nicole Lemkuhl



Spearheading Change:

Centrum Marine Consultancy Pvt Ltd & Peter Döhle Schiffahrts-KG Launches Sri Lanka's First cohort of Female Cadetship Program in Sri Lanka



Intake of Female Cadet Ship Program 2024

A wave of change is surging through Sri Lanka's maritime industry. Centrum Marine Consultancy Pvt Ltd, a frontrunner in maritime HR and a vocal advocate for gender diversity, has launched a groundbreaking initiative – "She Can Sail the Seas," the nation's first-ever female cadetship program. This program shatters traditional barriers by offering full scholarships to 15 promising women, paving the way for fulfilling careers at sea.

"She Can Sail the Seas" is not about academic training. In collaboration with Peter Döhle Schiffahrts-KG the program provides comprehensive training that equips these cadets with the necessary skills to excel. This includes not only

theoretical knowledge but also practical experience and the development of essential soft skills.

The financial backing for this program is a testament to the commitment of both Centrum Marine Consultancy and Peter Döhle Schiffahrts-KG. By co-funding the program to the tune of USD 103,250, they are investing in the future of Sri Lanka's maritime industry and fostering a more inclusive workforce. This strategic partnership goes beyond financial support. Peter Döhle Schiffahrts-KG will also play a crucial role in the cadets' practical training and potentially offer them employment opportunities on their vessels after successful completion of the program. The

launch of "She Can Sail the Seas" on November 29, 2023, indicates a significant shift in Sri Lanka's maritime landscape. It is a powerful message of inclusivity,

demonstrating the immense potential women bring to the industry and has the potential to inspire countless others.

Female cadet training program

The training programs adhere to a syllabus approved by the Directorate of Merchant Shipping in Sri Lanka and comply with the International Maritime Organization's (IMO) convention on Standards of Training Certification and Watch Keeping (STCW 2010). This program offers two distinct tracks to prepare women for careers as maritime officers: Navigation and Engineering.

Navigation Officer Cadet Training Program - Batch of 7 female cadets

This program covers 6 months of academic training followed by 2 months of mandatory STCW short courses. The curriculum equips cadets with a solid foundation in theoretical knowledge through academic subjects such as Seamanship, Chartwork, Operational Safety, Mooring and Anchoring, Rules of the Road and Watchkeeping, General Ship Knowledge, Bridge Equipment, Navigation,

Meteorology. In addition to classroom learning, cadets will participate in practical sessions to solidify their understanding of these critical skills.

Engineering Officer Cadet Training Program -Batch of 8 female cadets

This program covers 10 months of academic training, 2 months of mandatory STCW short courses, followed by 10 months of in-plant training at Colombo Dockyard and Sri Lanka Ports Authority. The comprehensive Curriculum program provides cadets with a thorough understanding of maritime engineering principles through courses such as Automation, Engineering Knowledge (Motor/General), Electronics, Mathematics, Electro Technology, Engineering Drawing and Naval Architecture. In addition, Cadets will gain practical skills through workshop training exercises.



Female cadets with Colonel Amanda Johnson, Defense Attaché of the Australian High Commission in Sri Lanka, during the "Women in Maritime Security" program.

Beyond the classroom: building well-rounded maritime professionals

This program recognizes the importance of holistic development, extending beyond purely academic instruction. The cadets participate in a range of extracurricular activities designed to equip them with the essential skills and resilience needed to thrive in the demanding environment onboard a ship.

Leadership and teamwork development: Through participation in a leadership training camp held in the Knuckles Mountain Range, the cadets hone their leadership abilities, strengthen their capacity for teamwork, and gain valuable hands-on experience in a challenging environment.

Comprehensive skill development programs: The program complements academic training with a variety of skill development programs. These includes Soft Skills Development, Speech Craft, Physical Fitness, English Language Enhancement and Mindfulness Programs:

Building on a legacy of female leadership

The program is further enriched by the invaluable mentorship of inspiring female leaders in Sri Lanka. These

remarkable women, along with Centrum Marine Consultancy and Peter Döhle Schiffahrts-KG, are actively shaping a more inclusive future for the maritime industry in Sri Lanka.

- Mrs. Julie Chung, US Ambassador to Sri Lanka in her visit served as a powerful symbol of international collaboration in promoting gender equality within the maritime industry.
- Lieutenant Commander Jessica De Mont, Naval Attaché to the US Embassy in Sri Lanka underscored the critical role of women in maritime security.
- Commodore Nandani Wijedoru, Sri Lankan Navy shared her real-life experiences, and provided invaluable guidance and inspiration to the cadets.
- Under Colonel Amanda Johnson, Defense Attaché of the Australian High Commission in Sri Lanka in the "Women in Maritime Security" program exposed the cadets to global best practices and broadened their perspectives.



Female cadets with Team Centrum at the Inauguration ceremony of the Female Cadetship Program held in November 2023.

Peter Döhle Schiffahrts-KG: champions for gender parity at Sea

More than just co-funding, Peter Döhle Schiffahrts-KG received kind recognition for their unwavering commitment to "She Can Sail the Seas." The investment extends far beyond financial contributions, as PDS-KG actively nurtures the cadets' long-term success. This dedication is evident in the sponsorship of a specialized English program commencing on June 29, 2024. This program equips the cadets with the essential communication skills required to thrive within international onboard teams, ensuring seamless integration and fostering a truly inclusive environment.

A Call to action for the maritime industry

The success of this pioneering program serves as a powerful clarion call for the entire maritime industry. Centrum Marine Consultancy and Peter Döhle Schiffahrts-KG stand as true inspirations, urging other maritime leaders to embrace similar commitments to gender parity. Through continued collaboration and investment, more initiatives like "She Can Sail the Seas" can be launched, creating a significant and lasting impact on the future of the maritime sector.

Empowering the next generation of leaders

These 15 pioneering cadets are not only paving the way for themselves, but also poised to become the future leaders of Sri Lanka's maritime industry. Their successful journeys will undoubtedly inspire countless others to dream big and pursue careers at sea. They will become mentors and role models for the next cohort of female cadets, ensuring a continuous pipeline of qualified talent entering the workforce and enriching the industry with diverse perspectives.

Andrea Martenstyn
(Centrum Marine Consultancy)



Female cadets with Rainer Starke – Training Manager of Peter Döhle Schiffahrts-KG; Kalinga De Silva- Managing Director and Nadeeka Gunawardena – Manager Training and Compliance, representing Centrum Marine Consultancy



Participants of this year's senior officers' conference

Senior Officers' Conference

Döhle Marine Services Europe

Is there a more splendid way to inaugurate the summer season than by gathering with our esteemed crews?

The eagerly awaited summer season commenced with the highly anticipated Senior Officers' Conference in the picturesque city of Gdańsk, organized by Döhle Marine Services Europe Sp. z o.o. ("DMSE"). This event brought

together Captains and Chief Engineers from the Döhle and Ernst Russ fleet, fostering insightful discussions aimed at not only enhancing but redefining the standards of vessel operations. At the heart of our discussions, it was the imperative to strengthen collaboration between our seagoing crews and shore-based teams, ensuring seamless synergy across all operational fronts.



Workshops and presentations organized by DMSE

A standout moment during the seminar was the invaluable contribution of Chief Officer Tamara Shtefan. As a respected female officer within the Döhle family, Ms. Shtefan shared poignant reflections and firsthand experiences navigating the challenges and successes unique to women in the maritime profession. Her insights not only resonated deeply, but also sparked meaningful discussions on inclusivity and diversity within our workforce, reinforcing our dedication to fostering an environment where all voices are heard and valued.

Additionally, we had the distinct pleasure of honouring our dearest jubilee Captains and Chief Engineers, whose steadfast dedication has spanned 10, 15, 20, and even 25 years of service within the Döhle family. We are profoundly grateful for your unwavering loyalty and invaluable contributions through the years, navigating through challenges and triumphs with exemplary professionalism and commitment. Your expertise and experience continue to inspire and elevate our maritime operations to unprecedented heights.



C/E Cezary Andrzejczyk
~ 20 years ~

Mst Tadeusz M. Trzopek
~ 25 years ~

Mst Jacek Gornicki
~ 20 years ~

Mst Wiktor Lesner
~ 25 years ~

The seamless execution of the conference was made possible through the exemplary professionalism of Mr. Michał Gellert and Ms. Barbara Grigorovic-Marek. Their leadership not only truly valued by DMSE team but also underscored the company's commitment to excellence and innovation in maritime services.

We took pride in welcoming representatives from our Hamburg head office. The insights and updates on the current state and outlook of the shipping industry were met with keen interest and deep appreciation by all attendees.

Furthermore, our DMSE team diligently gathered critical insights and feedback from our esteemed crews. These invaluable contributions will serve as foundational pillars

for our ongoing improvement initiatives, guiding us towards even higher standards of operational excellence and safety.

As we conclude this momentous event, we extend our sincere gratitude to all participants for their active engagement and unwavering dedication to excellence. Your expertise and contributions have been instrumental in shaping the future trajectory of our vessel operations. We encourage all attendees to continue this essential dialogue beyond the conference, as we collectively strive towards setting new benchmarks for quality, efficiency and innovation in the maritime industry.

Your participation makes all the difference.

Polina Movchan

Visit at...



On 25th June, the apprentices from Peter Döhle Schiffahrts-KG and Menzell & Döhle GmbH & Co. KG ("Menzell & Döhle") had the incredible opportunity to gain a deeper look into the operations and daily functions at Menzell & Döhle. We convened at the Menzell & Döhle office, where we were treated to an informative presentation about the day-to-day activities of a clearing agent and an overall understanding of the company's operations.



Andreas Renck in front of the apprentices

The presentation was hosted by Mr. Andreas Renck, one of the Managing Directors of Menzell & Döhle. Mr. Renck has been an integral part of the Döhle Group since his own apprenticeship, bringing a wealth of knowledge and experience to the table. He provided us with a comprehensive overview of Menzell & Döhle's role within the Döhle Group. With 27 offices and approximately 800 employees worldwide, Menzell & Döhle operates not only as a liner and port agency but also extends its services significantly into the logistics sector.

Mr. Renck's presentation began with an introduction to the broader tasks and responsibilities of the company. This was followed by a detailed look into the specific functions of a clearing agent. For us apprentices from Peter Döhle Schiffahrts-KG, this segment was particularly enlightening, as it shed light on an area of the shipping industry that we do not typically encounter in our day-to-day work. The intricacies of the clearing agent's role, including managing shipments, handling customs documentation, and coordinating with various stakeholders, were thoroughly explained.

After the formal presentation, we had the opportunity to engage in informal conversations with Mr. Renck and the other apprentices from Menzell & Döhle. This was a valuable time for us to ask questions, share experiences, and learn more about each other's roles and perspectives. To further foster camaraderie and a relaxed atmosphere, we participated in a fun game designed to help us get to know each other better.

The evening concluded with a tasty spread of pizza and cold drinks, allowing everyone to unwind and enjoy the casual setting. The event not only provided us with significant professional insights but also helped in building a sense of community among the apprentices and the staff.

We would like to extend our heartfelt thanks to Andreas Renck for his time and dedication, and to Menzell & Döhle for hosting such a wonderful event.

Many thanks

Henri Neumann & Joris Glogner



An exciting week took place first week of June in the Greece on occasion of the Posidonia.

Seminars, exhibition, WISTA ("Womens' International Shipping & Trading Association") events and various meetings with business partners. A great week to meet. Our colleague from the Philippines Iris Baguilat was joining as well and could be seen on the panel titled "Beating the Talent Time-Bomb: Strategies for Recruiting and Retaining Top Maritime Talent", which explored concerns about attracting future talent. It addressed what the new generations such as Gen Z and Generation Alpha seek in careers and how organizations can align with those expectations. Key topics include strategies for building a robust talent pipeline and anticipating challenges with emerging and existing crew pools.



Insa Bergmann, Iris Baguilat, Annette Suhrbier

Beating the Talent Time-Bomb Strategies for Recruiting and Retaining Top Maritime Talent



Iris Baguilat (4th from right) attending the panel discussion

John („Johnny B“) Bielenberg

Dear CI-Team,

first of all, a heartfelt ‘thank you’ to you for researching and presenting to the Döhle family this gazette, giving our colleagues ashore and at sea all around the globe insight into the Döhle Group and its members and employee’s activities.

I joined PD on the Sale & Purchase desk back in April 1993. In those days there was Annette Suhrbier who was at that time responsible for ship registration and Helmut (Wieck), Christian ‚Sharky‘ Tjarks and myself for fixing. During the early 90’s this entailed a lot of sales from the former enemy - vessels from the DSR - Deutsche Seereederei in Rostock. Staff in PD Headoffice, then in Palmaille 33, totaled to abt. 80, partly seated quite close together. Lunches took place either in the nearby so-called ‚Bosphorus‘, where you got great Kebabs, Gyros and all sorts of oriental foods or in the Fishmarket area down at the waterfront. Telex was the means of communication in those days and forbid you damage the tickertape with a full offer or a recap of terms. Upcoming alternative means of communication like Telefax were available and at about that time also the PC entered the office for communication, but not E-Mail - yet. Things had been a bit more relaxed in those days, when a reply was expected within the day or the next working day - not within seconds, as seems to be the rule these days. Long-distance phone calls had to be booked through an operator and, if going to Eastern Block States - could take hours to connect, likely when you left the office for lunch. Ships were contacted through radio stations like Norddeich Radio in Germany or Portishead Radio in the UK. With E-Mail and GSM Mobile phones entering our lives during the 90’s, “24/7/365” has become the rule.

Today, one has to be able to handle communications not only by phone or e-mail, but also simultaneously on TEAMS, ZOOM, SLACK, WHATSAPP and the likes and you must be aware what and what not to post on LinkedIn, Insta & Co.

Moving to the ‘new’ Headquarters in Elbchaussee 370 in 2005 was a quantum leap - space, sports facilities, and a

five star canteen - and for me it was only 1/3 of the distance from home compared with the Palmaille offices.

Approaching retirement age, I will miss the annual Schiffahrtsregatta which I had the pleasure to participate together with a very ‚spirited‘ PD Team being quite successful for many years, as well as social gatherings in Hamburg during Eisbein and occasions like Posidonia, the Baltic Exchange Regatta on the Isle of Wight or keellaying or christening events.

Highlights in my career have been, amongst others, being the broker appointed by the court for auction sales in Auckland, securing two almost completed 2,500 TEU newbuildings in Japan for the group (thanks to Cowboy for the hint), looking after business in Bangladesh, delivering a PD vessel to Bahrain and developing a 3,100 TEU newbuilding in Vietnam (Dieter and Kurt will remember...), which, thank heavens, did not materialize, just before September 2008. It may be stated that every ship sale completed by a successful closing was a highlight in its own right. When dealing with people from all over the world over time you develop a sense to expect the unexpected.

This was especially the case during the last 10 years when I took care of the operational side of Sale & Purchase transactions together with Kerstin Lange, who had her 25th PD anniversary these days – thank you, Kerstin, for being a trusted and reliable colleague in all those years.



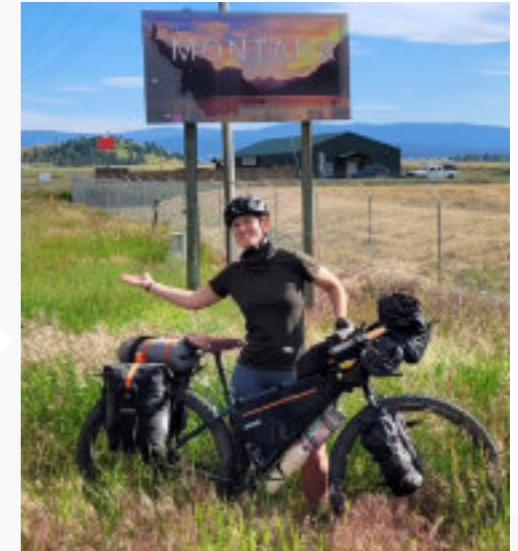
Our colleagues John Bielenberg and Kerstin Lange

So, what’s next? As I decided to leave PD 15 months before reaching official retirement age this may give me the opportunity to spend Xmas 2024 with my family in Mexico – more details below. It also leaves me with a whole lot of opportunities to follow my interests more and in depth.

Besides the planned improvement of my - so far lousy - golf skills, starting from 2025 I look forward to extended skiing holidays and to some boating activities on European coastal and inland waterways and canals. Traveling with my wife to places so far not visited – like Canada - or which drew our particular attention when visited - like Japan - will also be on the agenda. When in Hamburg I shall devote more time to social activities, amongst them as a member of the board of the German Mission to Seamen in Krayenkamp in Hamburg. And if there is the unlikely event of ‘boredom’ I will attend to the odd repair job on my ‘motors’ or my MÄRKLIN model trains, which have been neglected in recent years.

But the present highlight and daily call by me, my wife Dona and our son Max is to follow closely our daughter Laura’s current bicycle trip. After crossing the Andes in Autumn 2023 she started in May 24 in Alberta / Canada through the Rockies, along the Great Divide, and shall be cycling across the USA to California and into Mexico, following the Baja California, crossing to the Mexican mainland and on to the Guatemalan border, which she plans to reach late in 2024 or early in 2025. This is where the plan to spend Xmas 2024 derived from – let’s see how far Laura made it until then.

Why would a young lady, after taking a Master’s degree in Robotics and working successfully for the European Space Agency ESA as a Space Robotics Engineer for two years decide to take a bicycle trip over 11.000 Kilometer ? It is for a good cause: sponsoring 100 bikes for the ‘World Bicycle Relief’



Laura making a pitstop in Montana U.S.

find out more:

laurablaubaer.com or on Instagram: [laublaubaer](https://www.instagram.com/laublaubaer)



The Bielenberg’s: Dona, Laura, Max and John (l.t.r.)

Dear Crew, dear colleagues of the Döhle Group



Christian Lederer

It is my pleasure to introduce myself in the Homeport PD and I am thrilled to share my vision and mission as Head of the QHSE Department.

I joined the Peter Döhle Schiffahrts-KG in February 2024, while my professional background in shipping started actually 20 years ago as a ship mechanic apprentice. At the beginning of my career, I felt immediately in love with ships and I realized my passion for both departments, deck and

engine. At the end of my cadetship, I finally decided to go for navigational studies.

After my studies at the university, I gained a lot of knowledge and skills from my Masters, Officer and Engineers on various ship types, mainly container vessels and multi-purpose carriers. Without them... I would not be in my present position.

In 2013, I had the opportunity to apply for a shore position of an owning company and I started my career in Hamburg as a QHSE Superintendent. Later on, the company was developed into a 3rd party shipmanager and I acted in the role of the DPA & CSO for a fleet of around 70 vessels. In the last 5 years, I gathered further experiences in extensive change management processes in shipping, such as restructuring or merging 3rd party shipmanaging companies.

Being now a member of the Döhle Group and being surrounded by professionals in the office and on board the vessel, my team and I like to contribute with our experience to enhance the quality of our services being delivered from QHSE to any employee either on board or ashore.

We consider ourselves as wingmen to the crew on board of the vessel and to all employees ashore to ensure safe

and compliant vessels to achieve excellent operational performance.

Reviewing the fleet performance of the past month, we can conclude that we did a lot of things very well, but we also noted immediate potential and for improvement.

On the one hand, we had three detentions in a row, causing loss off-hire of the individual vessels, but same had a tremendous impact to Döhle as operator. Rightship, a commercial driven platform, being accessible to charterers, shippers, owners and managers, is monitoring each vessel / company safety performance, while paying particular attention to port state detentions and accidents. Each vessel performance has a direct influence on the company performance. Such performance indicators are crucial for charterers who are interested in closing a business since its highlighting if an operator is performing good or bad, especially on the bulk carrier market.

Ask yourself, if you would ship your car with an operator being rated with "below average" as company performance compared with all the other operators worldwide.

On the other hand, we noted a positive trend on the port state inspections without deficiencies since 82 out of 132 inspections were without any findings, means 62% passed successful a port state control (PSC).

We expect that our crew is always and at any time well prepared for 3rd party inspections as we consider, our crew to be professional, and that our vessels are well maintained with adequate support from shore side. Based on that, we internally agreed to award good results during port state inspection with a bonus in order to upgrade the recreational facilities on board or to do a BBQ. Can we get better with our PSC performance? If yes, take the opportunity to let us know by using the Master Review!

Beginning July 2024, we released a Fleet Circular with regards to the new quality formats of fleet information, being submitted by mail and through the Cloud Ship Manager to all vessels, highlighting systematic changes to the fleet, investigation results or an ad-hoc information

about a serious accident (HEADS UP!).

We assume you have also noted that we suffered a few navigational accidents in the last 12 month which caused a considerable financial loss. In most of the accidents, we identified a lack of situational awareness during our internal investigation. Situational awareness is being aware of what is happening around you, in terms of where you are... where you are supposed to be... and whether anyone or anything around you is a threat to your health and safety. We use our situational awareness to make decisions, but therefore our own perception or reading of the situation must be very accurate. The accuracy is very much influenced by many things such as the type of information we have been given, our own experience and distractions in the workplace.

**STOP
LOOK
ASSESS
MANAGE**

STOP: Stop the task and think. Look at each step. Ask:

LOOK: Look before, during and after completion of the task. Always:

ASSESS: Are you equipped to perform the task safely? Check you have the correct:

MANAGE: Take appropriate action to eliminate or minimise any hazards on site by:

SITUATIONAL AWARENESS

Ask yourself, do you have all the information available to perform your job safely and in line with best navigational/ engineering practices? Are you discussing incidents or even ideas with your colleagues on board to gain further

knowledge? Were you distracted on the Bridge or ECR during your watch routines?

Talking about Information, I like to refer to our major project of WikiPDia, which was announced in our Fleet Circular 2024-01. We achieved to develop the new system, which is already LIVE on board of our Singapore-managed fleet. In Q3-2024, we still aim to align both systems with regards to the content to activate the WikiPDia on all our managed vessels in Hamburg too. Once WikiPDia is online, we will initiate the process of document revision to address all our company expectations to the crew, with clear responsibilities by making use of a simplified management system. The first package of company expectations is related to NAVIGATION, being followed by various other critical document packages. We aim to complete the initial setup of WikiPDia within the next six to nine months. WikiPDia shall be a system, highlighting the company expectations to employees on board and ashore, while it is dependent on each individual feedback to improve it further.

In addition to that, we also started the roll-out of the Regs4Ships software in our fleet. The software is well accepted by Port State Authorities and Flag State Administration's alike. The tool will enhance the handling and maintenance of IMO publication and flag state regulations on board to guarantee compliance and to raise awareness on the constant changes related to legislations globally.

Last but not least... I like to say thank you to all your continuous active contribution to the success of our company and we wish you all the best either being on board, in vacation or working ashore for us in the office...

Shipping business is people business and people business is about communication – Therefore SPEAK UP and PARTICIPATE and join us on the ROAD TO EXCELLENCE.

Christian Lederer

PD-Cup

PD-Skippers with a convincing performance



On 5th July, we held our traditional PD-Cup, a small-sided football tournament, in Hamburg-Altona for the 14th time. A total of 10 teams from the shipping industry went in an

exciting competition for the coveted challenge cup. The first round was played in two groups of 5, followed by the knockout round.



PD-Skippers

Top l.t.r.: Jan Döhle • Georgios Georgotas • Kostiantyn Petrusenko • Jürgen Siepmann • Finja Goldmann • Michael Starck • Metin Cansiz • Nikolas Grandt
Bottom l.t.r.: Tom Sommerwerck • Mahdi Hamzian • Jan Barthel • Niels Gusmann • Hoseen Eshtay

The start was a bit wet, but that didn't stop the PD skippers from kicking off their first match against the MAN Energy Solutions team. Thankfully, after the rain the weather was on our side and provided excellent conditions for the rest of the day. After the kick-off, the Skippers struggled to get into the rhythm of the game in an evenly-matched game. However, the tactic of operating from a secure defence with a few pinpricks forward ultimately resulted in a fortunate 2:0 success and thus a perfect start to the tournament.

In game two, the PD team then faced one of the tournament newcomers, Accelleron Turbo. The engine was slow to get up to operating temperature, but the squad of

experienced players and some newcomers were able to win this game 2:0 with a results-oriented approach.

In the third game of the preliminary round, MacGregor's team had another matchup with a newcomer to the tournament. The gears slowly meshed, and the team upped their game, becoming more and more offensive and, above all, incredibly effective in front of the goal. The Skippers were able to make the most of their large squad and numerous opportunities to make frequent changes, which gave them a clear advantage over their opponents. Despite their small squad, the opponents gave it all on the pitch, but in the end, the PD team's confident and



convincing performance led them to achieve the highest victory of this tournament with a 6:0.

After three wins, the semi-finals had already been reached! Now, the last game against Tailwind was about winning the group. After an even opening phase, the Skippers took control and broke the spell with a 1-0 lead! Tailwind now faced a confident opponent who made the most of their scoring opportunities, resulting in a great 3-0 victory. The preliminary round thus ended with the maximum yield of 12 points and an outstanding 13:0 goals! The result may have been a little misleading, but it was an awesome display of efficiency and effectiveness from the very start of the tournament.

The semi-final was now against the runners-up from Group B. In this group, there was a head-to-head duel between the teams from Unifeeder (10 points) and Harren United (10 points), which was only decided in favour of

Unifeeder as the group winner due to the better goal difference. Anyone who watched the games in this Group B quickly realised that the Skippers would be facing a very strong and powerful team in Harren United as their next opponent. In other words, an absolute beast that needed to be tamed!

The team's tactical approach to the game was clear and exciting to watch. Keep looking for the gaps from a secure defence and don't let up. This was the PD-Skippers' best game by far! The opponents, who had been favoured in the run-up to the game, had a lot of the ball but the Skippers were all over them and if something did get through, the goalkeeper was always on hand to make a great save. The 1-0 lead seemed to impress Harren United, who had been confident of victory before the game, but the 2:0 finally pulled the plug. What a great team performance! Everyone gave it their all and it was a joy to



PD-Cup

watch. This was the first final appearance in this tournament since 2009!

It's the final! The opponents are a fit team full of young players, who also play football in their spare time. This is going to be a real test for the PD Skippers! Some of their experienced players were feeling the effects of the semi-final battle against wear and tear, but they're ready to give

it their all. There was no doubt about it, the role of favourites was clear before kick-off. As expected, the Unifeeder team took the initiative straight from the kick-off and attacked with incredible determination, launching relentless assaults towards the Skippers' goal. The tank was empty, the scoreboard lit up red, and yet the underdogs tried to keep the game open for as long as possible in a valiant effort. However, the team of Unifeeder were simply



too strong, showed their best side and consequently took a 1:0 lead. When the score was 2-0 shortly afterwards, the PD-Skippers finally gave in. And then, after two more goals, the game was finally decided. A great overhead kick by the Skippers shortly before the end would have been worth a consolation goal, but their luck had run out. In the end, it was 4:0 for Unifeeder and a well-deserved PD-Cup winner for 2024!

After the final, it was time for the award ceremony and a delicious BBQ with a few cold drinks while watching the European Championship quarter-final between Germany and Spain on TV. A great end to the event – although unfortunately without a happy ending The German team gave it their all that evening, but unfortunately, luck wasn't on their side.

That's football...

Jan Barthel



Award ceremony



Public viewing: Match between Germany and Spain

I POTY FOR ANNETTE

Our colleague Annette Suhrbier was honored as 'Personality of the Year' (POTY) by the Women's International Shipping and Trading Association (WISTA) Germany in September 2024 on occasion of the SMM fair. With the Award WISTA recognizes women in the maritime industry who have made remarkable contribution to education, professional expertise, and advancing gender diversity.

Annette Suhrbier, what does this award mean to you?

First of all, I am totally happy. I have been involved with WISTA for several years, so this recognition means a lot to me. The award and the numerous positive reactions from the industry show me the appreciation for my dedicated work over the years in the shipping industry – that is great and motivating. It is not just about WISTA, but about the perception that I am committed, and I must admit that it fills me with pride and happiness to be regarded as a role model.



Annette Suhrbier and Dieter Janacek, Maritime Coordinator

What is WISTA and what goals does the organization pursue?

We campaign for more gender parity in the maritime industry. Our network is made up of inspiring women who want to have influence together. It is not about fighting against existing structures, but rather about how we women can support each other positively and build bridges. While men often do this as a matter of course, women still have some catching up to do.

What does that mean in concrete terms?

For me, networking is the key to success. Many women underestimate the importance of a strong personal network in which we support each other and learn from each other. In a safe space, we can talk openly about challenges and find solutions together. This is by no means about excluding men. On the contrary: I really enjoy working in mixed teams. However, women's networks like WISTA create additional space for dialogue, which is sometimes harder to find in mixed constellations.

What topics will you be working on at WISTA in the future?

It certainly will not be boring. We are currently experiencing exciting social developments and transformations. One example of this is artificial intelligence, which is bringing about major changes. However, no one, including women, should be unsettled by this, but should instead approach these innovations with an open, curious, and opportunity-orientated mindset and show visibility in these innovative areas. I think that is exciting for all of us. In addition, I will continue to devote myself to my two favorite topics at WISTA: diversity and yachting.

Thank you.

Christiane Krämer

I THANKS TO ALL READERS



Adrian

Simon

Annette

Thank you!

During summer we are enjoyed what people in Germany like to call a summer fairytale. A European Football Championship that unites Europe and its fans.

Now the German team has suffered a legendary defeat against Spain, but what remains are the images that are so important in these times. Fans celebrating their team peacefully and cheerfully. We are united behind the sport and our national coach Julian Nagelsmann addressed moving words to everyone after the elimination. Standing together and sharing joy is not only important in football; we would like to thank all the fans for their support, which is so crucial if you want to achieve common goals.

We in the CI team may not be a national team, but we are still a dedicated team that has been supporting you for over ten years, contributing to cohesion and bringing joy.

Simon Biehl visualizes what Adrian Ade and Annette Suhrbier edit.

Adrian is a passionate HSV fan and Annette has supported FC St. Pauli for years. Sport, especially football, unites us. It's fun to fight for a team and it's the emotions that drive us. Just as it is currently happening at the European Championship in Germany, it has also been happening at HOMEPORT PD for over ten years. Today we would like to thank you for your support and feedback. We may only be a small team, but we know that it's worth being there for each other.

CI-Team



Waving good bye to
MV „CALISTO“
passing by the headoffice

IMPRINT

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