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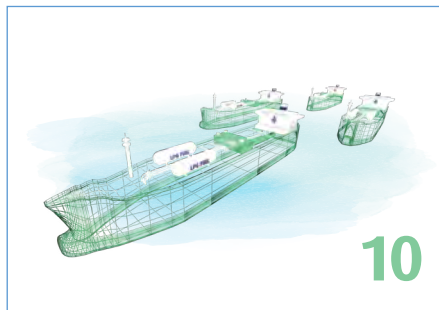


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Chairman's Message





Against a backdrop of volatile oil and shipping markets, BW's business continues to evolve. First oil was achieved in Gabon, merger discussions with Hafnia have progressed rapidly, agreement was reached on a potential sale of the chemicals fleet, and new projects are being developed in LNG. All engines are firing in spite of having had to say farewell to our Group CEO Carsten Mortensen, who needed to spend more time with his family after making a substantial and trans-continental contribution to the group in recent years, and whose input will be missed.

Looking more broadly around us, there has been a perceptible shift in thinking about the role of business in society. Although this has been a topic of debate since time immemorial, renewed focus on the effects of financial crime, climate change, and new technologies have made it a hot topic again.

At one end of the spectrum are those who say that business is almost always a force for good, even when it doesn't take on additional social responsibilities. Companies employ people and provide them with an income and a

sense of purpose. They deliver goods and services that people want.

Others think this is not sufficient, that businesses should play a more pro-active role to drive positive change in the world. For instance, by using their place in the financial system to fight crime, by taking measures to reduce climate change beyond just mitigating their own impact, and by enforcing privacy and usage restrictions even where that impacts profitability.

The topic is debated because there are good arguments on both sides. Can companies afford to sit idly by, especially if their growth does not bring employment and their products fuel addictions rather than supplying needs? On the other side of the equation, should companies dive into realms traditionally served by government, acting as an extended arm of the law to catch criminals, or trying to set their own higher thresholds on tax and pollution and privacy?

Without easy answers to these questions, each company needs to have its own internal discussion to find a sustainable course.

A starting point is to minimise the negative impact of things like pollution or corruption. This issue of World Horizon highlights how BW is seeking new cleaner fuels for ship propulsion, and how the company has adopted a zero tolerance approach to corruption. A parallel approach is to look for opportunities to serve the community, starting with one's own team. One of the articles follows the aftermath of natural disasters in the Philippines and India this year, where BW tried to extend a helping hand to affected seafarers. BW is also actively looking for new technologies to help mitigate environmental impact, from batteries to plastic waste to LPG propulsion.

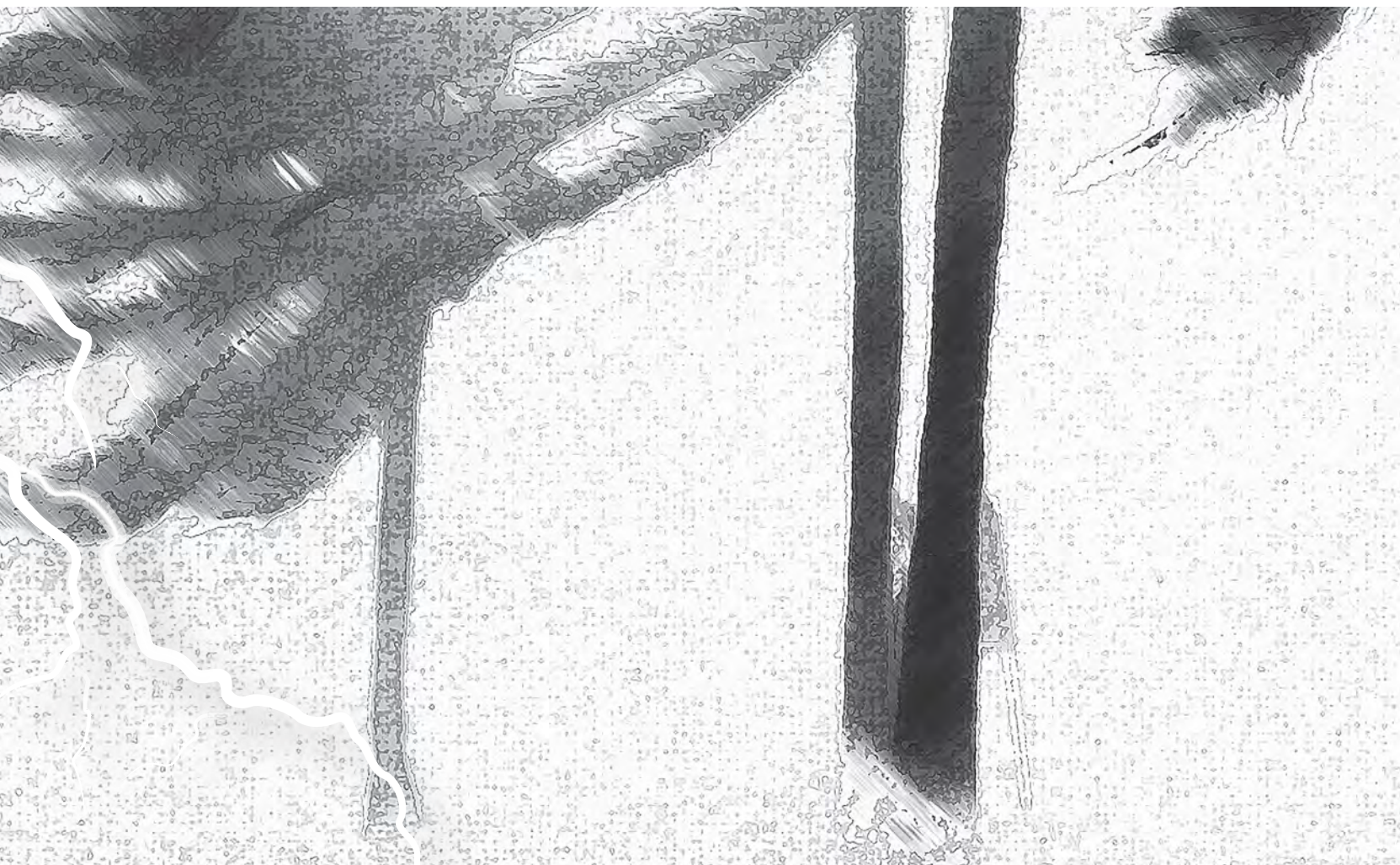
Our mission refers to "using our maritime expertise to serve society". As long as we keep this at the forefront of our minds while conducting our business, we will find over time that we can do good while doing well.

Sincerely,
Andreas Sohlen-Pao
Chairman



The Tough Get Going

BW supports crew and their families who are impacted by recent floods in India and Philippines



There have been many reports of devastation from extreme natural events in 2018. Forest fires, floods and volcanic eruptions in the US; earthquakes in Taiwan, Mexico, Papua New Guinea and Japan; super typhoons in Hong Kong and Philippines; and floods in India are some unfortunate examples. These natural disasters have had a deadly impact on many communities, and are strong reminders of the strength of Mother Nature. Fair winds and following seas to our crew wherever they are in the world, especially during these extreme weather conditions.

BW has a large proportion of Indian and Filipino crew members in active employment, and the crewing department paid special attention to the situation in Kerala and Kochi in Southern India, as well as Cagayan and Ilocos in the Philippines. The August flooding caused by heavy monsoon rain in Kerala and Kochi, was described by local officials as the worst to have occurred in the past 100 years in Southern India. Half of Kochi was under water and it was estimated that over one million people were displaced, and over 300,000 people were evacuated to emergency shelters.

BW had a number of seafarers whose homes were either damaged or destroyed by floodwaters, with some reporting a water height of more than three meters. Some had to abandon their homes and

seek refuge with relatives or at emergency shelters. The rush to get to a safe place resulted in many damaged household items and vehicles. The BW India branch office was kept very busy as they worked to contact seafarers with families residing in impacted areas. This was difficult as communication infrastructure was damaged by the floods. A lot of time and effort was expended by staff from the India office to ensure all crew and their families were accounted for.

Says Mukesh Sharan, President of BW India branch office; “we have had floods before, but never of this scale and destruction. We are lucky that all our crew and families are safe, but now begins the hard work of rebuilding homes, villages and communities. We received thank-you emails from crew who appreciated our efforts at keeping in contact with them during their time of need, and they are grateful to the company for showing that crew are a valued part of the family. Not just with small sums to help with construction, but importantly, with the little acts of kindness and thoughtfulness such as regular calls to keep in touch, extra internet bandwidth and VOIP calls”.

During challenging times, the company believes that caring for each other is an important part of being Best on Water.

Securing First oil

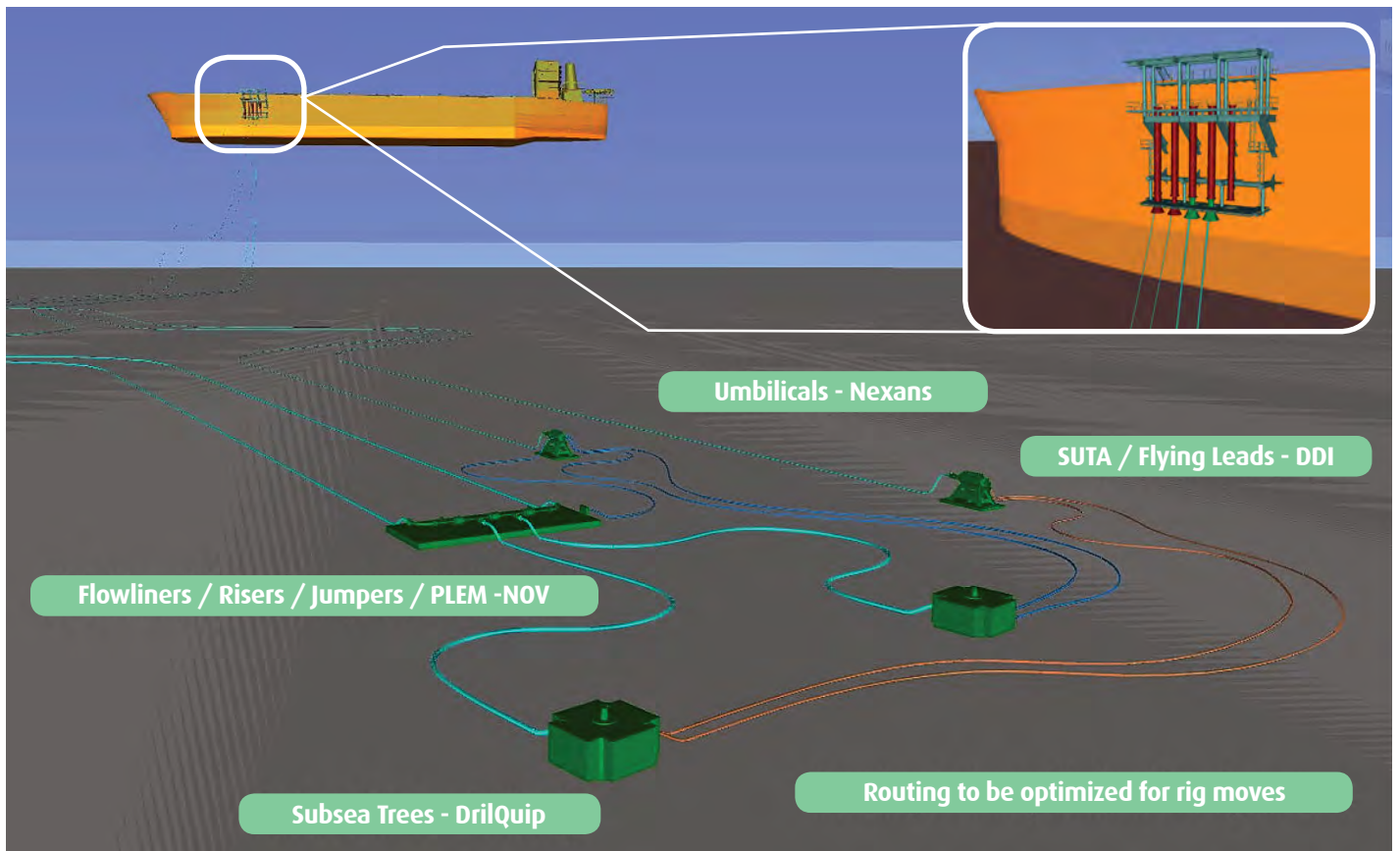
First oil from the BW Adolo FPSO was safely achieved within budget and on schedule

Since World Horizon's last coverage on the naming of Floating Production Storage and Offloading (FPSO) BW Adolo in Singapore in April, the vessel left anchorage in July and sailed to the Tortue field offshore Gabon. She was completed on time and with an increased life extension scope that will allow an extended production profile on the back of positive reserve developments. In September, 18 months from the day of first investment, BW Offshore announced that first oil from the Dussafu license had been achieved within budget and on schedule. The BW Adolo is a converted Very Large Crude Carrier with a production capacity of 40,000 barrels of oil per day. Her last operating location was in West Africa, where she was also handling crude with similar characteristics.

Installing the BW Adolo

In late July, BW Adolo arrived in Gabon on the Tortue field, one of five proven discoveries in the Dussafu license. The month-long installation process began in early August. Twelve pre-installed mooring lines were transferred to the BW Adolo; umbilicals, flexible flowlines and floating export hoses were installed, and subsea divers connected flexible flowlines to the wellheads. The flexible flowlines were then successfully pressure-tested from the FPSO while the electrical and hydraulic flying leads between the umbilical subsea terminations and the wellheads were installed. All subsea construction work was successfully completed in early September. Says Morten Kilen, Installation Manager, "the offshore installation was carried out safely and on schedule, because of the





(Above) Illustration showing the subsea layout - two subsea wells with dual flowlines / risers / umbilicals

excellent collaboration between the crews on the external vessels involved and the BW Adolo team. Our thanks go to the crew of GH Freedom, GH Discovery, GH Explorer and SBM Installer”.

Commissioning and Start-Up

Thereafter, commissioning and start-up commenced. The construction team terminated, hung-off, secured and leak-tested the umbilical and risers to the FPSO facilities, and the commissioning team integrated the subsea control system with the topsides Integrated Control and Safety System (ICSS) and process control systems. Final functional tests were commissioned by the Operations team who oversaw the integrity and safe functioning of the Subsea Trees, Pipeline End Manifold (PLEM), and Subsea Umbilicals Risers and Flowlines (SURF) components prior to first introduction of hydrocarbons.

Finally, both wells were activated and safely brought hydrocarbons onboard and into the processing system. Says David Tong, Start-Up Manager, “There was no process trip during the 72-hour continuous performance test - a strong testament to the good work we can do as a team. Final hand-over to the Operations team was also done seamlessly. We can proudly say that we have all contributed to the addition of another profitable asset to our portfolio”.

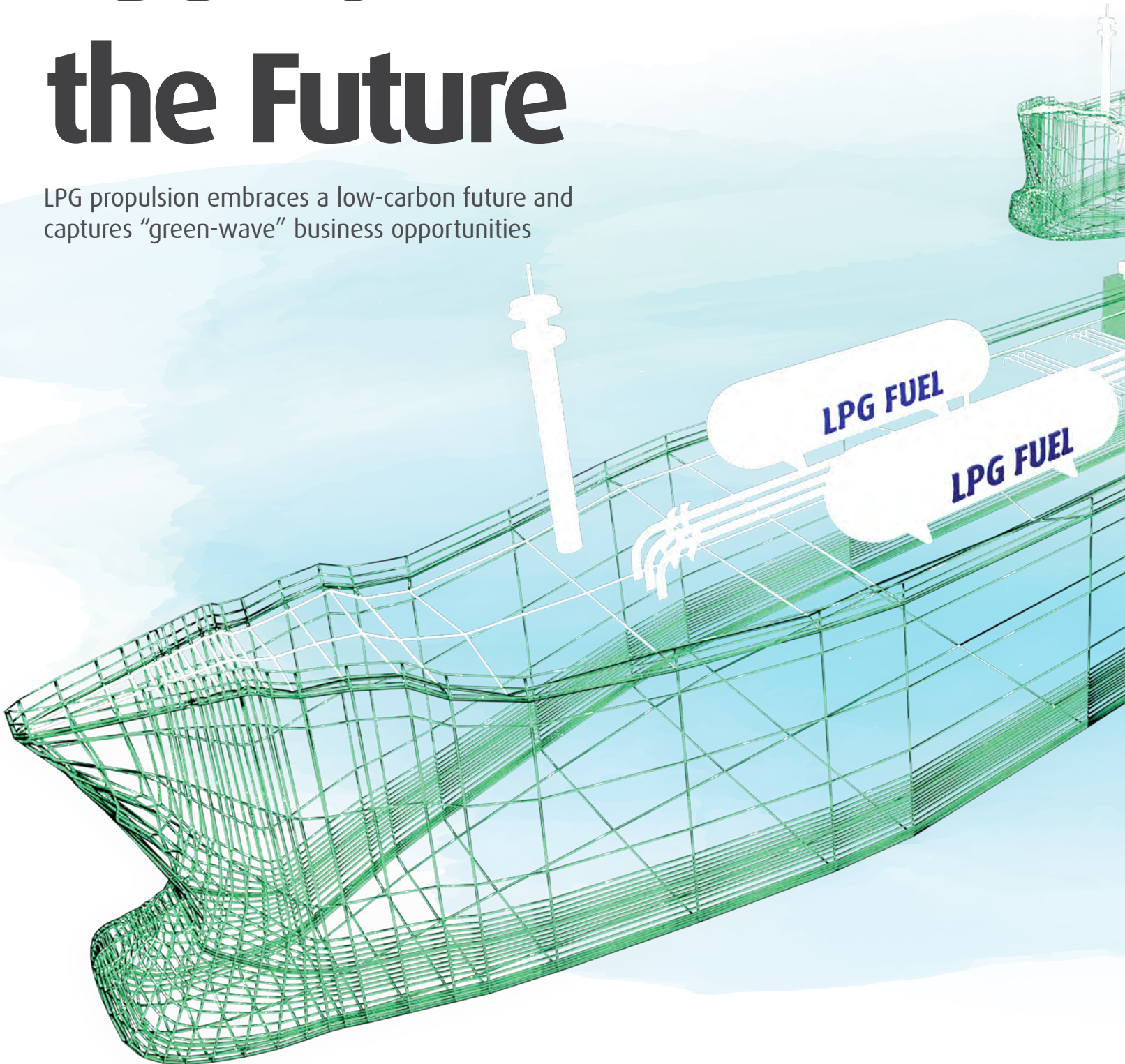
Delivering on new strategies

The Dussafu license is a prime example of implementing BW Offshore’s strategy to explore partnerships and alternative commercial models. Carl K. Arnet, CEO of BW Offshore, says, “The execution of the Dussafu project confirms the attractiveness of our model by combining proven resources, a resourceful organisation and access to production assets to achieve short time-to-oil. Our priority now is to complete start-up activities and stabilise production on BW Adolo. We will, at the same time, work towards the final investment decision on Tortue Phase 2, which will unlock additional production volumes, and continue the appraisal program of the recently announced discovery at Ruche NE as well as to confirm additional resources and strengthen the commerciality of the Dussafu license.”

While BW Offshore has extensive operating experience globally, focus areas for the company’s new partnering approach will be in Africa, North Sea and Brazil. BW Offshore is in discussions relating to several opportunities and more exciting projects are in the pipeline.

Fuel for the Future

LPG propulsion embraces a low-carbon future and captures “green-wave” business opportunities





Acting for the Future

BW LPG in September 2018 announced that it had signed contracts including future options for the delivery and retrofitting of four LPG-propelled dual-fuel engines in its fleet - a worldwide first. BW LPG expects the first retrofitting to take place in conjunction with scheduled drydockings starting 2020. Says Martin Ackermann, BW LPG CEO, "BW LPG has been preparing for IMO 2020 for years, and today I am pleased to announce that we have signed contracts for the delivery and retrofitting of four LPG-propelled dual-fuel engines. We will be the global pioneer in operating next-generation, high-tech green ships with dual-fuel propulsion. This retrofitting is just one way in which we ensure that our shareholders invest in a forward-looking company that positions itself well for future challenges."



Environmental Excellence

With LPG propulsion, BW LPG will reduce its sulphur oxide emissions by up to 97 percent, allowing for full compliance with all current and future sulphur emissions requirements. This means the retrofitted ships, when operating on LPG, will go beyond IMO's global 0.5% sulphur emissions cap to also be in full compliance with Emission Control Areas (ECAs) and Sulphur Emission Control Areas' (SECAs) 0.1% sulphur cap. In addition, with LPG fuel, BW LPG will reduce emissions of particulate matters by over 90 percent, greenhouse gases by over 25 percent, and nitrogen oxides by over 20 percent. Says Pontus Berg, Senior Vice President (Technical), "BW LPG is proud to develop the world's first LPG-propelled dual-fuel engine that will help reduce the environmental footprint of the maritime industry by using fuel that has a greener emissions profile, including an inherent compliance with all current and future sulphur oxide emissions regulations."

Gaining Efficiencies with LPG

LPG as a marine fuel offers efficiency gains on many fronts. Output efficiencies will improve by over 11 percent with LPG when compared with compliant fuels. This means that the company captures significant improvements in total voyage fuel economics.

Other efficiencies gained with LPG include easy storage, faster refuelling and wide availability of bunkering ships and facilities.

LPG is Future Proof and Cost Efficient

LPG as a marine fuel is also future-proof and cost-efficient. In addition to savings from reduced fuel consumption, the company buffered from the price sensitivity of post-2020 fuel price scenarios with full dual fuel flexibility. Even at today's pricing, LPG is advantageous versus heavy fuel oil, offering high life-time saving prospects.

Dual-Fuel Engines- Reliable, Clean and Fully Flexible

LPG propulsion means that engines are cleaner and provide higher efficiency. Dual-fuel engines provide fuel flexibility, which means full redundancy to ensure uninterrupted operations. Conversion to LPG propelled dual-fuel engines is a life-cycle upgrade and long-term commitment.


BW LPG remains committed to a cleaner future and looks forward to spearheading many more green initiatives together with industry partners.



LPG PROPULSION

FUEL EFFICIENCY

+11%


FIRST in the world to retrofit 

4

LPG-propelled dual fuel engines in its fleet with **Future options**

Engines are

Cleaner


Cheaper


Providing higher efficiency


BW LPG will reduce its sulphur dioxide emissions by up to

97%

Emissions of particulate matters by

90%

Greenhouse gases by

25%

Nitrogen oxides by

20%

Dual-fuel engines provide **fuel flexibility**, which means **full redundancy** to ensure uninterrupted operations

First retrofitting will take place in

2020

with scheduled drydockings



When operating on LPG, our vessels will also be in full compliance with emission control areas (ECAs) and sulphur emission control areas (SECAs)

0.1%
Sulphur cap

Standing against bribery and corruption

BW expects all employees to conduct themselves
with the highest standard of integrity



BRIBERY

Globally, bribery is big business. According to the International Monetary Fund, the annual cost of bribery in 2017 was estimated to be between USD1.5 and 2 trillion, or approximately two percent of global GDP. With a global population of 7.6 billion, this equates to approximately US\$130 for every man, woman and child every year. Bribery in business results in a higher cost of production in goods and services, so we all pay the cost of bribery.

One accepted definition of bribery is the act of giving money, goods or other forms of reward to a recipient in exchange for an alteration of their behavior in the interest of the giver. Corruption is the opposite side of bribery referring to the receiving end. Thus, bribery and corruption are often talked about together.

Many countries have introduced new laws to reduce bribery and corruption. As with previous prosecutions, the guilty parties have incurred large fines that have been well in excess of the amount of the bribes.

Some parties may comment that it is acceptable when it is historical practice or that it is acceptable within some cultures - however both the United Nations (UN) and the Organization for Economic Co-operation and Development

(OECD) have identified bribery and corruption as negative practices and have implemented measures to combat both.

At BW, we have an Anti-Bribery and Anti-Corruption policy that applies to all employees ashore and on-board. The aim of the policy is to achieve best practice with respect to prevention of bribery and corruption and in particular, to follow the principles set out in the well-known and commonly followed UK Bribery Act 2010.

We value our company's reputation for ethical behavior and fair dealing with suppliers, customers, competitors and employees. We expect our employees to conduct themselves with the highest standard of integrity. BW will support any employee who passes up an opportunity or advantage that would compromise our

STOP BRIBERY AND CORRUPTION

Do not ask. We will not pay.



BW Group is part of the Maritime Anti-Corruption Network (MACN) - a global business network tackling corruption in the maritime industry. We have a strict anti-corruption policy, with **ZERO TOLERANCE for bribery**. This means that our Masters are under instructions not to make any payments or give any gifts. Any such demands will be reported.

For information on BW Group's Anti-Bribery policy, visit www.bw-group.com/about-us/our-values/anti-bribery-policy

For information on MACN, visit www.maritime-acn.org



MACN



Our Vision is to be Best on Water

We want to be the most respected ship owner and ship operator in the world.

We want to set the standards that our customers desire and our competitors want to copy.

Our Mission is to Act for the Future

We deliver great solutions to our customers with Zero Harm.

We navigate in cyclical markets by investing wisely.

We use our maritime expertise to serve society.

Our Values: CARE

In order to achieve our vision and mission, we will aspire to be Collaborative, Ambitious, Reliable and Enduring in all that we do.

2019

January

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February

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March

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April

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May

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June

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July

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29	15	16	17	18	19	20	21
30	22	23	24	25	26	27	28
31	29	30	31				

August

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33	12	13	14	15	16	17	18
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September

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October

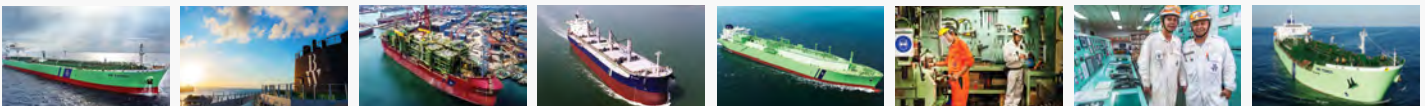
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42	14	15	16	17	18	19	20
43	21	22	23	24	25	26	27
44	28	29	30	31			

November

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44					1	2	3
45	4	5	6	7	8	9	10
46	11	12	13	14	15	16	17
47	18	19	20	21	22	23	24
48	25	26	27	28	29	30	

December

Wk	M	T	W	T	F	S	S
48	30	31					1
49	2	3	4	5	6	7	8
50	9	10	11	12	13	14	15
51	16	17	18	19	20	21	22
52	23	24	25	26	27	28	29





MACN

standards. BW provides training and guidance to employees, as well as requiring staff to report all gifts and entertainment received. Further, BW will also support any employee who uses our Whistleblowing policy to report any instances of bribery or corruption. Earlier this year, an anti-bribery poster was created and distributed to all BW vessels and offices.

Says BW Group Senior Vice President Billy Chiu, "Bribery and corruption have significant and negative impacts for the shipping industry. Such practices create uncertainties in operations, and place safety of our crew at risk when bribes are demanded during their course of work. At BW, we continue to devote resources to emphasize our company's stand against bribery and corruption, and will support our crew and all employees for any report on instances."

BW is a member of the Maritime Anti-Corruption Network (MACN). MACN is a global business network working towards

the vision of a maritime industry free of corruption that enables fair trade to the benefit of society at large. MACN has grown to include around 104 members globally and has become one of the pre-eminent examples of collective action to tackle corruption.

Drawing the line

There will be situations where payments are made but would not be considered as bribery, such as rebates offered by suppliers to the company or commissions paid when chartering vessels. A payment cannot be considered a bribe if i) it is a common business practice to encourage additional procurement or volume of purchases; ii) these incentives are available to all customers, and iii) these incentives are for the benefit of the company and not on individual. Another example is proper corporate entertainment and hospitality. The test will be on reasonableness in terms of the nature and cost, and secondly whether it is "quid pro quo" (balanced against what is received by the company).



What would you do?

Scenario One

During a vessel inspection at port, inspectors ask for compensation to ignore deficiencies (whether real or not). He or she threatens to detain the vessel if the "fine" is not paid. As crew onboard try to understand the deficiencies identified, the inspector's gestures and body language become increasingly aggressive and crew members are uncomfortable.

Scenario Two

Company A and Company B are competing to supply new IT equipment to vessels and offices. Company A offers BW staff some incentives to favor their proposal during internal deliberations, but does not place any "obligation" on the BW staff that Company A will eventually secure the deal.

The examples above are meant to encourage reflection. BW's response is available on the last page of this magazine.



A Nose for Business

Niels Rigault

World Horizon speaks with Niels Rigault, BW LPG's Senior Vice President, Commercial

World Horizon [WH]: When did you join BW LPG, and how has the ride been so far?

Niels Rigault [NR]: I joined the company on September 1 in 2016. Time flies in this company! I have been super busy since, and it has been a great experience so far. I had heard so much about BW's legacy and strong reputation in my previous jobs, and I am proud to be a part of the company, and contribute to its development.

WH: Could you tell us a little about yourself and your professional history?

NR: I am half French and half Norwegian. I was born and raised in Norway, and I studied in Belgium. I have a Bachelor in Business Economics from Vrije Universiteit Brussel/ Vesalius College and I have a degree in Marketing from BI Norwegian Business School. I have been in the shipping industry for over 16 years now, all of which have been in the LPG segment. I started my career as a ship broker at Lorentzen and Stemoco A/S in 2002 in the chartering department and later moved to the project department involved in newbuilding, second-hand and long term time-charter transactions.

WH: What do you enjoy most about working in the shipping industry?

NR: I am fascinated by the international nature of shipping – the world is truly our playing field. We open the newspaper, and our work is potentially touched by everything we read, from the weather to political and macroeconomic changes. I like the challenge that comes from this, and that every day is different.

WH: What are some of the skills that one needs to do your job well?

NR: You definitely need a lot of energy. You also need to be able to "smell the dollar". This means that you are conscious of which deal will give the best chances of success and best returns. To do my job you will also definitely need some analytical skills. All decisions are data driven, but in this industry having experience helps when honing your nose to "smell the dollar"!

You also need to be able to see business opportunities from different points of view. I think my experience in the shipping industry as a shipbroker, and now ship owner, has helped enable me to view business proposals from the side of our counter-party.

Finally, it has always been very important for me to think out of the box. In my view, great things never happen in one's comfort zone. I think it is important to know that change is good.

WH: BW LPG is the world's largest owner and operator of LPG carriers. How do you manage the commercial aspects?

NR: When I first heard the company's new Vision, Mission and Values (VMV) a year ago, I didn't believe in it. I thought that it was something a consultant was trying to sell us. But after some time, it has become something I strive to live and work by every day. I think it is important to use our values as guideposts to success, and the new VMV has made an impact on how I manage our business. It creates a framework to handle different circumstances, and is very explicit in what the company expects from us. I genuinely think that our values are key to our success as a company.

I also try to empower employees to take ownership of their work, and allow them to make key business decisions. This helps facilitate a sense of pride and ownership in what we do, as well as accelerate our professional development. I always tell my team that failure is okay, as long as we take responsibility, learn from it and move on. If we never fail, it means that we don't try hard enough.

At the very core of Commercial is a dependence on all our BW LPG team members – we literally are the public face of the sum of our parts. The commercial team oversees the topline and we are being measured by the success of concluded deals and by beating the market. We are not able to do so without our BW LPG colleagues who work hard behind the scenes so that we in Commercial can go out to the market with confidence selling what BW LPG offers and be Best on Water.

WH: Tell us a little-known fact about yourself.

NR: I cycle every day to work. In Scandinavia, that is not very exotic, but in hot, sunny and rainy Singapore, this is more challenging. When I get on my bicycle in the morning, it is when I prepare myself for work. You need to think fast, have a good overview of the traffic and act accordingly. Cycling to work starts my day with some action, which I enjoy a lot. And the journey home helps me recalibrate my focus back on family.

Around the World

1.

Association of Singapore Marine Industry (ASMI) 50th Anniversary Dinner

Seated (from Left to Right):

1. Mr Andreas Sohmen-Pao, BW Group Chairman
2. Mr Heng Swee Keat, Singapore Minister for Finance
3. Mr Abu Bakar Bin Mohd Nor, ASMI President and Managing Director (Gas & Specialised Vessels), Keppel Offshore & Marine Ltd
4. Mr Lam Yi Young, Deputy Secretary (Industry), Ministry of Trade and Industry

Back (from Left to Right):

1. Mr Chris Ong, Chief Executive Officer, Keppel Offshore & Marine Ltd
2. Professor Tan Thiam Soon, President, Singapore Institute of Technology
3. Mr Tan Choon Shian, Chief Executive Officer, Workforce Singapore
4. Er. Ho Siong Hin, Divisional Director, Occupational Safety & Health Division, Ministry of Manpower
5. Professor Chan Eng Soon, Provost Chair Professor, National University of Singapore and Chief Executive, Technology Centre for Offshore & Marine, Singapore
6. Mr Wong Wen Sun, President and Chief Executive Officer, Sembcorp Marine Ltd

1



2a and b.

Marine Money Week

BW Group Chairman Andreas Sohlen-Pao and BW LPG Senior Vice President (Commercial) Niels Rigault were guest speakers at the recent Marine Money Week held in Singapore. Andreas spoke about consolidation, diversification and capital optimisation; while Niels provided his thoughts on the global demand for and future of LPG.

3.

BW's VMV Workshop

HR and Admin department conducted a half-day workshop on BW's Vision, Mission and Values in September for new employees and our global trainees.

2a



2b



3



4.

Leadership VMV Workshop

Some Heads of Departments and Senior Managers from the Singapore and Manila offices took time off to focus on leadership training in October. Over two days, managers revisited the Vision Mission and Values (VMV) framework and discussed how everyone could be better leaders to inspire and motivate fellow colleagues.

4



5.
Teambuilding
Some teams from the BW Singapore office bonded over good food and games in neighboring Malaysia. Pictured here is the team feasting on the king of fruits, the durian.

6a, b and c.
“King and Queen of the Hill”
On October 10th, BW Offshore held the yearly bike run “King and Queen of the Hill” along the famous route up to “Tryvannstårnet” in Oslo. 8 colleagues climbed the 377 meters over a distance of 5.5 kilometers – “The King of the Hill” finished within impressive 18 minutes and 51 seconds.

5



6a

6b

6c



7.

Crew of BW Yarra

Smartly dressed crew onboard BW Yarra gamely posing for the camera, and told to smile as though their families are visiting. BW Yarra is a 2017-built Long Range 1 Product Tanker which called in Singapore for bunkers and to discharge their load of gasoline.

(From left to right: Wilmyr Bitio, Ordinary Seaman; Kier Dalwin Barcellano, Wiper; Rigel Nath Madathil, 2nd Officer; Sonny Batalla, Oiler; Zuben Benson, 3rd Officer; Alejandre Ilagan, Bosun.)

7



8



8.

Catcher Milestone

Catcher FPSO has produced 10 million barrels of oil already. Congratulations to everyone who has been involved in reaching this milestone.

9a and b.

Safety Sharing Workshop

On 17 October 2018, a group of 16 Operations Superintendents from BWO's FPSOs visited BW Opportunity at Keppel Shipyard. This is a part of "Lessons Learnt Exercise" ongoing from 2017 to visit BW Opportunity (formerly known as FPSO Cidade de São Mateus (CdSM)).

The team was given a short presentation on the incident happened on 11th February 2015 onboard CdSM FPSO (now BW Opportunity), followed by a visit to the facility at the damage area: deck in front of pump room, pump room and engine room.

9a



9b



10a and b.
**“Alone we can do so little,
together we can do so much.”**
BW LPG had a global teambuilding event in October where over two days, colleagues were inspired, challenged and motivated to achieve more as a team.

10a



10b



Special Thanks To . . .

40
Years

October

Jan Egil Torvik, Master

December

Martin Størseth, Cargo Engineer

30
Years

October

Lagura Antonio, Oiler

December

Bersabal Luis Amoncio, Chief Officer
Bulaon Jose Dingal, Bosun
Shetty Ravindra Raju, Maintenance
Superintendent

25
Years

October

Christopher John Walmsley, Master
Gurin Sergiy, OIM
Sergiy Gurin, OIM

December

Diaz, Angelito, Engine Fitter
Magno Joel, Able Seaman

20
Years

October

Bartolome Michael Cruz, GP Marine
Diego Emiliano, Messman
Inocencio Elmer Carillo, 2nd Cook
Michael Bartolome, GP Marine

20
Years

Panganiban Mar Donor, Able Seaman
Vaz Christopher, EFTR
Valappil Rajachandran, AB
Villaruel Edgardo, Cargo Engineer

November

Arma Renato Garcia, Able Seaman
Baltazar Ronaldo Lintag, Mechanical Technician
Banderada Ronilo Mancilla, GP Marine
Bologa Dionisio Flordiles, Cargo Engineer
Cristobal Edgardo Gimotea, Able Seaman
Fallore Allan Jun Viray, Able Seaman
Maloles Allan Ramos, Engine Fitter
Marticio Felizardo, Able Seaman
Pahayo Rolando Sevilla, Able Seaman
Refuerzo Arnulfo Jr. Dayao, Engine Fitter
Ronaldo Baltazar, Mechanical Technician
Ronilo Banderada, GP Marine
Venturillo Jeffrey Ferrer, Able Seaman

December

Ashok Sharma, Safety Officer / SSO
Avida Eladio Celis, Master
Esquierdo Edward Tambagahan, Able Seaman
Fernandes Wilbur Cajetan,
Maintenance Superintendent
Perez Armando Gali, Engine Fitter
Sahagun Meliton Bacolor, Able Seaman
Vineza German Laredo, Chief Steward Cook
Wilbure Fernandes, Maintenance Superintendent

15
Years

October

Akpoue Konan, Laundry / Galley Hand
Alexis Claude, Utility Operator
Amani Blaise, Fitter
Ambroise Ottro, Campboss
Anastasie Kedjebo, Control Room Operator
Assouankah Niamke Francis, Pumpman
Atte Valentin, GP Marine
Attia Gnamien, Storekeeper
Banga Char, Es Providence Felix, Steward
Blaise Amani, Fitter
Charles Banga, Steward
Coulibaly Daouda, Mechanical Technician
Dadie Digra, Utility Operator

15
Years

Daouda Coulibaly, Mechanical Technician
 David Adesalu, Travel Logistics Coordinator
 Digra Dadie, Utility Operator
 Diomande Bedel Herve, Laundry / Galley Hand
 Diomande Herve, Laundry / Galley Hand
 Djeket N'guessan Pascal, Utility Operator
 Gaoussou Ouattara, Marine Superintendent
 George Lim, Commercial Manager
 Gnabo Richard, Mechanical Technician
 Gnamien Attia, Storekeeper
 Guei Jerome, Steward
 Jacob Kouame, Cook
 Jacob Thomas, Delivery Manager
 Jerez Elray Ardales, Able Seaman
 Jerome Guei, Steward
 Kale Alexi Claude, Utility Operator
 Kedjebo Anastasie Lydie, Control Room Operator
 Konan Akpoue, Laundry / Galley Hand
 Kouame Koffi Jacob, Cook
 Maximo Seron, Senior Mechanical Technician
 N'guessan Yao, Senior Production Operator
 Niamke Assouankah, Pumpman
 Onyinyechi Godwin, Offshore HC Coordinator
 Otto Gohourou Ambroise, Campboss
 Ouattara Gaoussou, Marine Superintendent
 Richard Gnabo, Mechanical Technician
 Seron Maximo Sudario, Senior Mechanical Technician
 Soro Yaya, Control Room Operator
 Valentin Atte, GP Marine
 Yao N'guessan Jean Marc, Senior Production Operator
 Yaya Soro, Control Room Operator
 Youan Guei Achille, Steward

November

Michael Bird, Manager Technical Authorities
 Stanley Adigwe, Fleet Purchaser

December

Andrew Walker, Principal Engineer Marine
 Apata Felix, Office Assistant
 Attobra Benoit, Logistics Coordinator
 Chan Noel Cobrador, 2nd officer
 Faizul Haque, Project Manager
 Justin Ho, Senior Engineer Naval Architecture

15
Years

Mathur Varun Chandra, COFF
 Nay Win Maung, Construction Supervisor
 Sunil Manikuttan, Chief Engineer

10
Years

June

Edward Charles Wiseley III, Chief Officer

July

Sally Loo, Secretary Finance

August

Lars Christian Mathiesen, VP Fleet HC

October

Arturo Castelar Hernandez, Electrician
 Barba James Escalante, Senior Cargo Operator
 Castelar Hernandez Arturo, Electrician
 Chieldon Praxides Navales, Senior Marine Operator
 Choudhuri Pinaki Bhusan, 2nd Engineer
 De Mesa Jaime Jr. Parco, Elec Technician
 Frango Sundar, AB
 Frederic Adou, Supply Chain Lead
 James Escalante, Senior Cargo Operator
 Jopillo, Ricky, Master
 Khaire Kiran Suresh, MSM
 Kulkarni Guruprasad Sonopant, Chief Engineer
 Mascarenhas Edwin Nazaret, Cook
 Navales Chieldon Praxides, Senior Marine Operator
 Norberto Obat Paulan, Compressor Technician
 Paulan Norberto Obat, Compressor Technician
 Pawale Vikram, Cook
 Saha Sanjib Kumar, Cook
 Soriano, Jeffrey, Able Seaman
 Syahirah Senin, Executive Treasury
 Tandel Priteshkumar Somabhaj, AB
 Velayudhan Babu, MSM

November

Barba Mark Acelan Martin, Motorman
 Barnawal Sunil Kumar, AB
 Franciscus Petrus, Maintenance Supervisor
 Ikung Lili, E&I Technician
 Kiragori Rajiah

10 Years

Marcelo Santos, Senior Process Operator
 Masolabe, Jose, Control Room Operator
 Meenakshisundaram Sushilkumar,
 Senior Process Operator
 Nool Hervic, Able Seaman
 Piano, Rolly, Messman
 Pravin Jagannath Khapre, IT-Supervisor
 Rajiah Kiragori, Senior Process Operator
 Santos Marcelo Ribeiro, Control Room Operator
 Sesu Antony Jayaseelan, Bosun
 Shanmugam Manikumar, Roving Team Specialist
 Singh Jitender, AB
 Tandel Prashantkumar Baburav, MSM
 Tomer Sunil, AB
 Trivedi Rajiv Vijayshankar, Chief Engineer
 Yogender Singh, AB

December

Alano Jaine Villarino, Reefer Man
 Assouan Attobra Benoit, GP Maintenance
 Fernandes Anthony Lawrence, Utility Operator
 Gopal Komala Dhannuesh, MSM
 Govindan Rahul, Cook
 Gupta Pramod Kumar, AB
 Macadan Mircea Gabriel, Master
 Merino, Jeffrey, Able Seaman
 Mhapankar Mandar Ramchandra, Chief Officer
 Periya Valappil Sunil, Cook
 Reboquio Rex Alolor, Able Seaman
 Wee Siew Lin, Manager, Financial Reporting

Retired

Dag Reidar Andersen, Senior Purchaser
 Harshan Ayadathil Choyikkandi, MTM
 Jones Thomas William, Master
 Kelaskar Jaikrishna, Bosun
 Lars-Erik Haakansson, Electro Tech Officer (ETO)
 Notton John Richard, Chief Engineer
 Svein Helge Vikra, Master



Answer to our Anti-bribery scenarios on Page 17

Both scenarios are examples of bribery, and are wrong. In Scenario A, vessel staff will be aware of instances when inspectors ask for compensation to ignore deficiencies (whether real or not), and at times this is accompanied with the added threat of port detention if the “fine” is not paid. BW’s policy is clear that staff should refuse to pay. The only situation where a payment can be made, is where an employee, in consultation with the office and a BW Anti Bribery Representative, feels that their safety or the safety of others is at risk. In this situation, and only this situation, payments can be made. However, official receipts must be obtained, and the incident reported to the BW Anti-Bribery Representative. For Scenario B, even though there is “no obligation” on the staff, the intent is clear, which is to influence the staff with influence or decision-making authority. This is bribery and it is wrong.



H E R I T A G E

Dr Sohmen and Mrs Sohmen welcoming
then Chinese Vice Premier (and State Councilor) Madam Wu Yi in Hong Kong,
as PBEC International President (HK Convention and Exhibition Centre, 1998).

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