



**WE ARE HOME  
ON WATER**



**NEWSLETTER**

**ISSUE 03/2022**

### **WHY TO READ?**

**POWER OF COMMUNICATION**

**SAUDI ARABIA WISE EXPANSION**

**BUSTLIN ADIPEC 2022 IN MOTION**

**VESSEL PERFORMANCE OPTIMIZATION WITH CSM**

**FEATURED CEO QUOTES**

**FOCUSING ON EMIRATIZATION WITH ADMA**

**MARCAP TIK SPECS DISCLOSURE**



# THE POWER OF COMMUNICATION

Elena Skorokhod — chief editor

ISSUE  
03



“

YOU MIGHT  
KILL WITH THE WORD; YOU MIGHT  
HEAL WITH THE WORD

## Dear Readers,

I am thrilled and honoured to open this Newsletter as a chief editor and address you personally. Especially that this edition focuses on networking and agreements and has a refurbished design and format which I hope you will enjoy.

Firstly, I would like to express my gratitude for your attention to this periodical, and for the positive feedback that we are receiving. Our Newsletter is one of Marcap's communication channels, our detailed story and heritage that we are proud of. You are an integral part of this creation process driving our passion to excel. Moreover, I am grabbing this chance to share my thoughts on the importance of communication and its effect on our human circle wherever we are.

Social life is a significant part of human progress and happiness. Qualitative social life is determined by highly developed soft skills. One of the essentials is the art of communication which includes a lot of elements: emotional intelligence, negotiation and conflict-solving skills, management skills, etiquette, etc.



ISSUE 03/2022

PAGE 1



The power of communication is unlimited and might work both for good and for bad. We are responsible for what we say and how we say it. There is no perfect environment, but the truth is that we deal with the reality that we have created. How do you like the ambience around you?

I am finding Marcap a great place to come to every day, and I would like to thank my colleagues and our management for this relaxed feeling of being yourself at work. We have our gaps for sure, but constant improvements and growth are there, and this is the result we achieved together using the power of communication.

Here, in UAE we live in a mixed cultural society and learn every day how to deal with each other. Being an observer of human behaviour, I made the conclusion that the best way to cooperate is to be genuine and open, but gentle with others.

We might be looking at the working space as a pure formal environment, while it is a living space containing humans with feelings and their own mental state. Utilizing emotional intelligence helps to understand colleagues, sympathize, and avoid clashes, so we walk in and out of work happier.

By default, there is always more than one person in a communication process. Let us take a conflict as a clear example, where we focus on our side. An important conflict-solving technique is to walk in your opponent's shoes which helps to see the situation from his/her point and find a solution considering both opinions.

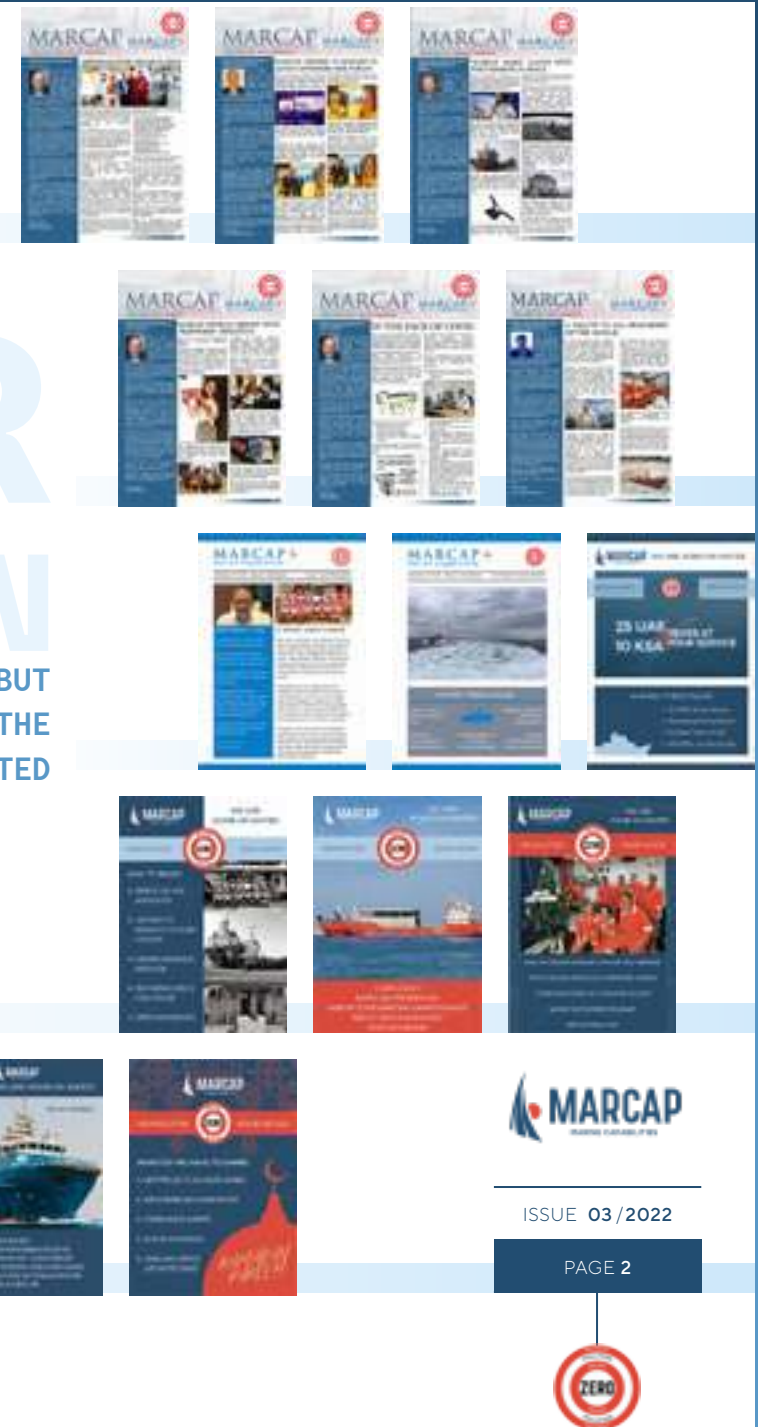
The efficiency of the whole establishment depends on the performance of everyone and on the interaction between peers.

“ THERE IS NO PERFECT ENVIRONMENT, BUT  
THE TRUTH IS THAT WE DEAL WITH THE  
REALITY THAT WE HAVE CREATED

Good communication and the ability to work as a team is the secret of successful and powerful organizations today.

Remember. You might kill with the word; you might heal with the word. What are you going to choose?

Sincerely Yours,  
**Elena Skorokhod,**  
Marketing Manager & EA to CEO



# SAUDI MARCAP – CONFIDENT PRESENCE AND WISE EXPANSION



## MARCAP MILESTONES IN KSA

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

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

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



ISSUE 03/2022

PAGE 3





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

## AGENDA AND FAR-REACHING PLANS

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

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

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

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

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



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



ISSUE 03/2022

PAGE 4



# MARCAP AND CSM FOCUS ON VESSEL PERFORMANCE OPTIMISATION



**Columbia Shipmanagement (CSM) and Marine Capabilities (MARCAP LLC) have signed a Memorandum of Understanding in Abu Dhabi that will lead innovation and shape the technological future of the maritime sector in the Middle East Gulf region.**

The two organisations, who place quality performance, targets and goals at the heart of what they do, will initially focus their partnership on ship management, crewing, IT and Performance Optimisation and will work to identify new opportunities to challenge the existing status quo by generating vessel performance optimisation models that will shape the future of the maritime sector in the Gulf.

With close to 40 years' experience, Marcap is one of the main marine service providers in the region with around 30 vessels serving the largest oilfield and construction companies across the Arabian Gulf (including both United Arab Emirates and the Kingdom of Saudi Arabia), the Arabian Sea, and across the Red Sea.



## ▶ ABOUT CSM:

Columbia Shipmanagement is an international organization with **40 YEARS** of experience as world-class ship management and maritime services provider within the shipping industry. A global presence with more than **25 MANAGEMENT AND REPRESENTATIVE OFFICES**, crew agencies and training centres worldwide connects the company to its **15,000 EMPLOYEES** on land and sea.



+



ISSUE 03/2022

PAGE 5





CSM is a leading integrated maritime and logistics services platform with a focus on performance optimisation and using advanced digital technologies to deliver its services. It is already focusing heavily on delivering digitised solutions to the region via its office in Saudi Arabia and sees its partnership with Marcap as an opportunity to strengthen the digital credentials of the Gulf.

CSM and Marcap are operating in a region that is forward-looking and future-oriented and have a mutual understanding that the future will be driven by technological advances in key areas like crew welfare and cost-competitiveness together with vessel performance optimisation. The confidence that the resulting sizeable value of this partnership will lead to massive benefits is undisputable, they feel.

Commenting on this partnership during the signing ceremony, Mark O'Neil, President and CEO of CSM, said: "We are very excited to be partnering and cooperating with Marcap. I think from the first meeting we had with Mr. Qiblawi and all of Marcap's team, we realised they are a company that mirrored our culture and corporate values. We are very excited to be working together, to seize the opportunities and face the challenges of the region which are obvious to

everyone. We are very keen on developing the market in Saudi Arabia and the wider Gulf region, where the opportunities are immense. With friends like Marcap, I think everything is possible."

On the same level, Marcap President & CEO Samer Qiblawi, added: "We met in Cyprus two weeks ago, with a very warm-hearted welcome. We look forward to this



cooperation with a lot of hope and enthusiasm, trusting it to be a very fruitful cooperation, to expand in terms of skills and capacities in the markets we work in. CSM also shares this outlook and we are proud to be in partnership with one of the key players in the maritime industry. We certainly welcome this partnership with all our friends at Columbia Shipmanagement."

## ABOUT MARCAP:

With close to **40 YEARS** of experience, Marcap is one of the main marine service providers with around **30 VESSELS** serving the largest oilfield and construction companies across the Arabian Gulf (including both United Arab Emirates and the Kingdom of Saudi Arabia), the Arabian Sea, and across the Red Sea.



ISSUE 03/2022

PAGE 6



# MARCAP TIK IS WASHED BY SAUDI WATERS

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



**40m**  
CREW BOAT

**70**  
PASSENGERS

**4350**  
HORSEPOWER

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

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

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

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



ISSUE 03/2022

PAGE 7





# MARCAP TIK

## PARTICULARS

Type	• → Aluminium Monohull Multi-Role Support Vessel
Class	• → Bureau Veritas
Notation	• → BV1 X Hull, MACH, Crewboat, Sea Area 3
Year Built	• → 2021
IMO No.	• → 9965629
Official No.	• → 40112222
Flag	• → Tuvalu

## MEASUREMENT

Length Overall	• → 40.00 m
Beam Moulded	• → 7.60 m
Depth Moulded	• → 3.65 m
Draft (Loaded)	• → 1.89 m

## TONNAGE

GRT	• → 272 T
NRT	• → 81 T

## MANEUVERING & PROPULSION SYSTEM

Main Engine	• → 3 x CAT C32 rated 1,450 BHP @ 2,300 rpm each
Total BHP	• → 4,350 BHP
Propeller	• → 3 x FPP, 5 bladed
Bow Thruster	• → 1 x 100HP, electro-hydraulic

## ELECTRIC POWER GENERATION

Main Generator	• → 3 x CAT SR4 rated 125 BHP each @ 1,500 rpm
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## PERFORMANCE

Speed (Max)	• → Approx. 28 knots
Speed (Cruising)	• → Approx. 26 knots

## CARGO DECK

Clear Deck Area	• → 110 m <sup>2</sup>
Deck Loading	• → 2.0 T/m <sup>2</sup>
Deck Cargo Capacity	• → 60 T

## STORAGE CAPACITY

Fuel Oil	• → 82,000 L
Fresh Water	• → 30,000 L



## ACCOMMODATION

Berth / Cabin	• → 3 x 2 men	• → 1 x 4 men
Total	• → 10 men	
Offshore Seat	• → Economy Class, 70 men	

## NAVIGATION AND COMMUNICATION EQUIPMENT

GMDSS (Area 2)	
VHF	• → Sailor 6222
BNWAS	• → LeGuardian 2025

EPIRB	• → McMurdo E8
SART	• → McMurdo S5A
GPS	• → Simrad P2005
Navtex Receiver	• → JMC-NT-1800
Radar	• → Simrad HALO-3
Magnetic Compass	• → Riviera 6"
Satellite Compass	• → Simrad P3007
Echo Sounder	• → Simrad P319
AIS	• → Samyung S1-30

## FIRE FIGHTING

Fire Fighting Monitor	• → 1 x 600 m <sup>3</sup> /hr
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## SAFETY EQUIPMENT

Life Raft	• → 4 x 25-man each side, SOLAS approved
Life Jacket	• → 88 onboard, SOLAS approved

## MISCELLANEOUS

Oily Water Separator	• → 15 ppm
Sewage Treatment	• → Fitted for 15 persons



ISSUE 03/2022

PAGE 7





**THIS YEAR ADIPEC AMAZED BOTH EXHIBITORS AND VISITORS WITH ITS ENORMOUS SCALE. LITERALLY, WE WISH THE EVENT WAS LONGER SO WE COULD ACCOMMODATE ALL THE GUESTS AND EXPLORE THE AREA. MARCAP WAS SHOWERED WITH BUSINESS OPPORTUNITIES, FASCINATING IDEAS, MODERN SOLUTIONS, AND ENERGETIC PEOPLE.**

Marcap signed two important memorandums during the occasion: MOU with Abu Dhabi Maritime Academy and MOU with Columbia Shipmanagement. The platform of the exhibition appeared to be a great place to seal the unions with signatures although both agreements were based on well-established relationships. Both meaningful developments are featured in this Newsletter.

A catching eye stand with our partner EMDAD consolidated friends and principals under one roof and became an attractive point for visitors due to its perfect location. We were so happy to see faces and smiles unmasked this year that eased the communication. Digitalization is our motto and we tried to minimize printed materials and even business cards using screens and QR codes whenever possible.

Marcap CEO, Samer Qiblawi gave a couple of interviews emphasizing the future of the company and opening its secrets of sustainability and development.





Getting close to 2023, new acquaintances and small talks contributed to Marcap's yearly plan showing us new directions, future paths, and opportunities.

This exhibition has been very effective and fruitful for Marcap. We can feel its continuous positive impact and for sure will have greater benefits ahead. The atmosphere of high appetite for business in the region is a fantastic sign for future endeavours.



# ADIPEC 2022



ISSUE 03/2022

PAGE 10





# FEATURED CEO QUOTES

**Samer Qiblawi, President & CEO of Marcap** had a word with a couple of publishing houses discussing company achievements, sharing experience & challenges, and making predictions.



## The business year

**THE VALUES** that have made Marcap include its commitment to its clients, providing efficient and professional service, transparency, and professionalism. These are the central values that can drive any business, not just the marine sector.

**DATA ANALYTICS** is crucial, and the objective is to help us look ahead. Data makes analyzing easier and prepares companies for upcoming developments. Financial information is like a flashlight working at night; the brighter your flashlight and beam, the more you can see ahead.

**REGIONAL EXPANSION** is crucial for the company, and this would be the Middle East. Development is a concept, which is our base and a rule. The era in the coming future is for partnership, joining forces, and collaboration.

**OUR COMMITMENT TO HSEQ** are making sure that safety is paramount, our staff and family members return home safely, and caring about the environment. We want to ensure we leave the least possible impression and damage to the environment.

## Robban Assafina

**THIS YEAR ADIPEC** saw a huge number of visitors. The industry is eager to participate in such events, which are absolutely an opportunity to set out towards new business development.

**WE ARE PREPARING** to further develop the fleet in terms of technology and size, to meet the needs of the local and regional markets, taking into consideration MARCAP's strong presence in the UAE and Saudi market.

**MARCAP IS CURRENTLY WORKING** on developing the skills and know-how of the crews. A qualified crew is the foundation of a well-developed and steady business.

**EXPANSION PLANS** in the Mediterranean maritime and offshore market were on top of MARCAP's list as of 2018. This was paused due to the Pandemic. However, things are getting back on their feet, and we had fruitful discussions with several partners during ADIPEC which will certainly drive the goal closer.



ISSUE 03/2022

PAGE 11







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

# ADMA AND MARCAP SIGNING MOU DURING ADIPEC

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

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



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

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



ISSUE 03/2022

PAGE 12



# MINISTRY OF ENERGY & INFRASTRUCTURE

## BRAINSTORMING POWER

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

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

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

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



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

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



ISSUE 03/2022

PAGE 13





# HSEQ AS A COMPANY LIFESTYLE

## QHSE System Sets out

### General Policy for:

- Quality of work
- Protection of health
- Safety
- Welfare of every onshore employee and offshore crew
- Environmental preservation



## ACCREDITATION

- ISO 9001:2015
- ISO 14001:2015
- ISO 45001:2018
- OSHAD - SF (Abu Dhabi Occupational Safety and Health System Framework)
- International Safety Management (ISM Code)
- International Ship and Port Facility Security (ISPS Code)
- Abides to clearly defined QHSE systems conforming to the rigorous standards of National Oil Companies, Oil Majors, and Operators.
- Approved and periodically audited by Clients

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

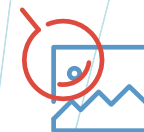
In Marcap we keep things reasonable and practical. Reports, procedures, and policies should serve the business instead of wasting employees efforts and complicating their lives. All the established procedures serve to ease the processes and reporting system helps to discover the gaps. Moreover, Marcap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

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

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

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

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



ISSUE 03/2022

PAGE 14



# HSE AWARDS



► Ahmad N. Ali Hmeedan



► Iqbal Kazimov



► Muhammad Paisal

In line with the company's directive to inculcate HSE culture as a way of living, the crew onboard Marcap Vessels are strongly encouraged to participate in reporting a potential Safety Observation and HSEQ improvement suggestions on monthly basis. For the second quarter of the Year 2022 from April to June, we are elated to announce that the award winners

and contributors are primarily from ratings. This serves as an encouragement that HSE is actively incorporated into the daily activities of everyone on board, where everyone makes a difference, regardless of rank or seniority. We are pleased to announce the following outstanding Marcap crew for their HSE contribution:



## JULY 2022:

### BEST HSE OBSERVATION:

- ┆ Amanuel Tsegaye Geda, AB/Marcap 202
- ┆ M. Yasser Ibrahim, Cook/AD Astra
- ┆ Abdul Nazeem Khan, AB/Marcap Nisreen

### SAFE WORKER:

- ┆ Mark Lester Capua Gomez, AB/Marcap Supporter
- ┆ Rizky Abadi, Oiler/Marcap Aida
- ┆ Ahmad N. Ali Hmeedan, Eng. Cadet/Marcap Danny

## AUGUST 2022:

### BEST HSE OBSERVATION:

- ┆ Azaria Firjatullah Yasar, Oiler/Marcap 1
- ┆ Sumeet Suresh Raut, AB/Marcap Siba
- ┆ Darmawan Darwin, AB, TAM 1

### SAFE WORKER:

- ┆ Rajat Choudhary, AB/Marcap 203
- ┆ Iqbal Kazimov, AB/Marcap 2
- ┆ Muhammad Paisal, Oiler/Tam 2

## SEPTEMBER 2022:

### BEST HSE OBSERVATION:

- ┆ Ricky Swandi Sinaga, Bosun/Marcap 202
- ┆ Shekhar Bholanath Pasi, AB/Per Aspera

### SAFE WORKER:

- ┆ Higinio Ali De Lima Orasa, Cook/Marcap Danny
- ┆ Jow Galatia Bacas, Cook/Marcap Supporter



ISSUE 03/2022

PAGE 15





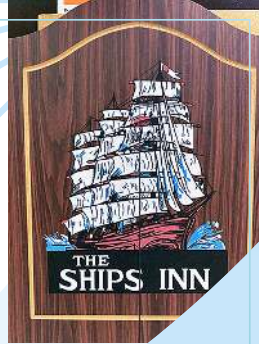
# HAPPINESS 2022

## GAMES SEASON

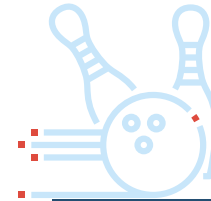
While the Globe enjoys a World cup, Marcap has its own fields where people can demonstrate their gaming skills. As Marcap offices have two floorings, we decided to distribute 2 popular games between the storeys.

**The soccer table** went up to the 5th floor and became a fun destination for those who want to relieve stress. Expressing yourself and showing true emotions during the game is allowed, so if you find it noisy sometimes do not be scared.

**Darts** were placed on the 3rd floor. This tranquil game does not require a lot of energy but grows skills of patience and concentration on the aim. A short distraction like that helps to break the routine and away from the computer for a while along with socializing and healthy competition.







MAKE PEOPLE  
HAPPY – LET  
THEM PLAY

## BOWLING SESSION

Once we were able to go out for a game after COVID restrictions eased, we ran to our favourite place – the Bowling centre in Sheikh Zayed sport city. The game was steamy: 4 strong teams and experienced players side by side with fresh ones. The competition was finalized with the award 'Top Sport Spirit Award' that went to Marco Taaca, our IT-Support Engineer.



ISSUE 03/2022

PAGE 17





# CREW LIFE: HAPPINESS & HSE



We are Happy

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

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

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

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

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

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



ISSUE 03/2022

PAGE 18



IN SEAFARERS WE TRUST





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



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



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



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



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



# HAPPY BIRTHDAY

Office Birthday Parties are back!

Congratulations to our celebrants who opened a new season of celebration. Keep up the good work and grow wiser with experience and Marcap Family will do its best to support your development.



**Ms. Vishaka Dissanayaka,**  
HOUSEKEEPING ASSISTANT



**Captain Mohamed Elfakharany,**  
DP PORT CAPTAIN



**Mr. Ricky Ibanez,**  
TECHNICAL ASSISTANT



**Mr. Mutaz Salah  
Ahmed Mohamed,**  
AGENCY & GOVERNMENT  
RELATIONS REPRESENTATIVE



**Mr. Haja Mohaideen,**  
OFFICE ASSISTANT



**Mr. Waqas Uddeen,**  
MANAGER - HR



SEPTEMBER



Mr. Sameh Qiblawi,  
DIRECTOR - ADMINISTRATION

SEPTEMBER



Mr. Victor Aziz,  
MANAGER - IT

OCTOBER



Mr. Tarek Majzoub,  
SENIOR ACCOUNTANT

OCTOBER



Mr. Zain Adib Mohammed,  
CREWING OFFICER

SEPTEMBER



Mr. Marco Taaca,  
IT SUPPORT ENGINEER





# MESSAGE BOARD

## PROMOTIONS



**MS. ELENA SKOROKHOD**

Marketing Manager & EA  
to CEO



**MR. MAHMOUD SALIM**

Manager – Commercial & Business  
Development



**CAPT. SHAHIN SAAD**

Marine Manager & DPA/CSO

## NEW JOINERS



We would like to extend our warm welcome to



## NEW JOINERS



**MR. MOHAMED  
ELFAKHARANY**

who joined us in  
the capacity of Port  
Captain.



**MR. MUTAZ SALAH  
AHMED MOHAMED**

who joined us in the capacity  
of Agency & Government  
Relations Representative.



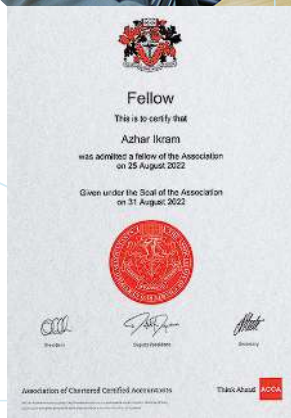
ISSUE 03/2022

PAGE 22



## CORPORATE SOCIAL RESPONSIBILITY

Marcap is a part of a big ecosystem. As a company, we believe we have a responsibility for the environment and our community. We feel good whenever we can contribute to sustainability and give a hand to those who are in need.



## EMPLOYEES CERTIFICATES

Kudos to our colleagues for continuing their professional development. You made us proud!

**MR. AZHAR IKRAM** who has been admitted a fellow of the Association of Chartered Certified Accountants

**MR. HABIB UR REHMAN**, Manager HSEQ, for gaining an international Diploma in Occupational Safety and Health.



ISSUE 03/2022

PAGE 23





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**WE ARE HOME**  
**ON WATER**



**NEWSLETTER • ISSUE 03/2022**

**JULY – OCTOBER**