SIMPLY SEATRADE





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COLOFON

Editorial Team Yntze Buitenwerf Danielle van der Eide Mark Jansen Anja Peters

Kor Wormmeester Layout and Creation

Danielle van der Eide MarneVeenstra

Cover photo Sam Croft - MarineTraffic

> Rebus Olivia Buitenwerf

> > Print MarneVeenstra

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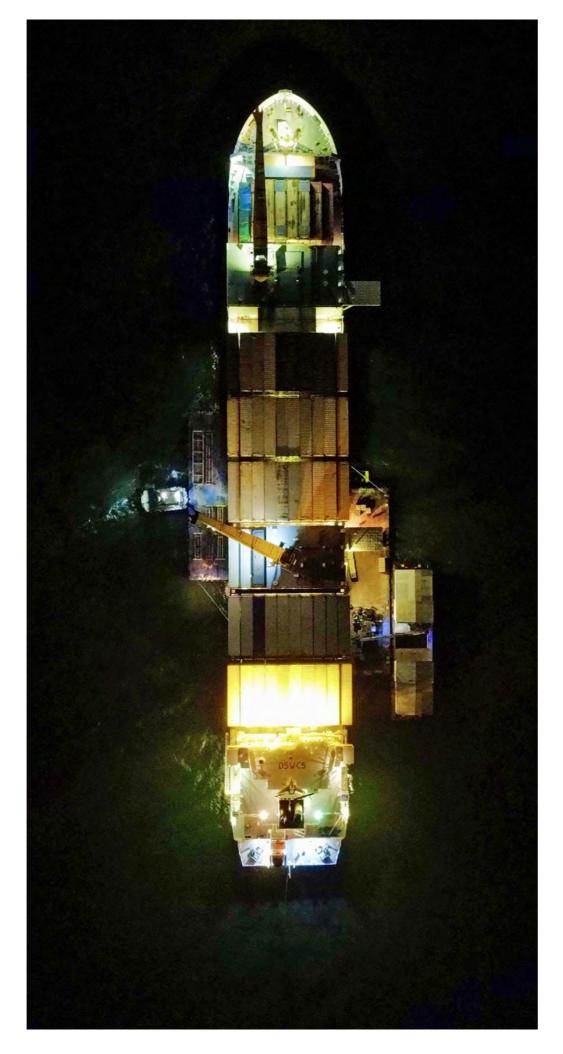
Social media content socialmedia@seatrade.com

Simply Seatrade has been realised thanks to the efforts of various contributors

Ideas. comments and input can be sent to: Seatrade Groningen B.V. Editorial Team 'Simply Seatrade'

E-mail simply-seatrade@seatrade.com

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FROM THE EDITORS

Welcome to another exciting edition of Simpl Seatrade magazine! We are thrilled to preser a magazine brimming with innovation, gree initiatives and captivating stories from long time and new partners and friends.

Explore the latest developments in sustainable Make sure to not miss out on our regulars either shipping paving the way for the future. In this and treat yourself to an enjoyable video by spirit, we are delighted to showcase our six scanning the QR code on the center page of this groundbreaking Country Class newbuilds, magazine. currently under construction in China.

No Simply Seatrade magazine would be complete without celebrating the longstanding partnerships. Saying this, we are always on the relationships that have helped shape Seatrade's lookout for engaging content. Contributors will, success. Take a moment to reflect on Seatrade's of course, receive proper credit! rich history with Albert de Wit and Harry Taatgen, two Seatrade veterans who will take We hope that you find this edition of Simply you on a nostalgic walk down memory lane. And Seatrade magazine enlightening, inspiring, and join us on a journey through time with one of our thought-provoking. Sit back, relax, and immerse esteemed partners, Mr. Taki Ikeda of East West yourself in the stories that await you within Navigation. His story exemplifies the power of these pages. Happy reading, and here's to a enduring partnerships and shared values. wonderful year ahead!

The spirit of the new generation is represented by two Seatrade cadets who embark on a globa adventure with an elegant lady.

This edition also offers an insightful loo into the backbone of Seatrade Chartering

bly	Customer Service and Credit Management.
nt	We shine a spotlight on Willy Smit and her
en	team who ensure seamless operations and
g-	maintain strong relationships with our valued
	customers.

We regularly update our social media platforms with Seatrade's exciting developments and

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al	Yntze Buitenwerf
	Danielle van der Eide
	Mark Jansen
ok	Anja Peters
g:	Kor Wormmeester

MANAGEMENT CORNER

At Seatrade, we take pride in steadily moving Our FDD (Fast, Direct and Dedicated) services forward in numerous respects. With the are a proven concept in this market change construction and delivery of six new Country that is becoming more and more permanent. Class reefer container ships, Seatrade Our present newbuilding program will play a demonstrates its commitment to innovation fundamental role in stabilsation of the unique and sustainability. Designed with an emphasis FDD concept going forward. on efficiency, these high-end ships herald a new era in maritime transportation being prepared for alternative fuels. and economic or environmental aspects alone.

Seatrade's growth is not limited to our hardware With an expanding global workforce consisting New ventures underscore our dedication to of individuals from various backgrounds and environmentally friendly practices and sustainspanning all age groups, Seatrade celebrates able transportation. This made Seatrade the the richness that diverse perspectives bring main partner of many blue chip customers and to the table. This commitment to diversity is supporters of various 'green initiatives' like the exemplified by the earlier mentioned Top Dutch Methanol Consortium setup by the Technical Solar Racing team, which uniquely comprises University Delft and MARIN. Sponsorship of team members not only from universities but the Top Dutch Solar Racing team also forms a also from higher professional and secondary vocational education institutions. part of our future, where a group of talented young students from the North Netherlands have competed in the Bridgestone World Solar The Management and Leadership Development Challenge in Australia with their self-designed Program, MLDP, brings together staff from solar car. We supported the Dutch mixed 4 ships and offices worlwide, enhancing their team rowing in the Atlantic Challenge to raise mental and professional development. For funds for The Ocean Clean-up - setting a world new office employees, we have created an record in passing. onboarding platform to ensure a smooth integration into the Seatrade environment.

The reefer market has had a bumpy ride this year compared to 2022. Despite a strong start Seatrade embraces growth in all dimensions. to the year, in addition to a normalization of The dedication of our committed sea and the freight market, the effects of the ongoing shore staff, trusted industry partners, friends, war in Ukraine, climate changes, El Niño ambitious student and sports teams, and and geopolitical issues have led to a global any unsung heroes we may have overlooked, reminds us that the most important growth lies disruption in trades. This in turn has caused instability in the freight market and aggressive within our hearts and souls! price competition from the container lines.

One of the consequences of this is that there is much less tonnage needed for spot trading, whereas historically, the spot market has had an important role in defining the strength or weakness of the market. It has reflected the overall state of supply and demand and therefore been the key factor in establishing market sentiment most significantly, it has set the temperature for seasonal and period charters.



The Management





THINGS **DONOT ALWAYS GOAS PLANNED**

Many of you are familiar with Mr. Taki Ikeda. Manager at NSK, got in touch with him to As representative of East West Navigation inquire about his availability. Mr. Ikeda held Ltd., he frequently visits our offices, a deep respect for this man, who would later occasionally in the company of his dear friend become NSK's General Manager and now, Mr. Sadaya Ohno, wearing a distinctive hat 93 years old, still checks in on Mr. Ikeda's and carrying a set of golf clubs. We had the well-being. Mr. Ikeda agreed, on the condition privilege of conducting an interview with that he wouldn't have to take exams again. him and gaining insights into his life and the They reached an agreement! journey leading to Seatrade.

True nature cannot be denied

Hiroshima Maritime Academy and a booming thirty-one, he was further promoted to the fishing business laid the base for Mr. Ikeda's position of Chief Mate. His last assignment career in the maritime industry, which started as Chief Mate was on a reefer ship with a at Nippon Suisan Kaisha Ltd. (NSK, later capacity of 180,000 cubic feet. referred to as Nissui), after his graduation in 1963. He worked as a third mate and Things do not always go as planned whaling officer on a factory mother vessel Mr. Ikeda possessed a certain level of operating from a whaling station in South proficiency in the English language, which Georgia, Leith Harbour, where he spent two he acquired partly due to his father, who seasons. Although he liked the company, with primarily worked as a dentist but also had prospects in whaling diminishing and feeling a side job as an English teacher at a boys' he was still too young he left NSK after two junior high school. As a result, it appeared to years to consider his future. Something which be a natural progression for Mr. Ikeda to, on was encouraged by his parents, who had a behalf of NSK, embark on his initial journey medical university study in mind for young to Europe, with the aim of developing a Mr. Ikeda. True nature could not be denied more profound understanding of the fruit however as Mr. Ikeda decided to pick up his transportation business. nautical studies at the Maritime Academy for another two years.

Shortly after that, his former Chief Officer, who had since taken on the role of Crewing



He initially started as a third mate but was soon promoted to second mate. At the age of

As part of a three-headed delegation of Japanese business professionals, Mr. Ikeda set out on a two-week trip to Europe, during which they held meetings with various brokers and reefer shipowners. Upon his return, Mr. Ikeda compiled a comprehensive report. Using this report as a basis, the company initiated its plans to design new fishing/reefer vessels. Mr. Ikeda transitioned to an office job, at the newbuilding projects department. This department was responsible for overseeing projects like the construction of the Asama and Ikoma Maru at Hidachi shipyard in 1978 and 1979. These would later be renamed m.v. Disko Bay and m.v. Goose Bay and bought by the Ohno family company. It was during this period that young Mr. Ohno joined Nissui and the two gentlemen met. A lengthy shared history began.

After the construction was completed, Mr. Ikeda expressed his desire to re-join a ship and resume his role as Chief Mate. However, things do not always go as planned, and the company requested that he continue working for them, assigning him the task of fixing the new 430,000 cubic feet ships 'somewhere'. Consequently, he travelled to New York and even though he was not entirely confident about operating such large vessels, he successfully negotiated a three-year time charter.

Building alliances

During this period, a new department dedicated to the fruit sector was established, with Mr. Ikeda assuming the role of manager. Regrettably, he encountered immediate financial challenges due to a downturn in the market characterized by constant fluctuations and uncertainties.

Mr. Ikeda took a strategic approach that extended beyond mere cargo management and ship operations. He addressed the fierce competition, the restricted market, and the numerous shipowners fighting for cargo contracts. His efforts were aimed at fostering trust and cooperation among various stakeholders, starting with Japanese shipowners who initially had difficulty placing their trust in him. Additionally, he embarked on outreach initiatives targeting European shipowners.

Throughout the 1980s, Mr. Ikeda actively looked to engage with industry leaders such as Lauritzen and Cool Carriers, NYK and Reefer Express Line. These interactions ultimately led to the formation of an alliance with Nissui. Mr. Ikeda's persistence and extensive negotiations played a pivotal role in uniting these companies to stabilize the market. Despite occasional setbacks in business endeavours, there remained preparedness to do busines and before long, he crossed paths with Seatrade and Geert Pepping.

An expensive evening

This all began when Seatrade expressed interest in entering the tomato and cucumber trade to the European continent in the Canary Islands with a vessel ranging from 250,000 to 260,000 cubic feet vessel. At that time, in 1985, Seatrade and Nissui were almost of the same size, controlling about 25 ships each. Both companies also had a background in the fish trades. During dinner to which he invited Mr. Pepping, Mr. Ikeda expressed his concerns about Seatrade's involvement in the region, pointing out that Nissui had been conducting this business for many years, whereas Seatrade was relatively new to the industry in that area. During their conversation they reached an agreement: Nissui would provide one vessel. and Seatrade would contribute another as part of their arrangement.

The deal was celebrated with a, as turned out later when the bill was shared, expensive party night. It paid off though: the initial partnership would become the foundation for a strong business relationship which evolved into a deep friendship and support during Seatrade's Japanese newbuilding spree.

The senior directors at Nissui were primarily old fishing men who struggled with English communication, adding to the intensity of Mr. Ikeda's and Mr. Ohno's work. Mr. Ikeda found himself frequently traveling, while Mr. Ohno managed on-site operations, leaving little time for personal life. Therefore, in 1989, after 25 years of dedicated service, Mr. Ikeda, who was then 47 years old and feeling fatigued, decided to step down from his position at Nissui.

The link between East and West

A dinner at a small Groningen restaurant led to the establishment of East West Navigation on 14 February 1990. The name was proposed to Mr. Ikeda by Marnix van Overklift, who was present at the dinner together with Geert Pepping, Hans Roodenburg and Erik Musterd. Mr. Ikeda looks back thankfully to all subsequent past and present support from Seatrade to East West Navigation.

Milestone projects included providing technical assistance and supervision support for the construction of new ships Nova Klipper and the Prince series, Prince of Tides, Prince of Seas, and Prince of Waves. Mr. Ikeda remembers lengthy negotiations, which could extend up to ten days without reaching an agreement. Mr. Ikeda became involved in the Cold Stream newbuilding when Geert Pepping sought to modify the ship's specifications. This raised concerns about Kitanihon shipyard's capacity, leading the original brokers to withdraw their participation.

With EWN, which next to Seatrade, presently counts Anthony Veder and CSM among its clientele, Mr. Ikeda played an important role in bridging the gap between East and West. Mr. Hagiwara, taking up newbuilding supervision, stands as a reliable partner with a relationship that spans five decades, originating from a mutual period at Nippon Suisan starting in 1971. Mr. Ohno has provided steadfast support to Mr. Ikeda throughout his professional journey.

On a personal note

Mr. Ikeda was born in 1942. Since he graduated at the age of 27, Mr. Ikeda has been happily married to his current 76-yearold wife. He takes pride in being the father of two children – a son and a daughter – as well as having three grandchildren: one boy and two girls aged 25, 22, and 18. Mr. Ikeda is inseparable from his golf clubs and emphasizes that playing golf serves as excellent exercise for him.

Danielle van der Eide Mark Jansen







A MEANINGFUL VISIT

The time to plan a business trip is used to discuss many things, such as the goal and purpose of the upcoming journey but also future travels. Thus, it happened that when Mr. Yntze Buitenwerf and Mr. Mark Jansen were planning a trip to China for the launching of MV Seatrade Chile, they found themselves discussing a longstanding relation in the Far East, namely Avior Marine and decided to call on Manila as well. In the company of Crew Manager Mr. Kor Wormmeester and Captain Gregory Sevilla, Managing Director of Avior Marine, a visit was paid to Avior and various affiliated companies in Manilla. A report:

Avior

The week-long visit kicked off with a tour at the Avior office, meeting the staff and getting an impression of the setup and clients whilst catching up with Mr. Sevilla and getting acquainted with Avior's work and vision. From early 2019, structural changes have been made within Avior Marine Manilla, defining missions, standards, codes of conducts and the company's goals and values. Goals and values which are shared by Seatrade and the organizations that the delegation would meet in the days to come.

ALMA



At the Association of Licenced Managing Agents we met with President Mrs Iris v. Baguilat. ALMA counts 64 licensed Philippine managing agents. Some very current topics in Manila, the Seafarers Protection Act and

the 'ambulance chasing' practise by lawyers, were discussed. The latter is a very harmful practise on which ALMA is very vocal and which deserves the support of all shipowners to convince the politicians to put an end to.

MARINA



The Maritime Industry Authority was founded in 1974 and is attached to the office of the President. Its aim is to integrate the development, promotion and regulation of the maritime industry. We were warmly welcomed by and exchanged thoughts with Administrator Atty Hernani N. Fabia and his staff. At the end of the visit, we concluded that we could have easily filled twice the time because of the many subjects of shared interest.

Kaibigan



The Kaibigan Ermita Outreach Foundation, Inc. is a well-established foundation that annually supports approximately 350 children and their families in successfully completing school by providing educational support,



Story continues on next page ►



protection of children's rights, mental health and leadership and many more topics promoting child rights. Seatrade is a proud supporter of the organisation and Mr. Buitenwerf handed over a cheque in support of their very valuable work for children and women.



The Dutch connection

After a working lunch with Joseph Manolo R. Rebana and Saben C Loyola from Del Rosario & Del Rosario, the leading law firm in the Philippines specialised in the international maritime industry, we continued for a meeting at the Dutch Embassy. We had the pleasure to meet the Dutch Ambassador to the Philippines Mrs. Marielle Geraedts and the Senior Commercial Officer Mrs. Patricia Sarmiento - Alvendia with whom we discussed many topics such as the latest development of the EC technical assistance, the expanding back-office business, the opportunities for the agricultural sector, as well as the offshore and energy market.



In addition to the business topics, the good relationship between the Dutch authorities and Seatrade in the battle on drugs trafficking



and the security at sea in high-risk areas were discussed. After the picture session with the Ambassador (in the Philippines it did not happen if no picture is taken), we continued to visit the Dutch Chamber of Commerce. There we met with Mr. Mitchel Smolders, the Executive Director who gave an update on the activities of the Chamber of Commerce, which has 120 member companies, 30% of which are from the maritime industry. Staying on the ball means organising monthly meetings with the German and Nordic colleagues as well as promoting business in the Philippines and supporting Dutch companies on various issues.



'Pakikisama'

One thing that became clear during our time in Manilla is that Avior, Seatrade and the organizations visited, combine the best of both worlds with shared values in way of respect, accountability, dependability and 'pakikisama' ('together is better'). On the surface, values may seem very close to goals. Both concern what people believe to be important, what they conceive of as ideal, and what they want to strive for and bring about in their lives. Unlike goals, however, values are chosen consequences that can never be directly fulfilled. Rather, they serve as motivation for certain behavioural directions. Thus, whereas values cannot be achieved, goals can. Our goal to make a meaningful journey, is proof of that!

Kor Wormmeester

CUSTOMER SERVICE THE BACKBONE OF SEATRADE

The Customer Service of Seatrade

Customer service covers all the support a customer may need, including solving problems and answering questions.

Willy, Tilly, Pascale and Lily have been working for Seatrade for more than 20 years, offering a lot of combined knowledge about shipping, mainly focussed on documentation, customs procedures, and financial management. Although each has her own area of expertise, we ensure adequate back-up in each area, thus ensuring continued support for our customers.

With Jasper and Nikolett as the most recent additions to our team, we can safeguard this knowledge for the future. The Customer Service mainly works for the seasonal and year-round services of Seatrade, doing the financial follow-up for time charter voyages and assisting with spot voyages where needed. We resolve incoming queries and complaints and take care of all relevant financial and administrative tasks.

Regarding the liner trade, we ensure that all documentation is in our booking system. This we do together with the Agency Network. Based on this information we ensure that all receivables are paid in time and invoices are sent to our customers.

Finance is a large part of our job as we manage both the liner service and the time charter financially. All in close cooperation with the Accounting Department.

Willy Smit

In July 1989, at just 20 years old, I started my career at Seatrade in Groningen holding temporary jobs at various departments, happy to work at a shipping company because of my maritime heritage. My grandmother was born on a coastal sailing ship in 1913 and various other family members were either sailors or owned their own ships. When offered a job at the secretariat. I accepted and signed the contract on 1 November 1989.



This coincided with Seatrade's acquisition
of Dammers which resulted in me joining
the Frozen team, Operations. It was there that
I met Walter Wildoer who was, and still is, my
mentor, Hans van Zanden and the late Arno
Stokmans.for 28 years. We have two sons of 26 and
24 years old.After the birth of my second son in 1999, I
started in Credit Management, combined with
a two-year training at the Legal Department.

I met Walter Wildoer who was, and still is, my mentor, Hans van Zanden and the late Arno Stokmans. When Seatrade moved its commercial and operational department to Antwerp, I joined the team for start-up support but ended up staying! Not long after that I met my (Belgian) husband and this year we have been married After the birth of my second son in 1999, I started in Credit Management, combined with a two-year training at the Legal Department. This led to my current position of Manager of the Operations Support Department, now called Customer Service. Today, the customer service team consists of: Tilly Timmermans, Pascale Goole, Lily Mugemana, Jasper Mulders, Nikolett Zics and me.

Jasper Mulders

Just as the corona restrictions were eased, Randstad employment agency offered me the opportunity to apply for the job of Junior Marine Accountant at Seatrade Chartering, Breda office.

My interview was on a Monday morning in November, right after a tiring family weekend in late November in 2021 with too many small children running around. Apparently, this did not affect me too badly during the interview as I started my job on 1 December 2021.

In the weeks that followed, Patsy MichielsenWhen I noticed that there were always plenty oftried to teach me everything she knew as sheapples left at the end of the week in the 'Fruit atwas retiring on 31 December. After that crashwork' box, I jokingly said that someone shouldcourse the rest of the highly experienced teammake an apple pie of them.took me under their wing and is still teaching meNaturally, as soon as I said it, I got challenged

I am getting close to two years with the company now and there's still plenty to learn from these knowledgeable ladies in our team.

As the first one to be hired in the new Breda office I feel compelled to bring some 'Brabantian' atmosphere to the office. Whether it's celebrating a housewarming, or organising a group attendance to a football match of NAC Breda, or...



Naturally, as soon as I said it, I got challenged to make the apple pie myself. Never one to back down from a challenge, I made a Tarte Tatin, which was liked so much that a new tradition was born. Now it seems like every week more and more apples remain in the box at the end of the week. I wonder why...

Lily Mugemana

After a six-month trial period, I officially started at Seatrade on 23 September 2002 at the Seatrade OSD department and became a Marine Accountant.

So far it has been and still is a fun and rich journey in the maritime sector. To me, Seatrade is an exceptional place to grow among people of various mindsets and backgrounds.

Pascale Goole

My name is Pascale Goole and I live in the north of Antwerp, close to the Dutch border. My career at Seatrade started on 8 February 1993 at the Secretariat.

I soon noticed that this position was not my cup of tea but luckily after a few weeks I had the opportunity to become the assistant of the golden trio Yntze Buitenwerf, Philip Gray and Hans Vos in the Parcel Service. Later on, the FLA/FLU service (Juice Florida/Flushing) was added to this trade in close coordination with Yntze Buitenwerf.

From here I moved to the DDD (later renamed OSD and now known as the Customer Service desk)



where I still work as a Marine Accountant. In this position I am responsible for the documentation process, invoicing, updating voyages, supporting the agents and commercial operator for the Caribanex Eastbound and Westbound and for the seasonal SAF/USA service.

When our documentation system Axapta was introduced, I had the opportunity to explore the world and pass on my Axapta knowledge in exotic places like Curaçao, Aruba, Tampa and Costa Rica.

Seatrade gave me and still gives me a lot of opportunities to grow, discover and explore my talents and see the world.



Tilly Timmermans

My name is Tilly Timmermans and my career at Seatrade started like a fairy tale on 14 December 1992 when I started in Groningen as the move to Antwerp was scheduled for 3 January 1993.

I started as an operation assistant in the Frozen department, under Arno Stokmans (who passed away in 2007), replacing Willy, who initially would not move to Antwerp.

From then, I was able to expand my knowledge by working at the Secretariat, the Accounting Department and the Operations Department. From September 2019 until the move to Breda in August 2021, I even worked for the Financial Owners desk.

As a Marine Accountant I am the support for the SRWB and spot voyage teams and I am responsible for the financial side of RayoWB, time charters in and out, and updating, checking



Nikolett Zics

My name is Nikolett Zics and I moved from Hungary to the Netherlands almost two years ago. My story with Seatrade started on a nice summer day in 2022, when I was hired for the position of Administrative Employee **Customer Service.**



rebates, creating booking notes, checking commissions, etc. And if something is not found in Shipnet, I can sometimes lose myself in getting to the bottom of it. No day is the same.

Since moving to Breda, I have become part of the staff association PV, because I enjoy organizing parties/family days, etc.

I hope to be able to stay with Seatrade until l retire.



shipping here (and am still learning every day). During my first year, I supported the Marine Accountant team in various tasks, for example invoicing, credit management, contracts, assisting Pascale on the Caribanex trade and so on.

I have learned a lot from scratch about

As I started to work more and more independently and really enjoyed being a part of the team, eventually I stepped into the role of Junior Marine Accountant - currently improving my skills in this position and gaining deeper knowledge about more trades, starting with being the support for the SAF-USA trade.

Willy Smit and team



A WALK DOWN MEMORY LANE:

HARRY TAATGEN AND ALBERT DE WIT

On an early autumn Wednesday in 2023, medical examination. This was followed by a we were joined at our office by two former period of odd jobs and searching for the right Seatrade employees who had agreed to share thing to do, when Mr. de Wit was approached their unique stories with us: Mr. Albert de by his brother-in-law Jan Tammes to join Wit and Mr. Harry Taatgen. the newly established Scheepvaartkantoor Groningen. It was here that he started his Although both men said their farewells accounting career in 1951 at the Accounting long before Seatrade moved to its current Department. Being the only employee at office, this did not prevent some reminiscing that department and the influx of ships between Seatraders past and present. Some still having to get underway, his days were of the current longstanding accounting staff mostly occupied with stoking up the Junker who were hired by Mr. De Wit many years & Ruh furnace in the office at the Nieuwe ago took the opportunity to catch up with Boteringestraat in Groningen.

him. Two of these were Mr. Atema from the Curacao office, who happened to be at the Groningen office for a brief visit, and Mr. Jan Tap (Team Leader at the Accounting Department).

After the ships and the business started coming in, the Accounting Department was expanded and eventually the office moved to the Ossenmarkt, the Laan Van de Vrede and after that to the Laan Corpus den Hoorn During a pleasant meeting at which the where Mr. de Wit stayed until his retirement current head of accounting at the Groningen in 1991. During his time at Seatrade, Mr. de office, Mr. Ruud Stuursma, was also present, Wit experienced many changes in the way both men shared their stories with us. things were done. From the cash payment of wages to the introduction of computerised Albert (Eildert) de Wit accounting systems and the christening of Mr. de Wit was born in 1929 and spent MV Nyantic by Mrs. de Wit in 1984.

the first 6 years of his life on board of During his time at Seatrade, Mr. de Wit held various positions, both within the company as well as externally. These varied from 'acting HR department' at the start of his career as there was no dedicated HR department at that time. Travelling to Cypress to carry out financial audits of the agent responsible for the wages of Philippine crew was also part of his duties. Later he became an authorised signatory for Seatrade as well as a financial participant in three reefer vessels. Together with the management he set up the pension insurance for the office personnel. He also spent several years as a board member of the Koninklijke Zeemanscollege Groningen Eendracht and the health insurance company Het Noorden (now known as Anker Insurance).

the vessel Cateli, owned and operated by his father. Later, during the war, the vessel was commandeered by the British Admiralty to carry soldiers between Dunkirk and the United Kingdom. After D-Day, the vessel carried parts for the Bailey bridge in Dunkirk. In 1935, the De Wit family went ashore so young Albert could attend school. At first, they lived in various boarding houses and later in a house owned by his father. Young Albert attended the local primary school and after that the local HBS. In this early postwar era, Mr. de Wit was witness to many different ways of earning money but his preferred way was to join a seagoing vessel, following in his father's footsteps. This was, unfortunately, not to be as his application was rejected - due to his eyesight - during a Story continues on next page ►



Albert de Wit at the former Seatrade office, Laan Corpus den Hoorn



Farewell Albert de Wit



It was at Laan Corpus den Hoorn that Mr. de Wit hired Ruud Stuursma, the current head of the Accounting Department, who clearly remembers his job interview in which they discussed many things, none of which concerned Seatrade or accounting. But 34 years at Seatrade proves that this was no reflection on Mr. Stuursma's financial abilities.

Although Mr. de Wit and Mr. Taatgen did not work together closely, there has been an overlap in their time together at Seatrade and they 'shared' the take-over of Dammers in 1989. Mr. Taatgen had started at Seatrade in the autumn of 1982 and was kept pleasantly occupied during the take-over.

Harry Taatgen

Mr. Taatgen was born and raised in Groningen where he also attended a primary school and secondary school: the Heymans Lyceum. This, however, turned out not to be the course best suited to him so he left the HBS and, on the advice of his father, went to Rotterdam to apply for a scholarship provided by the Dutch shipowners' association. After passing the 'hammer-test' in which the applicant was given a hammer and judged by the way he took hold of this, he secured a scholarship and attended the Hogere Zeevaartschool in Groningen. The proximity of the school to his parental home was a bonus; the obligatory uniform on the other hand was a bit of a drawback. In this period, he combined studying and sailing, which resulted in him obtaining his BM, A and B2 (B1 was exempt) diplomas; final C2 diploma was done in Utrecht.

During the period 1963 - 1965 Mr. Taatgen sailed on the Prins Willem van Oranje at shipping company De Oranje Lijn which turned out to be a very good learning experience, as well as still being one of the nicest vessels - in his opinion. Like many of the well-established shipping companies at the time, the company was in decline, so it was time to move on and Rederij Amsterdam, Vermaas and Introverta followed. It was at Vermaas where having his A certificate resulted in him sailing as the youngest chief engineer under Dutch flag. At Introverta he sailed on the company's only remaining vessel, the Proveniersingel, which had to be boarded in Rostock, East Germany, where a train journey concluded in a difficult nighttime search for the vessel by launch boat as the vessel's navigational lights were out of order. The subsequent daytime inspection of the ship showed a derelict vessel in need of urgent repairs. During a trip to Russia, the vessel was caught on the edge of moving ice fields which damaged the propellor. Fear of the ship being crushed by the ice creeping on board in increasing quantities was heightened by the unhealthy sounds emitted by the vessel and resulted in several crewmembers collecting their personal

possessions and lowering themselves onto Trijnie Knol, who was – at that time – responsible the ice floor to watch what would happen for certificates and purchasing. One of the first from a 'safe' distance. Fortunately, an ice things he did at Seatrade was reorganise the breaker arrived and freed the vessel which way in which certificates were handled, creating went to Hamburg for repairs. Throughout his a system that is still used today, incorporated seagoing career, Mr. Taatgen has found that, into the current VIS system. generally speaking, a ship in poor condition does not necessarily reflect the attitude of During the Seatrade years there were many the crew as was demonstrated clearly by the challenges and opportunities such as the crew of the Proveniersingel who were all expansion of the fleet with the takeover of hardworking and willing to put things right. Dammers and various newbuilding projects in Japan, which brought about the shift from For Mr. Taatgen, however, the adventures on board the vessel made him decide to look for two-stroke engines to four-stroke engines. other employment, leading to a time at Vinke The newbuilding project in Japan also meant & Co, operating general cargo ships, bulk frequent travels to Japan for Mr. Taatgen, carriers and Ro-Ro vessels. Unfortunately during which time he met Mr. Ohno who some aspects of this job, such as repairing became (and still is) a highly valued Seatrade reefer containers at sea when required customer after they met. and walking on the roofs of the trailers to replenish reefer trailers, did not align with Mr. During the years, the fleet expanded, Taatgen's idea of the job so he decided on a the Technical Department grew, and Mr. career switch. In 1974 he started in a teaching Taatgen became Technical Director. One position at the Hogere Zeevaartschool he of the things that did not change was the himself graduated from. A differing attitude freedom and flexibility, of course always to teaching from that of his colleagues made within the boundaries of applicable rules and regulations, with which jobs could be carried him decide to leave after 9 months. After this he worked as Technical Inspector at out within the company. Both Mr. Taatgen Wagenborg for four years, followed by three and Mr. de Wit look back on this as a very years at Shell, six months of which were positive aspect of working at Seatrade. spent as Petroleum Engineer in Den Haag,



including three In 2007 Mr. Taatgen retired from his position as months on Technical Director but continued to carry out board of an various projects for Seatrade for several years oil rig. before stepping back fully from working life.

In the autumn of 1982 Mr. Taatgen was approached by Seatrade where he startedastechnical inspector, taking care of 12 vessels together with Mr. Evert Koning and Mrs.

After some personal reminiscences between Mr. de Wit and Mr. Taatgen (about 'borrelglaasjes-discussions with Mr. Van Overklift and spending a sleepless night among privately owned Van Goghs and Rembrandts in Bergen, Norway with Mr. Pepping) both men head home, hopefully having enjoyed their visit as much as we did.

Anja Peters Mark Jansen







A NEW COUNTRY CLASS: AN UPDATE



From Sdari Standard Sealion 1800 teu
design to Seatrade's specialized reefer
container vessel designand that is where this yard and Seatrade could
find agreement to upgrade the design to the
needs of Seatrade trading requirements and
future emission rules.

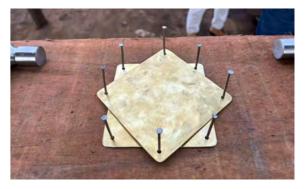
What started in early 2022 with a single building slot opportunity at Huanghai Shipyard for this standard 1800 design, within a year evolved and was upgraded to a Seatrade specialized container vessel project for six vessels.

Like selecting the most optimal specifications for a car of a given model we have looked into this standard design 1800 teu container vessel to find the possibilities to get the most out of the vessel within the given main parameters which are length, width, beam and propulsion line.

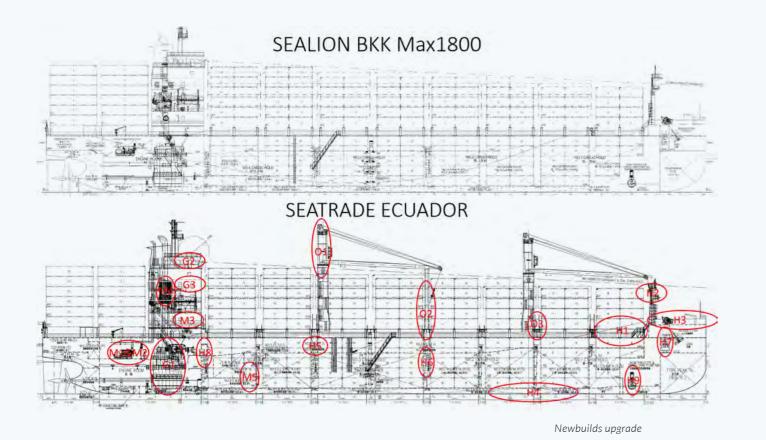
In general, yards do not like changes to a series of vessels they are building or have built before because cutting plans and production drawings have to be redone, which makes the total production output of the yard less efficient. On the other hand, continuation of projects is also very interesting for the yard

Keel laying ceremony Seatrade Chile

The changes made to the vessels are listed below and visualised in the general arrangement of the basic design and in the end result of the general arrangement of the Seatrade Ecuador, vessel number three in the series. For this and the following vessel all upgrades are included. Vessel #1 and #2 do not have the cargo cranes.



Copper plates securing a one Euro coin and a ten Yuan coin for coin ceremony



Upgrades and modifications

Hull

- H1 Bow flare extension
- H2 Wave breaker height increase
- H3 Forecastle bulwark height increase
- H4 Continuing pipe duct
- H5 Strengthening for bending moment, shear forces, and torsion moment
- **H6** Additional corrosion margin for fuel oil tanks
- **H7** Additional corrosion margin for chain lockers
- H8 Tug area strengthening
- H9 Bow thruster recess

Machinery

- M1 Additional auxiliary generator
- M2 Increased auxiliary generators power (+ 4 x 200 kWe)
- M3 Alternative maritime power (AMP) – 2.8 MW including HVSC class notation (shore power)
- M4 NOx TIII
- M5 Enlarged capacity of fuel oil tanks

Outfitting

- **O1** Additional two cranes
- O2 Additional reefer plugs (620 + e-plugs)
- **O3** Additional maintenance bridges

General

- G1 Methanol prepared class notation
- G2 Loading computer with trim optimizing module
- **G3** Large number of small improvements (e.g., 3D scan of fuel oil tanks, sika floor in wet spaces, etc.)

The three areas covered in this listing are the operational flexibility of the vessels, the future emissions legislation and on-board operations, cargo safety and opex.

Building progress update

The first vessel, Seatrade Chile, was launched on 30 September 2023 and subsequently positioned at the outfitting quay. Sea trails and delivery are scheduled for January 2024. The first crew (Master and Chief Engineer)



started familiarization and assisting the crew from week 47, 2023. The second vesse Seatrade Peru, is on skids in 50 block with the blasting and painting in progress Keel laying is expected to take place en December 2023.

The steel cutting for vessels three and four (Seatrade Ecuador and Seatrade Colombia) is in progress and the steel cutting for vessels five and six (Seatrade Panama and Seatrade

Launching Seatrade Chile

2W	Curacao) is scheduled for the second quarter
el,	of 2024.
ks	
SS.	All those working on site and remote are very
nd	enthusiastic and committed to making the
	project a success. All going well, the first four
	vessels will be delivered and fully operational
ur	in 2024.
is	
els	

Vincent Peeters

A MILESTONE BIRTH

On 28 March 2023, we happily welcomed th first new-born of the Seatrade and Gree Reefers relationship! A true milestone as the two shareholders of GreenSea decided jointly invest in tonnage and thus the futu of GreenSea.

The vessel was named mv. Greensea Berme honouring the former owner and creator the vessel, Albacora, a tuna fishing compar based in Bermeo. Albacora has been important client of GreenSea for many year

On her maiden voyage for GreenSea the sh carried a full cargo of frozen tuna from the Seychelles to General Santos and Bangkok,

he	a trade she is very familiar with given her
en	background.
he	
to	The vessel is very versatile, able to carry both
re	fruit and frozen commodities. The pallet-
	friendly vessel will be used in the pool to her
	maximum potential, which will certainly be
20,	more than just tuna.
of	
ny	For GreenSea she is a very welcome addition,
an	demonstrating to the market and clients our
ſS.	commitment towards the future supported
	by both shareholders, together!
ip	
he	

Gerben van Zwieten



A SEAMAN'S LIFE

Hi! We are Silas Lookman and Enzo Swartele. two Dutch cadets from Terneuzen in the southern part of the Netherlands. We are currently sailing on the nice lady Seatrade White as part of our final internship before we graduate from our maritime school in Flushing called: Maritiem College de Ruyter. Silas is studying to become a Maritime Officer, this means getting a diploma in both the technical and navigational field and Enzo will graduate as a Marine Engineer. We joined Seatrade to explore shipping and the world, an opportunity we got onboard MV Seatrade White, which sails the Panama Direct Line. During this journey we sail from Europe (Rotterdam, London Gateway Port, Dunkirk, Le Havre), to the US East Coast (New York, Savannah), Kingston (Jamaica), Panama Canal, Tahiti (Papeete), New Caledonia (Noumea), Australia (Brisbane, Sydney, Melbourne) and New Zealand (Marsden Point, Tauranga). From New Zealand ports we load many reefer containers with delicious kiwis for the USA and Europe.

A seaman's life

Our life as seamen, as a part of an international crew, started after receiving important and compulsory safety instructions from the



Silas (left) and Enzo (right)

Captain and a safety round with the Second Officer, on the day we joined the vessel in Dunkirk, France. Our first impression was: "WOW this is what a real seagoing vessel looks like!" Seeing so many containers was impressive. The safety round included instructions about the CO₂ deployment system, releasing the freefall boat, the lowering of the rescue boat, firefighting systems, and all other safety related procedures onboard. After our safety round, Silas had to keep a cargo watch and Enzo had his first tour around the engine room.

Through the variety of cultures on board, everyone learns about each other's cultures and habits. Although at first it was hard to adapt to certain habits, after a while, when you get to know each other better, it gets easier to understand the way of life on board. For example, during a fun karaoke night we talk with each other about work but also life outside work. By getting to know each other better, you automatically create a team and bond with each other. The barbecue we have each time we cross the Pacific Ocean, which the entire crew helps to prepare, is also very good for the team spirit on board.

Crossing the whole world on this voyage, we get to see a lot of different and very interesting places, from tropical islands, like Tahiti, to the concrete jungle of New York. We often get the chance to go ashore and do some sightseeing and shopping. For example, when we were in port of Tauranga, New Zealand, we climbed to the famous Mount Maunganui, with an amazing view of the coastline of New Zealand. We also went inside the city center of Sydney, Australia. Here we walked through the city and visited the Opera House.

the world was something very different. We An unforgettable ceremony When we crossed the Equator for the first went through the famous Panama Canal for time, we underwent the typical King Neptune the first time. The experience starts when ceremony. At the exact time of crossing, the you approach the pilot boarding area and you ship's horn sounded, our heads were shaved see dozens of vessels that expect transit from and we had to drink a glass of Neptune's the Atlantic Ocean to the Pacific Ocean. After seawater. The Chief Officer poured engine the pilot comes on board, he is soon followed oil over our bald heads, and we had to do two by the so-called Panama crew. The Panama crew is a crew of 19 deckhands who oversee pull-ups on the bridge wing. After completion of all ceremonial tasks, we were awarded the connecting and casting off of the special with a special certificate, stating that we locomotives and tugs and will try to sell crossed the Equator. It is very important to local souvenirs on the side. When the crew take the certificate on board every time you is complete, we enter the Gatun lock. Here join a new vessel, because otherwise the our vessel is connected to the locomotives officers won't believe that you crossed the and escorted through locks. After passing Equator already and then you will have to do the lock, you enter the 'Panama jungle' where it all again. A very special experience which you see rainforest only. We even witnessed we will never forget! a crocodile swimming next to us. After this we passed the Miraflores and Pedro Miguel 'Panama crew' locks crossing the Gatun and Miraflores Our first seagoing practice was onboard lakes. In total, the Panama Canal transit took dredging vessels: vessels that suck up us around 12 hours. In this time, Silas was on sand and later discharge either to shore the bridge the whole time to keep a record or in the ocean. In this way it is possible to of everything that happened and of course

create canals, dams, or other sand-based infrastructure. Our Seatrade journey around Story continues on next page ►









SEAIN





gathering a lot of navigational experience. We were lucky to experience no less than four Panama Canal transits!

Work and play

It is never boring inside the engine room when we are in port. During port stays we often perform maintenance on the main engine. When we were alongside in the port of Noumea, we had to replace the piston. Everyone in the engine room worked from 18:00 all the way to 03:00 to complete the job before departure.

After a day's hard work, it is important to relax. When it was nice weather outside, we always went to go sunbathing, because in the Netherlands it never gets as nice as at sea whilst crossing the Caribbean. Almost every Sunday when the sun was out, we went outside to enjoy the sun. When we didn't have any sun, we played table tennis, which we set up in the conference room, watched some movies or playing FIFA. Since we are still students, we also had to put a lot of time in school tasks. We both had to make a report for school and complete many tasks inside the training record book. When Silas was on the bridge, Captain Gavryushov often gave a 'special exam' to test his knowledge. Next to these questions, the Captain always shared an interesting story about his years at sea.

Cadet guidance

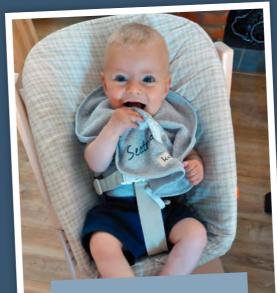
Since we are Dutch and the rest of the crew is either Russian or Philippine, it is sometimes hard to fully understand each other. But everybody tries their best to guide us in the right direction, happy to help with any problems or answer any questions we had. During the watch, we often did some school tasks together with the Officer present at the time. We would like to thank Seatrade for this amazing experience. We also thank Captain Alexander Gavryushov, First Engineer Valerii Kazakov, all officers and the rest of the crew for helping us in gathering knowledge and guiding us on board.

Silas Lookman Enzo Swartele

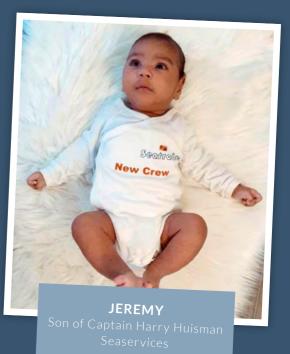
NEW CREW

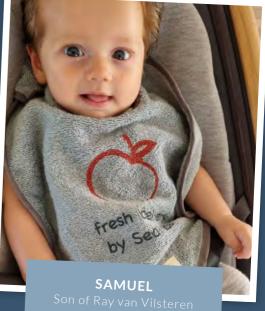


CELIA Granddaugther of Vincent Peeters Seatrade Groninger



JOP Grandson of Kor Wormmeester Seatrade Groningen





Orange Export

WHY?

'Why' is the question that really exposes purpose. The reason why something exists or is done. 'Why' is our natural first response to changes of any kind. Asking a person to do something will most likely be returned with a 'Why'. Any changes or deviation in results will bring the same reaction, sometimes out loud and sometime just in your head. People struggle with changes; changes disturb the routine and changes can be threatening. When an organization does not perform as expected, you must get to the root of the problem.

Employee performance affects organizational performance. Hence, we tend to look for a quick fix: organise a training, have a good talk and perhaps a change into a different role. These types of solutions focus largely on the ability of the person performing the job. Performance, however, is a result of both ability and motivation:

- Ability is the person's aptitude, as well as the training and resources supplied by the organization.
- Motivation is the product of desire and commitment.

Ability and motivation

100% motivation and 75% performance ability can bring above average performance. Only 25% ability can never result in the expected performance, regardless of the level of motivation. Technology is constantly updated and developed to keep up with trends and demands – so must the modern employee! As Charles Darwin once said, "It is not the strongest of the species that survives, nor the most intelligent that survives. It is the one that is the most adaptable to change." Learning is change and change is learning and those who choose to adapt when faced with change have a competitive advantage in the modern world. Itturns out that the more we learn, the happier we are. According to research, employees who spend time at work with learning are 47% less likely to be stressed, 39% more likely to feel productive and successful, 23% more ready to take on additional responsibilities and 21% more likely to feel confident and happy in their role. On top of the vast array of mental health benefits, a lifelong learner increases chances to live longer, prevent Alzheimer's and improve memory.

How to bridge the present gap?

By providing an environment in which the company's purpose will get in motion and help to make it real for people. The purpose of crew resource management is to set up people for success. Basically, this is why we introduce systems, why we create essential assessments and why we provide trainings and new content on Sealearn. In this way we create an environment that promotes, looks ahead, learns and grows all the time so all of us can be successful, which will benefit the people and the *business* result.

This environment is about six pillars:

Attend to all phases of an employee's career. Mature organizations consider and support development and performance for employees in their current roles. They also prepare employees for the next positions within the organizations to help them achieve long-term success.

Use technology to experiment and innovate. Instead of using technology to do the same things better, mature organizations completely change the types of developmental opportunities they offer and enable learning in the workplace through technologies integrated into the employees' work. Use data to measure outcomes rather tha activity. Mature organizations collect mor data at more frequent intervals from mor sources, and therefore better understan their organizations and what they need t make work better.

Create the right conditions, instead of the right content. Rather than concentration on creating courses, curated content and curricula, mature organizations focus of infrastructure, feedback loops and collecting data to help employees make better decision about their work and their own development

Employ design thinking. Mature organization think through experiences, including course and stretch assignments, tailored for development as well as build in opportunitie for reflection and learning from mistakes.

Empower employees. Modern employees are more empowered than they have even been, and more mature organizations tak advantage of this shift.

What is in it for me?

Personal and professional growth. It is important that we understand the benefits of engaging in proactive learning which is invaluable in all areas of life.



an	Staying relevant. With roles demanding
ore	more than ever before, becoming a lifelong
ore	learner is arguably the best job security tool
ind	one could possess.
to	
	Achieving goals and targets. Whether small
	or large, we all have goals we are looking to
of	achieve, and this is a major reason to choose
ate	to invest time in learning.
nd	
on	Improving health. It turns out that the more
ing	we learn the happier we are.
ons	
ıt.	Managing change. Learning is change. Those
	who choose to adapt when faced with change
ons	have a competitive advantage in the modern
ses	world of work.
for	
ies	Enjoyment. Learning can be fun if we want it
	to be and with modern, engaging eLearning
	solutions, developing new skills doesn't have
ees	to feel like a chore. At the end of the day,
ver	the choice to learn new skills is just that, a
ake	choice. Enjoying completing challenges and
	expanding one's knowledge should really
	be the number one reason for continuing to
	learn and expanding our understanding of
is	the world.
its	

Kor Wormmeester

#TEAM SEATRADE

CURACAO HEADOFFICE. OUR SEATRADE LADIES ARE ALWAYS MOVING FORWARD



A PERFECT RAINBOW TAKEN BY ABOT SALIGUMBA DURING EVEREST BAY STAY AT SKAGEN ROADS

PUEBLA DEL CARAMINAL. CREW ORANGE SPIRIT ON A SUNDAY DAYTRIP

"The best things in life are free."



COOK PRYMAKOV 25 YEARS WITH



PUZZLE PAGE

Rebus

A rebus is a picture representation of a word. Each rebus puzzle box (1 to 15) portrays a common word to be filled out in the answer box. The highlighted boxes form a phrase or a saying, which is the solution to the puzzle.

Crack the code (Sudoku!)

This puzzle is played over a 9x9 grid, in each row there are 9 slots, some of them are empty and need to be filled. Fill in the grid so that every row, every column and every 3x3 box contains the digits 1 through 9. The number should appear only once in a row, column or box. Below you find three Sudoku puzzles. In each of the below Sudoku puzzles three slots are coloured. When you have found the numbers in any of these puzzles, you will have three-digit codes (composed by the numbers in the coloured slots, starting top left and moving horizontally line-by-line ending bottom right).

E-mail: simply-seatrade@seatrade.com

Send us your response to this issue's puzzles and win one of three Seatrade smartwatches! Deadline for your response is 1 March 2024. The names of the winners will not be published. The answers of the puzzle and trivia in issue 01/2022 were:

Puzzle medium code = 642 Hard code = 617 Extra hard code = 134 Rebus: Every cloud has a silver lining

We received a lot of responses; thank you for participating. The winners have received their prize.

SUDOKU

EASY	(
6		8	7	5			2	1
		5		2				9
3			4				5	
		3			8			7
9		1		6		4		3
8				9	7	2		
	3				6			4
5				3		1		
4	9			1	2	6		8

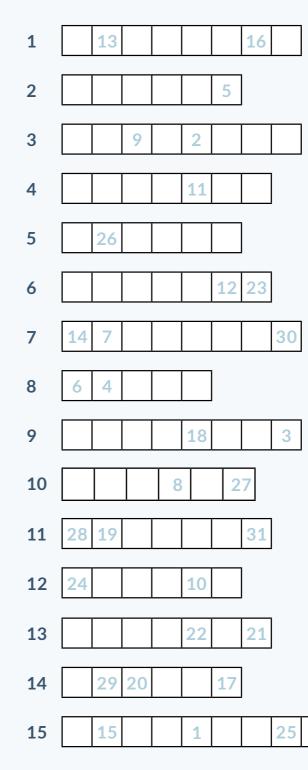
MEDIUM

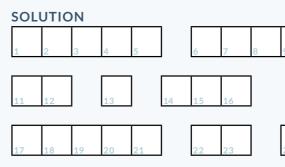
8				9		7	
	3			2	5		
7			4		6		
5	4			6		3	
1			2				7
	7		5	4		2	6
		4		8			5
		8	9			6	
	9		6				8

HARD

		1		7		6		
		3		5				8
				3			2	
	6		4					5
		2		8	7	3		
7			6				4	
	2			9				
5				6		4		
		8		4		7		

REBUS







24	25	26	27	28	29	30	31	:





IN THE LAND TO YOUR HAND. FROM THE LAND TO YOUR HAND. SEATRADE OPERATIONS IN SANTANDER AND SANTA MARTA, COLOMBIA.





















FLEETLIST

FLEETLIST

NAME	CBFT	SQM	BUILT	NAME	CBFT	SQM	BUILT
	CDIT	5 Q III	DOILI	10002	CDI I	5 QIVI	DOILI
Aconcagua Bay	512,361	5,894	1992	Green Egersund	265,770	3,233	1990
Albemarle Island	622,632	7,317	1993	Green Freezer	265,770	3,233	1991
Atlantic Klipper	661,530	7,118	2011	Green Guatamala	375,723	4,494	1992
Atlantic Reefer	597,139	6,804	1998	Green Honduras	376,221	4,507	1992
Autumn Stream	644,331	7,557	1993	Green Italia	377,100	4,519	1994
				Green Maløy	265,770	3,233	1990
Baltic Klipper	661,636	7,118	2010	Green Maveric	310,395	3,702	1993
Barrington Island	622,844	7,317	1993	Green Selje	265,770	3,233	1989
Boyang Capella	304,841	3,368	2020				
				Hellas Stream	645,586	7,565	1991
Cala Palma	720,000	7,781	2000	Hood Island	622,844	7,317	1994
Cala Pedra	720,000	7,781	2000				
Cala Pino	720,000	7,781	1999	Italia Stream	645,586	7,565	1992
Cala Pula	720,000	7,781	1999				
Charles Island	622,844	7,317	1993	Juice Express			2018
Cold Stream	456,785	5,217	1994				
Coppename	212,102	2,453	1990	Lady Rosehip	560,597	6,062	2008
Cool Expreso	362,351	4,313	1994	Lagoon Phoenix	400,884	4,544	1993
				Lombok Strait	626,011	7,341	2002
Discovery Bay	534,246	5,922	1997	Luzon Strait	626,011	7,341	2002
Duncan Island	622,844	7,317	1993				
				Nederland Stream	645,586	7,565	1991
Everest Bay	449,201	5,219	1989	Nova Zeelandia	238,985	2,684	1986
Fegulus	526,141	5,849	1993	Orange Frost	293,958	3,446	2018
Fuji Bay	502,514	5,858	1990	Orange Ice	293.958	3,446	2018
				Orange Sea	322,173	3,381	2019
Green Austevoll	265,770	3,233	1991	Orange Spirit	323,035	3,363	2019
Greensea Bermeo	336,437	3,685	2001	Orange Strait	322,828	3,408	2019
Green Bodø	265,770	3,233	1990	Orange Stream	323,318	3,408	2019
Green Brazil	376,994	4,510	1994	5			
Green Chile	375,477	4,497	1992	Pacific Mermaid	540,572	6,075	1992
Green Cooler	265,770	3,233	1992	Pacific Reefer	596,925	6,803	1999
Green Costa Rica	375,442	4,494	1992	Prince of Seas	371,412	4,121	1993
Green Crystal	265,770	3,233	1992				

FLEETLIST

NAME	CBFT	SQM	BUILT
Regal Bay	526,250	5,851	1993
Runaway Bay	516,227	5,852	1992
Santa Catharina	463,986	5,140	2000
Schweiz Stream	645,586	4,565	1992
Seatrade Blue	2,200 TEU		2017
Seatrade Green	2,200 TEU		2019
Seatrade Orange	2,200 TEU		2016
Seatrade Red	2,200 TEU		2016
Seatrade White	2,200 TEU		2016
Sierra Lara	260,050	2,925	1996
Sierra Laurel	260,050	2,925	1998
Sierra Leyre	260,050	2,925	1997
Sierra Queen	398,470	4,736	1996
Swedish Stream	645,586	7,565	1992
Water Phoenix	400.004		1000
	400,884	4,544	1992
Whitney Bay	449,175	5,208	1990



SCAN ME:



SEE YOU ON THE SOCIALS!



SIMPLY SEATRADE Always. moving. forward.

