

In Summary 2023

Dear Readers,

Since our last newsletter issue In April 2023, many events took place, which I am very proud to be associated with. First time in Bangladesh, our officers took over at 24000 TUES mega container vessel "One Intelligence" managed by K Line Ship Management Singapore. It is a proud achievement both our seafarers as well as HSL with tremendous support from KLSM.

We recently celebrated 50th Anniversary of HSL in Shipping and Ship Manning one of the few companies in Bangladesh who have sustained the core business. Our vision and dedication to the sector remains in the fore front of the maritime industry in Bangladesh.

We had our officers get together in September where more than 600 officers along with their family members attended the gala in Dhaka Army golf club and over 300 seafarers and their family members graced the occasion in Radisson Blu Chittagong. The officers and their family members enjoyed cultural show, musical program, raffle draw and delicious dinner party. The event also recognized our seafarer's loyalty giving recognition to those serving ten and fifteen years working onboard HSL managed vessels. We are proud to state that we have over 94% retention rate which is only possible with the dedication of our seafarers and hard work of shore staff.

Our Training center Bangladesh Maritime Training Institute has achieved a milestone installing the first ever in the country LNG dual fuel bunkering simulator preparing our seafarers for the new technology modernized new building vessel with dual fuel capabilities.

International Maritime Academy continues to provide excellent maritime training and education of cadets and ratings.

(To be cont'd on page 2)

8th BATCH OF PRE-SEA RATINGS OF INTERNATIONAL MARITIME ACADEMY PASSING OUT CEREMONY ON 17th November, 2023



Seventy pre-sea trainee ratings completed their training and the formal passing out ceremony was held on 17th November, 2023. All the ratings scored high scores in the Department of Shipping examination leading to the issue of NOC for CDC. All required ancillary courses for joining a ship was also conducted and completed on schedule.

In view of the prevailing situation the ceremony was limited to the trainees and faculty members of IMA. The Commandant of the academy was the chief guest. Formal parade by the passing out ratings was the main event of the event. The Commandant, in his brief speech to the ratings lauded their performance of the trainees throughout their training period and expressed his gratitude to the instructors who had worked tirelessly for the trainees. Oath taking ceremony was conducted by the Adjutant of the academy. This was followed by distribution of awards to the ratings.

Silver medals were distributed amongst the highest scoring cadets in this batch. The award of the deck department went to Tawfiq Hasan who scored a brilliant 93.97 percent; the best engine and fitter ratings Uzzal Chandra Karmakar scored 86.77 percent, steward ratings Abdur Rahman scored 88.86 percent and electrical rating Shariful islam who scored 82.90 percent. For the best overall performance the gold medal for the 8th batch went to deck rating GM Zahidul Hasan Choton.



Cap throwing and formal cake cutting to commemorate the event was held, followed by a formal feast for all the trainees, faculty members and staff of the academy.

The academy wishes the newly inducted ratings in the merchant marine a very fruitful career ahead at sea.

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Key Performance Indicators 2023

Traditionally, Key Performance Indicators (KPIs) have served as indicators of a ship's efficiency, evaluated mainly by charterers using metrics like downtime or time off hire. However, there has been a recent shift towards a more comprehensive performance assessment, driven by changes in the maritime industry.

The evaluation of KPIs now places a greater emphasis on understanding excellence, quality, and best practices within the maritime sector, aiming for a clearer and more standardized measurement approach. Essentially, KPIs function as dependable tools for evaluating improvements and identifying areas requiring attention. Haque & Sons Ltd has consistently employed KPIs, recognizing them as a well-established benchmarking method capable of swiftly measuring changes, aiding in the identification of performance improvements or declines.

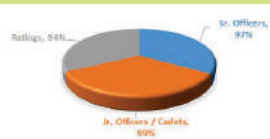
The reported KPIs are outcome-based for the year 2023.

Number of Recruited Seafarers Breakdown



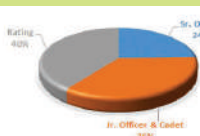
Number of seafarers recruited from (January 01 to December 31, 2023) 1981.

Retention Rate



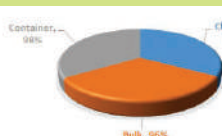
Senior Officers 97%, Junior Officers / Cadets 99% and Ratings 94%.

Number of Officers & Ratings Recruited



Senior Officers Top four 485, Junior officer including cadets 706 and Rating 790.

Breakdown of Vessel Type Retention



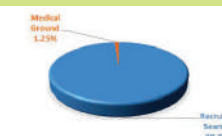
Tanker Fleet 96%, Bulk Fleet 96% and Container Fleet 98%.

Poor Performance



The percentage of return crew due to lack of competency 1.10%

P&I Case (Medical Ground & Injured)



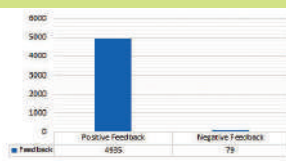
The percentage of return crew due to illness or due to re-occurrence of previous sickness 1.25%

Completion of Contract



Seafarers to complete their contract 94.31%.

Seafarers Feedback



Seafarers positive feedback 98.42%

Recruitment Comparison (Last 3 Years)



IN SUMMARY 2023

Cont'd from page 1

The 8th batch of ratings have passed out in November 2023 and have started to join our managed vessels. The cadets passing out will be in 29th February 2024. This will be the first batch who are entitled to pursue graduation status under Bangabandhu Sheikh Mujibur Rahman Maritime University as IMA is the first private maritime academy honored to achieve this status.

Many of our 1st and 2nd batch cadets have become management level officers working with our principal since cadetship. This was always the vision of the Founders and Board of Directors of IMA to build a loyal, reliable, and dedicated towards the principal. It is the diligence and commitment of the IMA team under the guidance of commandant Capt. Zaki Ahad.

Our principals have closely interacted with us in this past quarter with several having taken the time to visit our office. The interaction has helped us to better understand and cater to the needs of our clients.

I believe that our company's success rests mainly in our sailing staff efforts, and I continue to urge everyone to work enthusiastically towards a better and secure future for all of us.

On this positive note, I wish a Safe Sailing and Bon Voyage to all those on board.

Emdadul H Chowdhury
Managing Director
Haque & Sons Ltd.

RED SEA CHAOS CAUSING GLOBAL OIL BUYERS TO SHOP LOCAL



The global oil market is looking increasingly local as militant attacks in the Red Sea and surging freight rates make supplies from closer to home more attractive.

A slump in tanker traffic through the Suez Canal is spurring the beginnings of a split, with one trading region centered around the Atlantic Basin and including the North Sea and the Mediterranean, and another encompassing the Persian Gulf, the Indian Ocean and East Asia. There's still crude moving between these areas — via the longer and costlier journey around the southern tip of Africa — but recent buying patterns point to disconnection.

Across Europe, some refiners skipped purchases of Iraqi Basrah crude last month, according to traders, while buyers from the continent are snapping up cargoes from the North Sea and Guyana. In Asia, a jump in demand for Abu Dhabi's Murban crude led to a spike in spot prices in mid-January, and flows from Kazakhstan to Asia are down sharply.

Crude loadings from the US to Asia, meanwhile, plunged by more than a third last month from December, ship-tracking data from Kpler show.

The fragmentation will not be permanent, but for now it's making it tougher for import-dependent nations like India and South Korea to diversify their sources of oil supply. For refiners, it limits their flexibility to respond to rapidly changing market dynamics and could eventually eat into margins.

"The pivot toward logistically easier cargoes makes commercial sense, and that will be the case for as long as the Red Sea disruptions keep freight rates elevated," said Viktor Katona, lead crude analyst at data analytics firm Kpler. "It's a tough balancing act choosing between security of supply and maximizing profits."

Oil tanker transits through the Suez Canal were down 23% last month compared with November, Kpler said in a note released Jan. 30. The drop was even more pronounced for liquefied petroleum gas and liquefied natural gas, which fell 65% and 73%, respectively.

In product markets, flows of diesel and jet fuel from India and the Middle East to Europe, and European fuel oil and naphtha heading to Asia have been most affected. Asian prices of naphtha, a petrochemicals feedstock, hit the highest in almost two years last week on fears it would become tougher to source it from Europe.

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NEWS UPDATE

Charting New Horizons: A Bangladeshi Officer's Journey with Modern Marble 'ONE INTELLIGENCE'



When I embarked on a career in the merchant navy, drawn by its adventurous allure, little did I anticipate the opportunity to etch my name in maritime history. Yet, destiny had a grander plan in store, leading me to become a part of a monumental milestone taking yard delivery of 'ONE INTELLIGENCE,' one of the

largest vessels in the world (24,000 TEUS).

The journey began with rigorous preparation. Masters and chief officers underwent specialized training at SIMS, Mumbai, for Large Vessel Handling a crucial step in equipping ourselves for the monumental task ahead. Further, immersion into the world of large vessels came through observing the manoeuvres of the sister ship, 'ONE INTEGRITY,' during her approach in Singapore. The subsequent briefing at KLSM's office laid the groundwork for the momentous journey ahead.

On November 16th, 2023, the top four officers, including myself, joined 'ONE INTELLIGENCE' at Saijo Shipyard (Japan) for her sea trial an awe-inspiring moment as I beheld her fully painted in ONE magenta. The sheer magnitude of this man-made marvel left me in awe, especially as a Bangladeshi officer, realizing that I was part of shaping maritime history.

The sea trial became an immersive experience, offering insights and challenges beyond the realm of regular sailing. Participating in equipment tests, understanding their operations, and contributing inputs from a seafarer's

perspective became our daily routine. The shipyard's meticulous attention to our suggestions, noting down each input and responding to them, underscored the collaborative spirit driving this endeavour forward.



Our stay at the shipyard for one and a half months was a period of continuous learning and refinement. As we witnessed various tests and offered inputs for improvement, the vessel evolved into a testament to collective effort and dedication. Finally, on December 23rd, 2024, 'ONE INTELLIGENCE' was delivered to us at Takaikamishima Anchorage a momentous occasion that marked the culmination of months of preparation and hard work. Setting sail to China for her maiden voyage, 'ONE INTELLIGENCE' made history once again on departure from Singapore by setting a record for the most number of TEUs carried by a vessel a testament to her technical advancement and the collective effort of the team.

None of this would have been possible without the unwavering support of KLSM and 'Haque and Sons.' Their commitment to promoting Bangladeshi officers and engineers to the world's best shipping companies, opening new horizons for us, has been unparalleled. Once again, 'Haque and Sons' orchestrated every detail to ensure Bangladeshi officers could be part of this historic moment.

As I reflect on this journey, I am filled with gratitude for the opportunity to be part of history and for the support of 'Haque and Sons.' I extend my best wishes to them for a prosperous journey ahead, as we continue to navigate the seas of innovation and progress in the maritime industry.



Prepared by :
S M HASAN
Chief Officer

Company News



Inauguration of LNG Bunkering Simulator (IGF Code) at BMTI by Director General of Shipping

on 23rd August 2023



With the increasing demand of reducing carbon emission and NOx/SOx gases at sea, the industry is now shifting towards cleaner fuel source. Amongst the cleaner fuels are Natural gases and low flash point fuel. The IGF Code becomes mandatory (since 1 January 2017), for ships using gases or other low-flashpoint fuel and introduces new training requirements for seafarers

working onboard these ships.

There are Basic and Advance levels of training requirements for those who work on ships subject to the IGF Code. For endorsement in advance level certification, a candidate must complete at least one month of approved seagoing service that includes a minimum of three bunkering operations on board ships subject to the IGF Code, where two of the three bunkering operations may be replaced by approved simulator training on bunkering operations.

As always, Bangladesh Maritime Training Institute (BMTI) is at the forefront of adopting new training requirements and technologies. To facilitate the Advance training requirement, BMTI procured and installed state-of-art LNG Bunkering Simulator accredited by DNV, which is inaugurated by Director General of Shipping on 21st August 2023. We are the first and only Maritime Institute in Bangladesh till date to install IGF Bunkering Simulator to facilitate the training requirements. We obtained the approval for Basic and Advance Training for Ships subject to the IGF Code in September 2023 and since then BMTI was conducting both basic and advance course for all seafarers.



IGF CODE-LNG BUNKERING SIMULATOR ROOM AT BMTI

LNG Bunkering Simulator has been developed to provide training as per the performance standards given in Section A-I/12, Section B-I/12 of STCW Convention. This simulator comprises of six work stations, it can simulate various processes listed below related to LNG bunkering and LNG consumption/pressure maintenance:

- Tank preparations – Drying, inerting, gassing up, cooldown
- Simulate ESDS test
- Connection and pressure test of liquid hose and inerting of the hose.
- Bunker transfer from Terminal, truck and barge
- Post bunkering stripping, inerting and disconnection
- Usage of LNG for running generator sets and/or main propulsion unit
- Burning of excess BOG in GCU

We always affirm our commitment to the continuous improvement of our seafarers, processes and services in order to comply with international standard of quality.

PANAMA CANAL RESTRICTIONS HIT US EAST AND GULF COAST PORT VOLUMES



U.S. container imports experienced a 9% decrease in November 2023 compared to October 2023, according to the latest U.S. imports report from Descartes Systems Group.

This decline was most pronounced in East and Gulf Coast ports, which are starting to feel the impact of drought-driven Panama Canal restrictions. While this monthly decrease is significant, it is in line with the monthly reductions typically observed at the end of previous years, Descartes noted.

In November 2023, U.S. container import volumes reached 2,099,408 twenty-foot equivalent units (TEUs). Compared to November 2022, TEU volume showed a 7.4% increase, and it was up by 10.4% compared to November 2019, before the pandemic. Import volume growth over the first eleven months of 2023 is within 4.0% of the same period in 2019.

Imports from China also continued to decline, although at a slightly faster pace than the overall numbers. Imports from China declined by 11.7% in November 2023 compared to October 2023, and were down 21.9% from the August 2022 high. China represented 37.3% of total U.S. container imports in October, a decrease of 1.1% from October and down 4.2% from the high in February 2022.

The impact of the Panama Canal drought started to impact U.S. container import volume at East and Gulf Coast ports for the first time in November. According to Descartes' report, the port of Houston experienced a significant decline of 26.7% in November. Similarly, top East Coast ports also saw greater decreases in volume compared to the overall national trend. These decreases helped top West Coast ports gain market share over top East and Gulf Coast ports. The top five West Coast ports increased their import container volume share to 43.1%, while the top five East and Gulf Coast ports decreased to 42.0%.

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RED SEA CHAOS CAUSING GLOBAL OIL BUYERS TO SHOP LOCAL

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The impact of the Red Sea attacks is feeding through to oil prices via higher transport costs, which is encouraging refiners to go local where they can. Rates for Suezmax crude tankers from the Middle East to Northwest Europe have jumped by around half since mid-December, Kpler said. Global benchmark Brent crude is up around 6% over the same period.

Meanwhile, the delivered cost of oil to Asia from the US, where production is surging, rose by more than \$2 a barrel over a three-week period in January, according to traders involved in the market.

"Diversification is still possible, but it comes at a higher price," said Giovanni Staunovo, a commodity analyst at UBS Group AG. "Unless it can be passed onto the end consumer, it would cut into the margins of refineries."

The situation in the Red Sea isn't expected to lead to a long-term rearrangement of oil flows, but it's also difficult to see a resolution of the conflict in the near term. Instead, there's a significant risk of more disruptions, particularly after the Houthi strike on a tanker carrying Russian fuel late last month. That attack was noteworthy as the Iranian-backed militant group had previously indicated that Russian and Chinese ships wouldn't be targeted.

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PANAMA CANAL RESTRICTIONS HIT US EAST AND GULF COAST PORT VOLUMES

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The report notes that the situation could worsen as the Panama Canal Authority plans to further reduce the number of daily transit slots in the upcoming months due to severe drought exacerbated by this year's strong El Niño.

The December update of logistics metrics being tracked by Descartes shows a decline that is consistent with seasonal import patterns, but also indicates that recent improvements in global supply chain performance have stalled.

"November has traditionally been a weaker month than October, and while the decline is steep, it is consistent with previous performance," said Chris Jones, EVP Industry at Descartes, commented on the situation. "The impact of the drought in Panama is finally being felt, with volumes at Gulf Coast ports, particularly the port of Houston (-26.7%), being significantly lower than the overall decline. East Coast ports also experienced a significant decrease."

Source: <https://gcaptain.com/>

Company News

HSL attends ISWAN maritime conference and AGM Helsinki seminar hears from seafarers and experts on maritime recruitment crisis

ISWAN's Chief Executive Simon Grainge welcoming guests to the ISWAN 2023 Seminar © Finnish Seamen's Service



On 16th November, ISWAN hosted its annual seminar in Helsinki in partnership with the Finnish Seamen's Service, with the theme: 'Addressing the maritime recruitment crisis: Seafarer wellbeing in a changing world'.

Representatives of stakeholders from across the maritime sector – including shipping and ship management companies, unions, P&I clubs and welfare organisations – came together at the Scandic Marina Congress Center to hear both experts and seafarers themselves share their knowledge and insights on how the sector needs to address the recruitment and retention gap whilst ensuring seafarers' welfare is a priority.

The seminar was opened by Tiina Tuurnala, CEO of the Finnish Shipowners' Association. The first panel of the day was formed solely of seafarers, who shared what they saw as the key challenges and ideal solutions to the recruitment and retention crisis, laying the foundations for the rest of the seminar. They spoke about how there is still much to love about seafaring as a profession but there is a great deal that companies can do to make working at sea an attractive and sustainable option for a wider group of prospective seafarers.

The second session focused on 'Fair work', with speakers followed by a panel exploring practical solutions for the maritime sector to bridge the gap between current working conditions and seafarers' aspirations. Attendees heard about the International Transport Workers' Federation's (ITF) Flags of Convenience Campaign and insights from the first two years of the Sustainable Shipping Initiative's Code of Conduct. Maritime recruitment marketplace TURTLE highlighted the benefits of innovative digital solutions for crewing, and the World Maritime University shared the conclusions and ways forward from its recent research into the effects of COVID-19 into seafarer retention. The panel discussed that the industry needs to achieve parity between shore and sea in terms of salary, entitlements, rights and support, and issues with contract length and hours of work and rest need to be addressed.



In the third session of the day on 'Inclusive culture', experts discussed how the maritime sector can provide a safer and more inclusive environment for all seafarers. Attendees heard about Maersk's Cultural Transformation and the Global Maritime Forum's Diversity at Sea pilot. The co-founders of NeurodiversAtSea.org spoke about the benefits of neurodiversity and the importance of inclusivity, and seminar attendees ...

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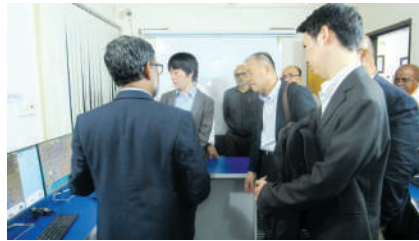
Company News



SHOEI KISEN & SANTOKU SENPAKU Guests Visit of IMA & BMTI



Michiyuki Fukuzaki San, Managing Director & Shuhei Yamamoto San, Senior Staff (Ship Management Department) of Shoei Kisen Kaisha., Ltd came to Dhaka, Bangladesh on 27th September' 2023 to visit International Maritime Academy (IMA), Bangladesh Maritime Training Institute (BMTI). Both academy and training institute are inhouse training facilities of Haque & Sons Ltd. Katsuhiro Hibata San, Seafarer's Department, Santoku Senpaku Co.,Ltd was also present at Bangladesh during that time. Guests of Shoei & Santoku arrived at IMA at noon time. After lunch at IMA, the guest received Guard of Honour by the Cadets. Fukuzaki San planted a tree near the entrance of the cadet block in remembrance of his visit at IMA. The Commandant of IMA, Capt Zaki Ahad gave a power point presentation to the guests to let them know about the academy & it's achievements. He showed the guests the facilities of the academy which includes Class Rooms, accommodation of cadets, library & pool with lifeboat launching facility. The workshop, electrical training and Fire Fighting facilities also shown to them.



Fukuzaki San gave speech in auditorium addressing the cadets. He was very satisfied to meet the cadets of the academy & informed them that he will employ them in their owned vessel.

At about late afternoon- the guests arrived at BMTI. The principal, Capt M. Habibur Rahman Khan & his team welcomed them at BMTI. The guest saw the Ship Handling Simulator, Engine Room Simulator (including ME engine simulator), ECDIS, GMDSS, Liquid cargo handling facility & the class rooms for the students of professional courses of different grades of deck/engine (Class III, II & I) & STCW courses. They praised Haque Sons Ltd (HSL) for installing such expensive simulators & facilities for the training of the seafarers.

Yamamoto San carried out manning audit on 28th morning time. Habata San was also present during the audit. The end of the audit (No NC & observation), the guest left for the airport.



HSL ATTENDS ISWAN MARITIME CONFERENCE AND AGM

ISWAN 2023 Seminar
Helsinki, 16 November 2023



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heard from King's College London about how the future of remotely operated ships can be made inclusive. The panel raised the point that training and targets are not necessarily the solution to bringing about lasting structural and behavioural change – the industry needs to commit to building environments that are psychologically safe so that people can truly be themselves at work.

In the final session of the day, a panel discussed the impact of changing technologies within the maritime sector on seafarers' wellbeing. ISWAN's recent research on the impact of decarbonisation technologies on seafarers points to the negative impact on workload and stress levels, which is exacerbated by the lack of standardised regulations. The panel emphasised the importance of including seafarers in a more meaningful way in decision-making and discussions about how technology can enhance their lives, including understanding and adapting to the different learning needs of different groups of seafarers.

Key messages from the seminar included the importance of listening to seafarers and turning what they tell us into practical actions; understanding that the challenges driving the recruitment and retention crisis cannot be generalised across industries, ranks and demographics; and the need to make structural changes to address the root causes of the recruitment and retention crisis and ensure that seafaring is a safe and rewarding profession for all prospective seafarers.



SANTOKU OFFICERS GET-TOGETHER & BEST/GOOD SHIP AWARD GIVING PROGRAM - AUGUST 2023 Arranged by Haque & Sons Ltd.



After a long interval due to Covid-19 situation, Get-Together with Santoku Officers were held both in Dhaka and Chittagong.

The purpose of the get-together was to meet and greet the officers and to have open discussions between the officers and HSL office staffs. Apart from that we had a power point slide presentation for the officers to increase their awareness on some recent incidents, occurrences and deficiencies.

The first get-together was held in Dhaka on the 6th August'2023. It was arranged in "Dhaka Regency Hotel". A total number of 73 officers attended the get-together program. Officers from all ranks were present there including many Masters & Chief Engineers. The officers came not only from Dhaka city but also from far across the country to participate in the get-together.

The program was begun in the early evening with the welcome speech given by Capt. G. M. Quadrey (Sr. Executive Director of HSL) then followed by the inspiring speeches given by other

Senior Management Officials of the HSL. Afterwards all the officers introduced themselves with their names, ranks and last vessel's name. This introduction started from the junior most ranks and then gradually ended with the Masters & Chief Engineers.

A short tea-break was taken after the speeches & introductions. Tea/coffee with snacks was served among the guests. Light discussions took place among the guest officers & HSL office staffs during this tea-break.

The Santoku 2nd Convention was held in Osaka, Japan in the month of June'23. Capt. G. M. Quadrey and Capt. Mehboob Alam Shakil participated the convention on behalf of Haque & Sons Ltd. With the gist of the main topics of the Convention, a power point presentation was prepared for the Santoku officers which was presented in detail by Capt. Mehboob Alam Shakil. This presentation was the main event of the get-together program which was prepared to inspire Bangladeshi seafarers working in Santoku fleet to boost-up & upkeep the good names of HSL officers.



After the presentation is completed, there was an open question & answer session between Santoku officers & HSL Senior Management Officials. In this part there were some open information exchange, opinions and suggestions for the improvement of work procedures and onboard harmony in the vessels.

Santoku selected five of their vessels as the "Best Performance" vessels and other five vessels as "Good Performance" vessels for the year of 2022 based on their data of off-hire, incident, deficiency, PI case and detention history. It is a matter of pride that, among these ten vessels, two of the HSL manned vessels were selected in the "Best Performance" category and another one was selected in the "Good Performance" category.

HSL Senior officials handed over the Santoku "Best Performance" & "Good Performance" Certificates to the respected officers who were onboard in the selected vessels in the year of 2022. On behalf of Santoku, HSL also gifted them T-Shirts which were printed with the ship's photo and Santoku logo.

At the end part of the get-together, a delicious buffet dinner was unveiled. Everybody enjoyed the famous food of Dhaka Regency Hotel. Thus, the Dhaka get-together ended with the joyful participation of the officers.

A few weeks later, another get-together was arranged in Chittagong in the venue of "Chittagong Club" on the 17th August'2023. This second get-together was mainly arranged for the Santoku officers who live in and adjacent areas of Chittagong. A total number of 35 officers from all ranks attended the get-together program.

Though the main events of the get-together were more or less similar to that of Dhaka get-together, but the flavour was totally different. The most inspiring part of the Chittagong get-together was the presence of Mr. Emdadul Haque Chowdhury (Hon'ble Managing Director of HSL) himself!

The program started with the opening speech by Capt. G. M. Quadrey. Then the M.D. Mr. Emdadul Haque Chowdhury addressed the officers with his motivational speech. Officers introduced themselves one by one. Then a tea-break was taken with tea/coffee and luscious snacks.

The same presentation was screened here in Chittagong as well to increase the awareness of the officers. Some intermediate questions were received from the officers time to time during the presentation and those questions and queries were replied with detailed explanations accordingly. At the completion of the presentation, the HSL Senior Management urged to the officers to build a high reputation of Bangladeshi seafarers towards Santoku.



An open question & answer session took place between guest officers and HSL office staffs. Some confusions and doubts were cleared in this opportunity. Officers also shared their thoughts and opinions about how to improve the onboard harmony and how to create better work environment in the vessels.

Then the Santoku "Best Performance" & "Good Performance" Certificates along with T-Shirts with printed ship's photo and Santoku logo were given to the respected officers.

The final part of the get-together was a delicious dinner, everybody in the get-together enjoyed the dinner a lot. Officers also converse with each other while having the dinner. Officers seemed to be very happy with this get-together.

The Santoku Officers get-together proven to be a very successful initiative taken by Haque & Sons Ltd. The positive impact of the get-together has already been reflected by the improved performance of the Bangladeshi seafarers working onboard Santoku Fleet.

Company News



50th UNIX LINE PTE LTD. TRAINING & EDUCATION SEMINAR



UNIX LINE PTE LTD organized its 50th crew training and education seminar at International Maritime Academy (IMA) & Regency Hotel in Dhaka from October 10th to 11th, 2023. The seminar culminated with a family dinner and a loyalty award ceremony held on the second day at Hotel Dhaka Regency. MOL Chemical Tanker, the proud owner of Unix Line, maintains an unwavering commitment to ensuring the safety of people, vessels, cargo, and the environment. The seminar was led by Capt. Amit Jain, the Managing Director of Unix Line, along with a distinguished team including Directors, General Managers, Managers, and Superintendents from the Marine & Technical departments. Additionally, Mr. Yoo Gilwoo, Mr. Jenry Bayhon, Mr. Taku Hisai and Mr. Louis Liu from the marine, operation and cyber security division of MOL Chemical Tankers were actively involved.

Unix Line places a high priority on the safety of the crew, vessel and cargo. Recognizing the critical role of education and training for both inexperienced and experienced seafarers, the seminar provided a valuable platform for over 113 participants to enhance their knowledge and ensure the smooth operation of vessels.

The inaugural day commenced with a brief speech by Mr. Emdadul Haque Chowdhury, the managing director of Haque & Sons Ltd., expressing gratitude to participants for dedicating their time during their vacation. Capt. Amit Jain echoed appreciation for the attendees, discussing the overall progress of Unix Line and emphasizing the strict adherence to the company's safety policies. Various topics, ranging from cargo operation and navigation safety to technical matters, were explored through group exercises. Officers actively engaged in discussions, with group leaders presenting exercise answers to the trainers. When any issues were raised, the trainer explained it to the attending officers.



Later, MOLCT business aspects were also informed to the officers. The day concluded with fruitful discussions and insights shared among the participants.

On the second day at Dhaka Regency Hotel, officers and petty officers participated in lectures covering cybersecurity awareness, MOLCT safety culture, MOLCT operation and MARPOL compliance in 2023. A workshop on SIRE2.0 added interactive elements to the program. Following the evening tea break, participants were divided into deck and engine departments. Deck

officers delved into topics such as toxic cargo handling, gas-freeing operation, UVPR issues, and COT inspection/cargo sample failures. Simultaneously, the Engine department received lectures on the latest machinery incidents, EGCU operational aspects, and regulation updates.

The seminar concluded with officers and engineers providing valuable feedback to the management of MOLCT and Unix Line. Representatives from Unix and MOLCT addressed participants' queries and resolved any ambiguities, fostering a sense of collaboration.

The pinnacle of the event was the recognition of seafarer commitment and dedication through loyalty awards. This year, 120 officers and ratings were honored for their 15, 10, and 5 year continuous service in Unix Line. These awards were presented during the evening cultural show in the presence of their family members. Capt. Amit Jain, the Managing Director of Unix Line, delivered a heartfelt speech, expressing gratitude to seafarer family members for their unwavering support. The seminar concluded on a high note with an enjoyable cultural program and a delightful dinner.



SHIPPING INDUSTRY ISSUES REVISED GUIDANCE FOR NAVIGATING SOUTHERN RED SEA



A group of prominent shipping associations have released revised security guidance for navigating the Southern Red Sea and Gulf of Aden in response to a series of attacks by the Iranian-backed Houthis against international shipping from Yemen.

The new guidance was issued by BIMCO, Cruise Lines International Association (CLIA), International Chamber of Shipping (ICS), International Marine Contractors Association (IMCA), INTERCARGO, INTERTANKO, and the Oil Companies International Marine Forum (OCIMF).

The Houthis claim to target ships with affiliations to Israel, the US, and the UK. However, the accuracy of their information and the validity of their claims regarding the affiliations of attacked vessels have been called into question.

Therefore, all ships transiting this area are advised to remain vigilant due to the potential for collateral damage from unintended strikes. The main threats to vessels include anti-ship missiles, anti-ship ballistic missiles, water-borne improvised explosive devices (WBIED), and drones, especially when transiting near the Yemeni Red Sea coast.

"Maintaining lookouts during the entire passage, regardless of timing, is necessary," the guidance states.

The updated guidance highlights the need for a comprehensive ship and voyage-specific threat and risk assessment, taking into account any additional advice from the ship's flag state before passing through the area.

Ship operators calling at Israeli ports should limit information access due to potential use by Houthi forces. Vessels acquired from Israeli-associated companies should update systems to reflect current information.

Both AIS-on and off ships have been attacked, and while limiting AIS data or switching it off could make a ship harder to locate, it is unlikely to prevent an attack. The guidance advises ship owners and operators to regularly evaluate risks to their ships and plan routes accordingly, considering the consequences of turning off sensors such as AIS, LRIT, and radars.

The guidance also advises against following Houthi instructions to divert to Houthi-controlled ports and provides direction regarding suitable waiting areas if a decision is made to postpone transit through the Southern Red Sea and the Gulf of Aden.

The guidance recommends that owners and operators consider vessel hardening measures, including the use of BMP5, but cautions on the use of armed guards. "Caution should be taken when managing their employment and rules of engagement should consider the risk of escalation," the guidance states.



Company News

Congratulations on Promotion

We have pleasure in congratulating the following officers who have been recently promoted on board our managed vessels and we wish them all the very best for the future:

PROMOTED TO MASTER:

MD KAMRUL HASAN PATWARY - CO4805
MD SHAHADAT HOSSAIN KHAN - CO4655
MD. GOLAM MOHIUDDIN RAKIB - CO4536

PROMOTED TO CHIEF OFFICER:

FOYEZ AHMED - CO6055
BHUIYAN MD FOYSAL AKTER - CO6241
SHOHEL AHMED - CO6541
ASIK IQBAL - CO5469
MD RAFSANUL HASAN - CO6074

PROMOTED TO CHIEF ENGINEER:

MOHAMMAD BORHAN UDDIN - CO4651
MD ARIFUL HAQUE - CO5496
MD. ABDULLAH AL MAMUN SIKDER - CO5083
MD HARUN OR RASHID - CO5398
NURUL AMIN - CO4513
MOSTOFA MAKLUB AL - CO5479
MOHAMMAD ASHRAF UL ALAM - CO5148

PROMOTED TO 2ND ENGINEER:

MD SHARIFUL ISLAM - CO6321
MD. MOSTAFA KAISAR - CO6043
MUHAMMAD IQBAL HOSSAIN - CO4606
MD RASHEDUL ISLAM - CO7461
MD. IMTIAZ PARVES - CO7685
MD SHAHNEWAZ IMRAN - CO6537
REASON PRASHAD BARUA SANY - CO6072
MD. AHSAN ULLAH - CO8127
SALIM ZIHAD RIEAD - CO6921

QUOTABLE QUOTES "LIFE"

"Your time is limited, don't waste it living someone else's life."

- Steve Jobs

"In order to be truly happy, you must pursue your dreams and goals."

- Oprah Winfrey

"Don't let anyone tell you what you can't do. Follow your dreams and persist."

- Barack Obama

"If you want something you've never had, you must be willing to do something you've never done."

- Thomas Jefferson

"You only live once, but if you do it right, once is enough."

- Mae West

"Life is what we make it and how we make it – whether we realize it or not."

- Napoleon Hill



1ST KL SM RATINGS' SEMINAR-BANGLADESH at Haque & Sons Ltd on 12th December 2023



Kline Ship Management, Singapore organized its 1st KL SM RATINGS SEMINAR FOR BANGLADESHI NATIONALITIES on Tuesday 12th December 2023 at Chattogram, Bangladesh.

Total rating participants were 21 from various places of Bangladesh. The seminar was participated by Capt Shahid Murad, Capt Mostafa Kamal Chowdhury & Ch Eng Dawood Ghani Khan on behalf of K-Line and Capt Md Shafiqul Islam, Capt Md Ziaul Hoque, Capt Md Abu Hanif on behalf of Haque & Sons Ltd.

The seminar started with self introduction of ratings followed by opening speech from Capt Md Shafiqul Islam, Asst Executive Director of Haque & Sons Ltd and closing speech was given by Capt Shahid Murad, General Manager of KL SM Singapore.

The seminar was anchored diligently by Capt Mostafa Kamal Chowdhury from KL SM Singapore. After the opening speech group photo session was held.

Various topics were discussed during the Seminar through out the day.

//Onboard Life at Sea ----- Capt Mostafa Kamal Chowdhury.

//Company Rules for Seafarers – Alcohol Policies / Onboard behaviour

Safety Culture-Permit to Work System ----- Ch Eng Dawood Ghani Khan.

//Safe Working Practices & Injury Prevention (Discussion of Safety Alerts) ---- Capt Mostafa Kamal Chowdhury & Ch Eng Dawood Ghani Khan.

Open Forum- Different participants asked their personal problem such as insurance claim, improvement of PPE, several discussions on safety issues on board (fire round / communication / overtime) etc was discussed. Capt Shahid Murad and Capt Md Shafiqul Islam coordinate this session.

Presentation of Souvenirs: Souvenirs were presented to all the participants in order to keep as a reminder of the day.

Overall, everybody expressed full satisfaction of the arrangements, especially participation, Lunch, food, hospitality & overall arrangements.

Expected next seminar will be on May/June, 2024.





Company News



Celebrating Maritime Excellence: Haque & Sons Marine Officers' Family Get-Togethers



In a splendid showcase of unity and appreciation, Haque & Sons Ltd recently orchestrated two grand Marine Officers' Get-Togethers, bringing together seafarers from Dhaka and Chittagong in a celebration that will linger in their memories.

Dhaka Get Together: The picturesque setting of the Army Golf Club at Golf Garden provided the backdrop for Haque & Sons Ltd's Dhaka-based officers to gather on the memorable day of September 5, 2023. Over six hundred officers ashore, sailing onboard HSL managed vessels, along with their families, joined in a delightful evening of camaraderie. Notable guests of honor included Captain Tomaru Takafumi, Managing Director of KLSM Singapore, and Captain Belal Ahmed, Chairman of the International Maritime Employers Council (IMEC).

Chittagong Get Together: On the evening of September 25, 2023, the success story continued in Chittagong at the prestigious Hotel Radisson Blue Chattogram Bay View. Over four hundred officers from Chittagong, sailing onboard HSL managed vessels, gathered with their families for an evening of recognition and joy.

The Managing Director & CEO, Md. Emdadul Haque Chowdhury, expressed heartfelt gratitude to all seafarers for their delightful experience, strong sense of responsibilities, and the true spirit of dedication that has propelled the company forward over the years. The management teams of Dhaka and Chittagong offices were introduced, acknowledging their crucial role in the company's success.

The events were marked by a fantastic night filled with a musical program, a fabulous dinner, and an exciting raffle draw. Children were treated to an entertaining art show, adding an extra layer of delight to the evening. The festivities reached new heights with a captivating Laser Dance performance, enhancing the excitement of the celebrations.

A profound sense of unity permeated both gatherings, featuring engaging activities, musical performances, and family-oriented games. The evenings concluded with sumptuous dinners, adding a memorable touch to the celebrations. The highly anticipated Raffle Draw added an exciting element, leaving lucky winners with prized possessions and concluding the nights on a high note.

Expressing gratitude, Haque & Sons Ltd presented Crests and Dinner sets to officers in recognition of their loyal service. A total of 21 officers achieved the remarkable milestone of 15 years, while 63 officers received the 10 years Long Service Loyalty Award, underscoring their substantial contributions. The Loyalty Awards were presented by the Managing Director & CEO, Mr. Emdadul Haque Chowdhury, signifying the high regard in which the company holds its dedicated seafaring professionals.

Beyond being corporate gatherings, the Marine Officers' Get-Togethers in Dhaka and Chittagong were celebrations of shared values, dedication, and the close-knit community that defines Haque & Sons Ltd's maritime endeavors. These events underscore the company's unwavering commitment to fostering unity and recognizing the invaluable contributions of its officers, making each gathering a testament to the success and camaraderie within the maritime family.

15 Years Loyalty Award



10 Years Loyalty Award





Company News



Haque & Son's Ltd. Corporate Social Responsibilities (CSR)



Abdul Haque Chowdhury University College



Jamila Khatun Chowdhury High School



Rummana Chowdhury Primary School



Emdadul Haque Chowdhury Student's Hostel



Rummana Chowdhury Orphanage



Rummana Chowdhury Dental Hospital

Corporate Social Responsibility (CSR) is a self-regulating business model that helps a company by social accountable to itself, it stakes holders & public. The fundamental idea behind CSR is that a corporation or a company incurs responsibilities to the societies. CSR also Has numerous facets. In its broadest sense delineates the relationship between business & society and role of business in sustainable development.

Corporate Social Responsibility (CSR) is a reality of recent decades. CSR is continuing commitment of business ethically and contribute to economic development while improving the quality of life of workforce and their family as well as of local community and society at large.

Haque & Sons Ltd. was established in the year 1948 originally as an independent construction, oil mill & shipping business but has evolved into a powerful and dynamic organization providing crew management & shipping related services worldwide. Now, Haque & Son's Ltd. is the largest premier crew management and shipping company in Bangladesh. It has risen to become a leading force in its field by adhering to an unequivocal commitment to quality, reliability, efficient management and cost-effective solutions. Haque & Son's Ltd. are respected for its pioneering efforts in the promotion and implementation of safety of life at sea, efficient management and customers satisfaction. Besides above practices Haque & Sons Ltd. Has been performing Its Corporate Social Responsibilities (CSR).

A part from internal CSR Haque & Son's Ltd. are providing following corporate facilities towards its workforce (Seafarer).

- ◆ Maintaining a dedicated Seafarers Welfare and P&I Department to look after welfare & social security of seafarers and to keep an eye to establish seafarers right as per terms & condition of employment which complies with applicable Law of flag administration of the vessel or regulation & CBA.
- ◆ Providing free accommodation facilities as required time to time by Haque & Son's Ltd. Seafarer's;
- ◆ Free Wi-Fi, free satellite T.V. & video facilities, welcome snakes, indoor game facilities;
- ◆ Get together twice a year for seafarers with their family member and small gift during festivals/New year.
- ◆ Achievement awards for performance & loyalty
- ◆ Seafarers feedback evaluation and addressing accordingly

As a part from external Corporate Social Responsibilities Haque & Son's Ltd. are in practices of following activities:

Education: In the year 1983 Haque & Son's Ltd established JAMILA HAQUE TRUST at West devpur, Chagalnaiya, Feni to outspread the sparkle of education in the society. Following educational institution established under Jamila Haque Trust.

- ◆ Abdul Haque Chowdhury University College
- ◆ Jamila Khatun Chowdhury High School
- ◆ Rummana Chowdhury Primary School
- ◆ Emdadul Haque Chowdhury Student's Hostel
- ◆ Rummana Chowdhury Orphanage

Every Year more than five thousand students are getting educational facilities through the aforesaid educational institutions. and thus, more than twenty-five thousand family members of the society are getting educational life blood.

Medical Initiatives: Haque & Son's has established Rummana Chowdhury charitable Autist Under Jamila Haque Trust at West Devpur, Chagalnaiya, Feni, to facilitate medical facilities to distress villagers. Since 1994 In average daily 40-50 patient are providing free medical services to the people of the society through an M.B.B.S doctor & a trained nurse.

Moreover Haque & Son's Ltd has been donating particular amount per month as clinic fee to the Feni Zilla Somity, Chottotram for providing medical clinical facility to the distress people od Feni Zilla.

Religious: Haque & Son Ltd has established Monur Hat Central Jame Masjid of West Devpur, Chagalnaiya, Feni in order to respect Islamic feeling. All modern facilities also provided to the Mosque with supergravity view.

Haque & Son's Ltd. also had donated a grant to establish a mosque in front of Govt. Seamen's Hostel Chattogram. During holy Ramadan Haque & Son's Ltd. are in practices to arrange iftar mehfil with stake holders.

In conclusion, it has come forward that Haque & Son's Ltd are very widely performing their self-motivated Corporate Social Responsibilities (CSR) & gradually they are enhancing their CSR.

"Safety Tip"



5 Basic Marine Safety Tips For Any Vessel

1. Ensure you have the proper safety equipment on board

Having the right safety equipment on board your vessel could quite literally mean the difference between life and death during an emergency. Many vessels are already required to meet the safety standards set out by treaties like the 1974 International Convention for the Safety of Life at Sea (SOLAS), which mandates or recommends essential maritime safety equipment and procedures.

2. Conduct regular equipment maintenance and checks

Having the right safety equipment is just the beginning. You should schedule regular maintenance, inspection, and upkeep sessions for your equipment to ensure that it is working as it should. Sudden mechanical failure is still a possibility, and you don't want to realise this only when you're already out at sea. Keep detailed checklists and records on board your vessel at all times so that you can have peace of mind before casting off.

3. Choose your crew wisely

Picking the right crew is key to ensuring a trip or operation goes smoothly. If you are anticipating rough weather conditions or a long-haul operation for example, you should select crew members who have the relevant experience and appropriate credentials to handle the vessel throughout those conditions.

4. Keep communication lines open

Once you have your trusted crew on board, it's important to keep lines of communication open. This encompasses communication with authorities and other crew members back on the ground, as well as between crew members on the vessel itself. Clear communication helps you minimise human error, and can prevent accidents that could lead to severe consequences.

5. Set a good example for your crew

As the captain, you are the de facto leader of your crew and your crew members will be taking their direction of how to act from you. This will extend from day-to-day situations to unexpected emergencies where your firm guidance is necessary to keep everyone safe.

Our Readers Matter

We are very pleased to receive plenty of responses to our April, 2023 newsletter - all very positive. It has turned out to be a worthy attempt to reach out to our staff on board and in fact we are very heartened by the fact that some of our readers from the sea took the trouble to offer relevant comments and suggestions in order to make this newsletter more meaningful. Thank you very much indeed.

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You can access more detailed information regarding our newsletter at www.haqsons.com/newsletter.htm

Coconut Curry Shrimp

Recipe

Corner

This easy Thai-inspired coconut curry shrimp is loaded with vegetables and gets tons of flavor from prepared green curry paste and coconut milk. The sweet and spicy sauce gets sopped up by a bed of hot brown rice. Serve with a crunchy Asian slaw to round out the meal.

Prep Time : 30 mins
Additional Time : 5 mins
Total Time : 35 mins
Servings : 6
Yield : 6 servings

Ingredients

- ◆ 2 tablespoons canola oil
- ◆ 3 tablespoons green curry paste
- ◆ 1 tablespoon finely chopped garlic
- ◆ 1 tablespoon finely chopped fresh ginger
- ◆ 1 ½ teaspoons finely chopped lemongrass
- ◆ 1 (15 ounce) can light coconut milk, well shaken
- ◆ 1 cup reduced-sodium vegetable broth
- ◆ 1 ½ teaspoons fish sauce
- ◆ 2 teaspoons cornstarch
- ◆ 6 ounces snow peas, cut into 1-inch pieces
- ◆ 1 cup matchstick-cut carrots
- ◆ 2 pounds medium shrimp, peeled and deveined
- ◆ ½ cup packed fresh Thai basil or Italian basil, thinly sliced
- ◆ 3 cups hot cooked brown rice

Directions

1. Heat oil in a large saucepan over medium heat. Add curry paste, garlic, ginger and lemongrass; cook, stirring constantly, until the mixture is aromatic and dry, about 2 minutes. Add coconut milk and broth; stir to loosen any browned bits from the bottom of the pan. Bring to a boil over medium-high heat. Reduce heat to medium-low; simmer, undisturbed, for 5 minutes.
2. Stir fish sauce and cornstarch in a small bowl. Stir into the curry mixture; bring to a boil over high heat. Reduce heat to medium-low; simmer, stirring occasionally, until the sauce begins to thicken, about 5 minutes.
3. Add snow peas and carrots to the curry mixture; return to a boil over medium-high heat. Boil, undisturbed, until the vegetables are tender, about 2 minutes. Add shrimp; cook, stirring occasionally, until the shrimp turn pink and are cooked through, about 2 minutes. Remove from heat; stir in basil. Serve over rice.

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