

# WECARE

REVIEW 2024

Volume 4

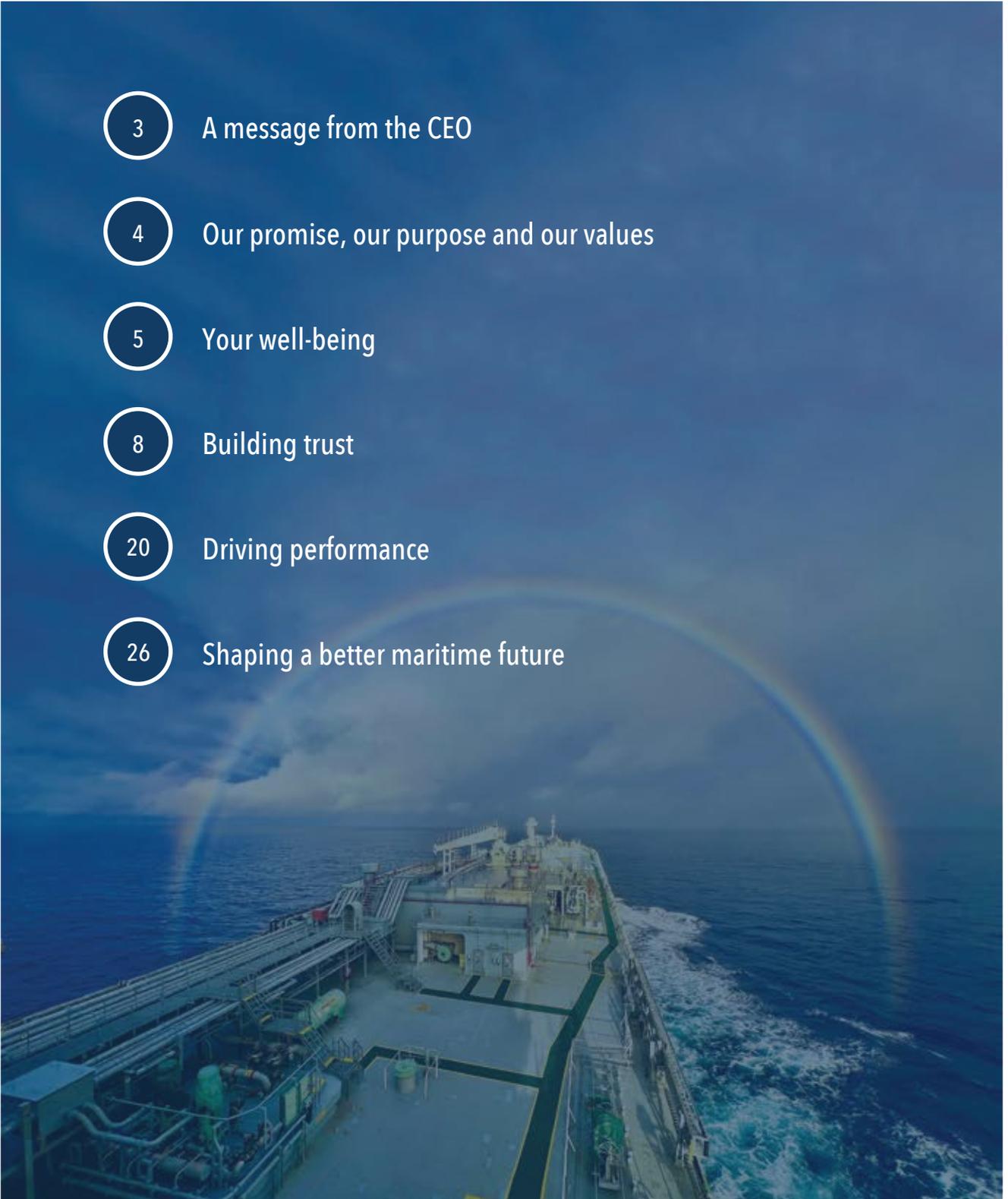


Career Care

Seafarers' Well-being  
and Engagement

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## CEO's Message

It is with great pride that we present the fourth edition of WE Care, Anglo-Eastern's flagship publication dedicated to the well-being of our seafarers.

At Anglo-Eastern, we firmly believe that ship management is, at its core, a people business. Our success is built on the dedication, resilience, and hard work of our 39,000 seafarers worldwide, supported by our exceptional teams ashore. As our people are at the heart of everything we do, we are deeply committed to providing everyone with the tools, skills, and support they need to thrive - both personally and professionally.

This year, we are excited to launch the Career Care Programme, designed to help seafarers take charge of their career journeys. With a well-defined and structured career ladder, the programme paves the way for accelerated growth opportunities both at sea and ashore. Supported by personalised guidance and training, our goal is to ensure every seafarer is equipped with a future-proof skillset to excel in the ever-evolving maritime industry.

In this edition of WE Care, you will also find a comprehensive overview of our holistic well-being initiatives. From supporting mental and physical health to fostering inclusivity and ensuring a safe working environment, we are committed to creating a workplace where everyone feels valued and empowered.

Thank you for being an integral part of this journey. Together, let us continue to shape a better future for our people, our industry, and the communities we serve.



Bjorn Hojgaard  
Chief Executive Officer



# ANGLO-EASTERN

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This is what we believe in - the approach we take across every aspect of our business.

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## OUR PROMISE

### Leading with integrity

Anglo-Eastern leads by doing the right things the right way. We enable everyone to perform at their best, while challenging ourselves to responsibly shape the industry and make a positive impact in our communities.

## OUR PURPOSE

- Building trust
- Driving performance
- Shaping a better maritime future

## OUR VALUES

### Nurturing our people and communities

We have an unwavering commitment to the ongoing growth and success of our people and the communities that depend on us.

### Progressively setting the standard

We look beyond the status quo and always strive to be the best we can be. We seek the latest knowledge and skills to set standards and deliver results.

### Courage to do what's right

We take ownership for all outcomes and stand firmly for what we believe in, even when we have to make tough calls. We engage in open, honest dialogue to meet our stakeholder's needs.

CARE OF PEOPLE | CARE OF SHIPS | CARE OF PLANET

# Well-being and Engagement - WE Care

More than 60 innovative well-being activities



\*external vendors

Dedicated team with diverse background in HR, Psychology, Sociology, Legal, Social work and Analytics

**Well-being contact:**

wellbeing@angloeastern.com

**For grievances:**

welfare.bom@angloeastern.com (India)  
welfare.mnl@angloeastern.com (Philippines)

# WE Care | Seafarer's Well-being and Engagement

We enable our seafarers to find the right balance by providing solutions that integrate well-being into their daily work and culture while supporting business goals. Our customised well-being initiatives meet the unique needs of every seafarer, creating a supportive work environment and driving business growth.



## Building trust

Transparent initiatives covering mental, physical, social and financial well-being



## Driving performance

Occupational safety and development initiatives



## Shaping a better maritime future

Environmental and sustainability initiatives



# Snapshot 2024

**67**  
Nationalities



**39,000**  
Seafarers

**20**  
Different types of ships



**311**  
Women seafarers



**2,100**  
Trainees



**137,453**  
Training man days



**3,601**  
Seafarers treated onboard by doctors



**72%**  
In-house promotion



**99%**  
On-time relief



**95%**  
Retention rate



Over  
**175,000**  
participation in surveys  
in 2024



**465**  
App hits per hour



Over  
**2 Million**  
Views on AE Forum



**98.1%**  
Our seafarers promote AE  
as a great place to work



**96.9%**  
Overall satisfaction rating



**600**  
Ships spoken to by  
the well-being team



This version of the WE Care book, produced by the Anglo-Eastern's Well-being department, provides an annual report for WE Care 2024 compared with the results of 2022-2023.

It shows the progress made towards WE Care services and seafarers' well-being.

# Building trust

Trust is a central part of our business and our relationships with our people.



# Seafarers' well-being connect

Our various platforms for emotional, mental and physical well-being support have provided accessible features for seafarers, making a meaningful impact over the last three years.

2022-2024

## 9,300

Seafarers connected through well-being intervention programmes

Since 2022 over

## 36,000

Families connected

### Buddy system

Providing emotional support to new trainees for a smooth transition into the shipboard working environment, the buddy system has deepened the relationship and culture of belonging.

## 3,204

Buddies appointed

### WE (Well-being and Engagement) Team onboard

Well-being and Engagement (WE) team comprising of 2E, 2O, B.R.O., and woman seafarer (if any) formed onboard to enhance seafarers' engagement, led to higher morale and a more supportive environment. WE team contributed greatly to improving freedom and respect, social fundays and overall SFR onboard.

## 555

Vessels

### Trusting teams

A platform aimed to establish a trusting relationship with vessel leadership team, WE team and crew for improving SFR and other issues.

## 1,203

Seafarers connected

### Let's Meet

Let's Meet is an informal meeting between Master or C/E with shipboard team or Shore Manager with Senior officers on leave. Purpose is to have open and candid discussions to share professional and personal issues being faced by the team, in order to build trust.

## 3,818

Officers connected



Buddy system



Trusting teams

# Mental well-being



	Seafarers supported through ARP	Seafarers trained on MHAP
2022-23	202	336
2024	113	132
21 Lives saved in 2024		
18 3CUBE specialists, counsellors and doctors		

**Anglo-Eastern Reach Programme (ARP)**  
24/7 access to counselling and support services for mental health challenges.

**Mental Health Awareness Programme (MHAP)**  
Focuses on destigmatising mental health issues and creating awareness onboard.

**Immediate medical guidance while at sea**  
With team of 18 doctors ensuring comprehensive care across various specialisations.



Strengthening mental health allyship for seafarers

### Mind the Mind webinars

Featured webinars on topics such as emotional eating, social well-being, and existential crises, achieving high participation of seafarers and positive feedback.

Since 2022	About	2024
25 Webinars	4,000 seafarer participation	12 Webinars



### Awareness campaigns

Awareness campaigns are conducted through seminars, conferences, wellness send-outs, increasing seafarers' mental health awareness.

### Counselling

Training and counselling sessions were offered, equipping seafarers with mental health related skills.

### Surveys

Surveys showed increased seafarers' satisfaction, with a significant rise in awareness of mental health issues after the programme. Workplace culture shifted towards a more supportive attitude towards mental health.

### A new initiative



**Psychological safety training**



A new initiative to build a psychologically safe culture onboard



**29** seafarers trained

## Psychological safety survey

2023

**89.5%**  
Overall approval rating

**557**  
Vessel participation

**7,629**  
Seafarer participation

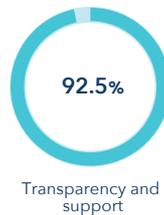
2024

**92.7%**  
Overall approval rating

**674**  
Vessel participation

**7,145**  
Seafarer participation

### Key categories and results



**97.0%**

I am trusted to work independently, using my unique skills to achieve the organisation's goals and objectives



**96.4%**  
People can freely report concerns to seniors and discuss them



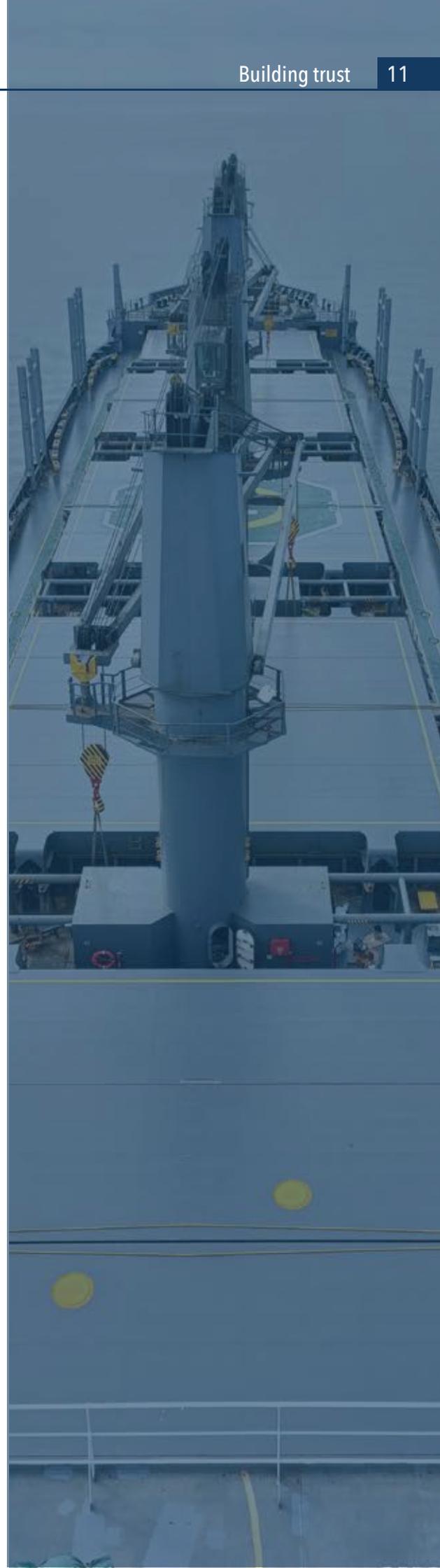
**91.6%**  
Everyone trusts that Anglo-Eastern is supportive



**92.8%**  
If I do a good job, I will get a fair share of recognition for it



**94.5%**  
People who are incapable or willfully underperform or violate company policies are held accountable



# Physical well-being

Anglo-Eastern with its 24/7 available Radio Medical Advice - 3CUBE partner, provided seafarers with immediate medical guidance, saving critical time in emergencies, offering telemedicine support, ensuring prompt care, and mitigating risks on vessels.

## 3CUBE Radio Medical Advice (RMA)



### Medical services provided to seafarers

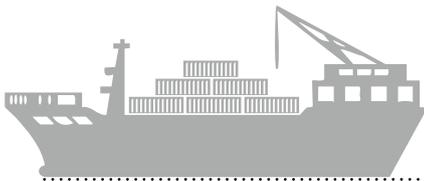


- Gastroenterology
- General medicine
- Psychiatry
- Dentistry
- Infectious disease
- ENT
- Other
- Dermatology
- Orthopaedics
- Trauma & burns
- Ophthalmology

Shore medical insurance claims settled

Seafarers cases addressed

Year	Shore medical insurance claims settled	Seafarers cases addressed
2022-23	983	8,668
2024	535	2,788

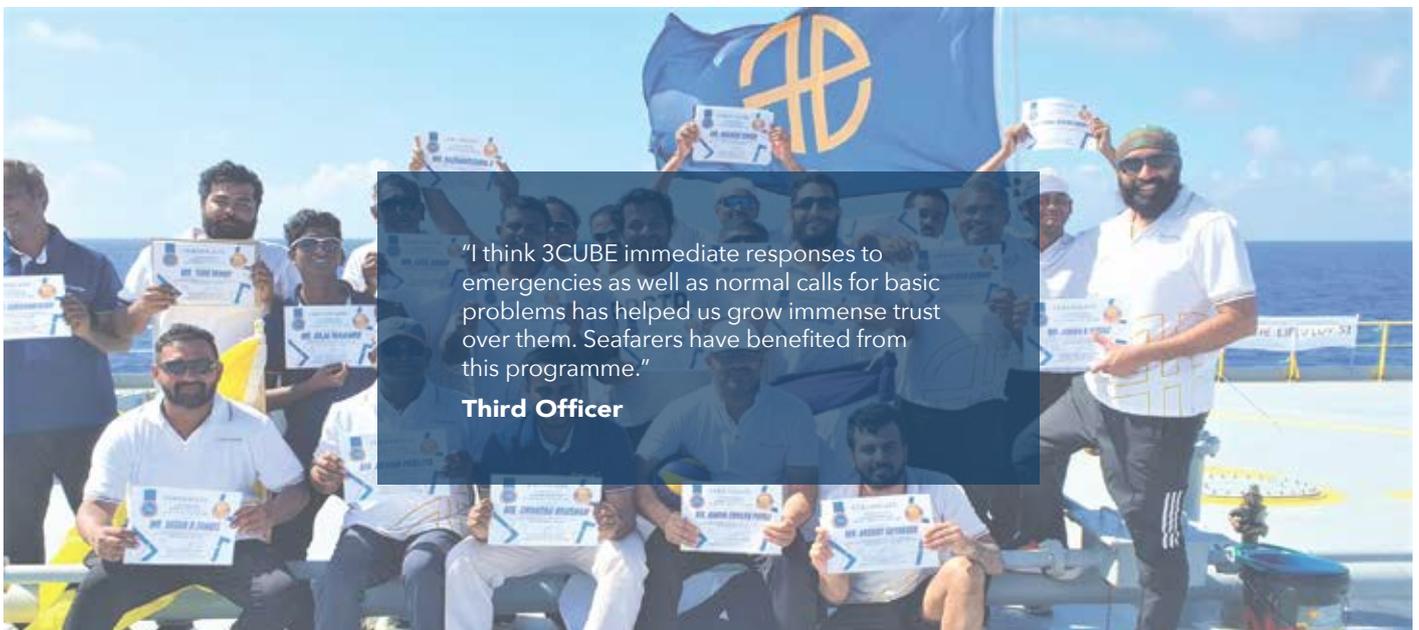


Diversions saved due to timely recovery

Cases recovered before likely medical repatriation

Port visits saved due to timely recovery

Year	Diversions saved due to timely recovery	Cases recovered before likely medical repatriation	Port visits saved due to timely recovery
2023	51	194	188
2024	106	98	116



"I think 3CUBE immediate responses to emergencies as well as normal calls for basic problems has helped us grow immense trust over them. Seafarers have benefited from this programme."

**Third Officer**

# ANGLO-EASTERN HUMANITARIAN FUND

To assist seafarers and their families who are not covered by existing insurance or by PNI.



Education stipend

**29** Children supported  
(Every month)



One-time aid

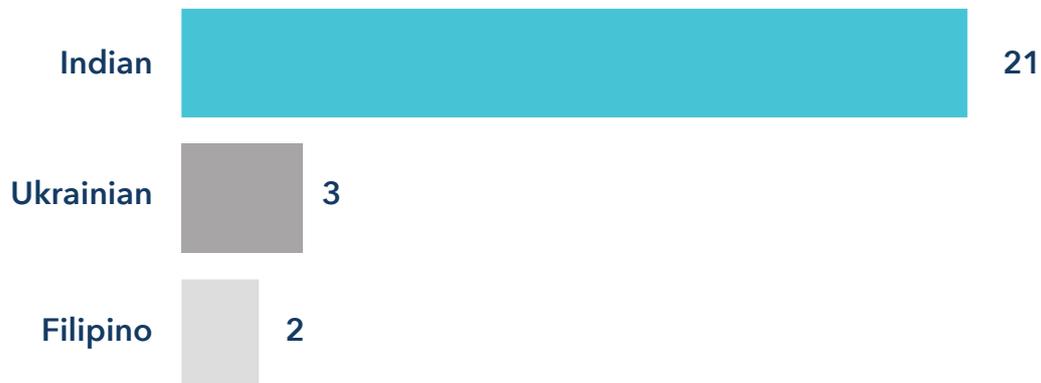
**27** Families supported



Family insurance

**27** Families covered

## Seafarers supported from diverse nationalities



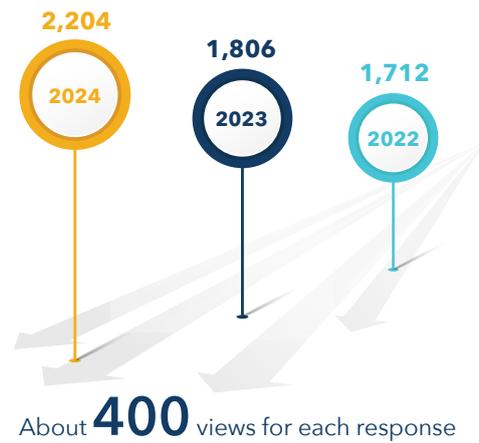
# Transparent communication

Anglo-Eastern Forum works as a communication platform where seafarers can post their queries or suggestions anonymously which get answered by senior management.

## AE Forum categories



## Forum queries answered



## WE Care App

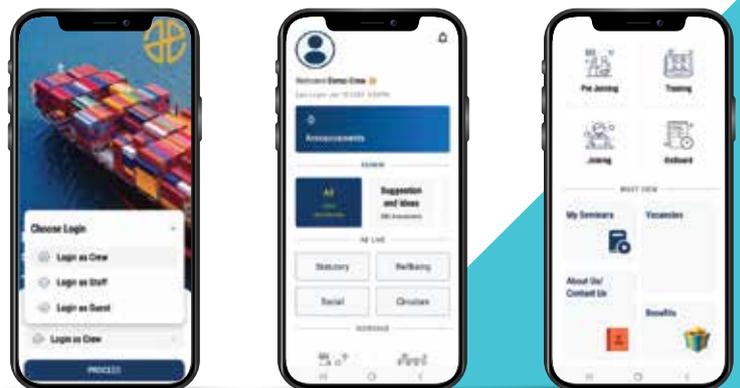
The app puts all job-related information at your fingertips in a clear, effective manner, highlights include:

- Joining, onboard and training schedules
- News, updates and list of benefits
- AE Forum for open dialogue at all levels
- Portal to give feedback on your experience with us, from signing-on to life onboard to signing-off

Soon to launch on the app:

**Pat on the back**  
Anglo-Eastern Reach Programme (ARP)

## New look, new features



**25,562**  
Number of users

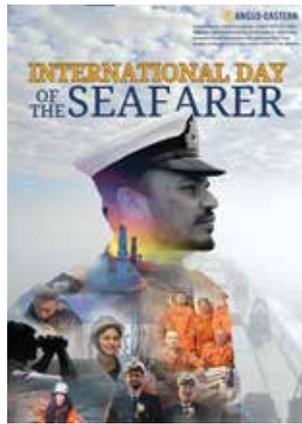
**11,172**  
Average hits each day

# Social well-being

Our social engagement initiatives were focused on the quality of relationships and interactions seafarers have onboard with each other and their team, creating a vibrant, supportive and inclusive work culture.

## Anglo-Eastern Staff Satisfaction Engagement Team (ASSET)

Since 2022 Over **38** ASSET Posts **50,000** seafarers engaged in the last three years



## Seafarers engaged



- Improved team spirit
- Rapport-building
- Happy ships

## Entertainment onboard

Curated crew-focused entertainment platforms onboard

- Movies
- Newspapers
- Online games
- E-books
- Magazines
- Series



**350** improved communication with vessels  
Starlink installation

**4,290** subscribers for entertainment platform

## Rewards and recognitions

**1,370** seafarers rewarded through reward and recognition platform in 2024

“Thanks a lot for the voucher! I think this is a good initiative for increasing participation.”

**Third Officer**

# Financial well-being

Anglo-Eastern has taken significant steps to support the financial well-being of seafarers.

We simplified transactions for our seafarers with the introduction of MarTrust E-Wallet, a seamless digital solution.

Accessible via the app, this one-click platform offers enhanced convenience and secure services.

## Benefits to seafarers

- Reduced dependency on cash
- Better financial management while at sea



## Empowering smart money decisions

Our webinar-based approach supported seafarers financial well-being with essential knowledge on

Planning their financial goals

Making informed investment choices

Planning for a secure future

These initiatives reflect our commitment to helping seafarers achieve financial stability and confidence, ensuring peace of mind at sea and onshore.



# Surveys

Well-being surveys to monitor the overall experience of our seafarers

Over **58,000** responses in all surveys throughout 2024

## Food survey



Approval rating	Vessel participation	Seafarer participation
<b>95.7%</b>	<b>562</b>	<b>7,774</b>

All seafarers onboard

## Operation team survey



Approval rating	Vessel participation	Seafarer participation
<b>98.1%</b>	<b>603</b>	<b>1,785</b>

All management-level officers onboard

## MHR team survey



Approval rating	Vessel participation	Seafarer participation
<b>95.9%</b>	<b>708</b>	<b>7,834</b>

All seafarers onboard

## All ships all rank onboard survey (Enclosed space entry survey)



Approval rating	Vessel participation	Seafarer participation
<b>97.8%</b>	<b>667</b>	<b>6,314</b>

All seafarers onboard

## Rest hours survey



Approval rating	Vessel participation	Seafarer participation
<b>94.7%</b>	<b>696</b>	<b>8,028</b>

All seafarers onboard

## Trainees/cadet feedback survey



Approval rating	Vessel participation	Seafarer participation
<b>86.0%</b>	<b>436</b>	<b>793</b>

All trainee seafarers onboard

## Technical management team survey



Approval rating	Vessel participation	Seafarer participation
<b>97.8%</b>	<b>567</b>	<b>1,504</b>

All management-level officers onboard

## WE team survey



Approval rating	Vessel participation	Seafarer participation
<b>94%</b>	<b>555</b>	<b>980</b>

All 2E and 2O onboard

## Cultural fitness check



Approval rating	Vessel participation	Seafarer participation
<b>87.4%</b>	<b>44</b>	<b>94</b>

Ships with a new management-level officer

## Seafarers' Satisfaction Survey

2023

**96.3%** Overall approval rating  
**581** Vessel participation  
**13,562** Seafarer participation

2024

**96.9%** Overall approval rating  
**801** Vessel participation  
**12,732** Seafarer participation

### Key categories and results



# Culture of Trust

Seafarers Feedback Rating (SFR), a platform to allow our seafarers to easily express their onboard experience, helped us identify areas of improvement and shape new strategies. We promptly reviewed the feedback, ensuring swift action to enhance SFR and create a better experience for all.



SFR score



Seafarer participation



## SFR 2024



### SFR Categories

Well-being and Engagement (WE Care)

Work environment

Shore support

Policy compliance

### Approval ratings

92.6%

92.8%

92.9%

99.3%

Overall approval rating

**94.3%**

Seafarer participation

**109,834**

Vessel participation

**778**

## Grievance Redressal Team (GRT)

GRT handles various Marine HR related concerns and complaints with utmost fairness.

GRT engaged with more than 250 seafarers in 2024 to help them to resolve their concerns amicably and judiciously.

We have provided transparent and confidential platforms for our seafarers to articulate their concerns/complaints.

Dedicated Email ID and phone numbers for direct access.

## Other grievance redressal platforms

### AE Forum and Speak Up programme

Has strengthened the grievance redressal process.

### New Whistleblower platform

Platform aimed to encourage seafarers to flag concerns about non-compliance and inappropriate practices, without the risk of reprisal.

# Driving performance

Our core belief is to invest in our seafarers, offering opportunities for skill enhancement and trainings that demonstrate a commitment to seafarers' professional growth.



# Training and development

A culture of learning is needed now more than ever. We equip our people to excel in the skills needed in the present and the future.

## Training centres

We have state-of-the-art seafarer training centres in Mumbai, Delhi, Manila and Odesa for up-skilling and re-skilling, with week-long courses for sea staff before joining.

## Extensive training

To deliver future ready and higher performance.

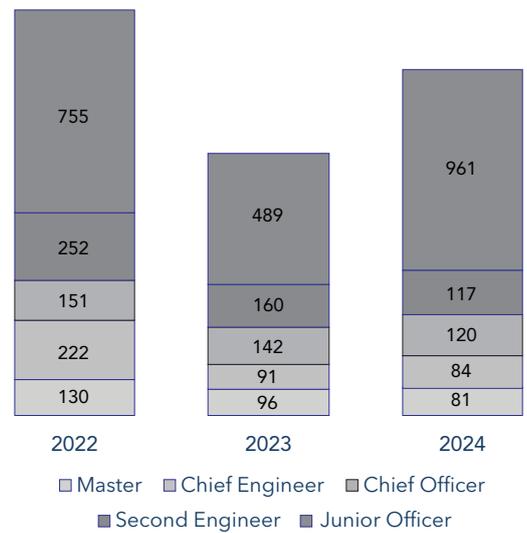
## Stringent talent acquisition

Stringent and multi-level assesment to get right cultural fit.

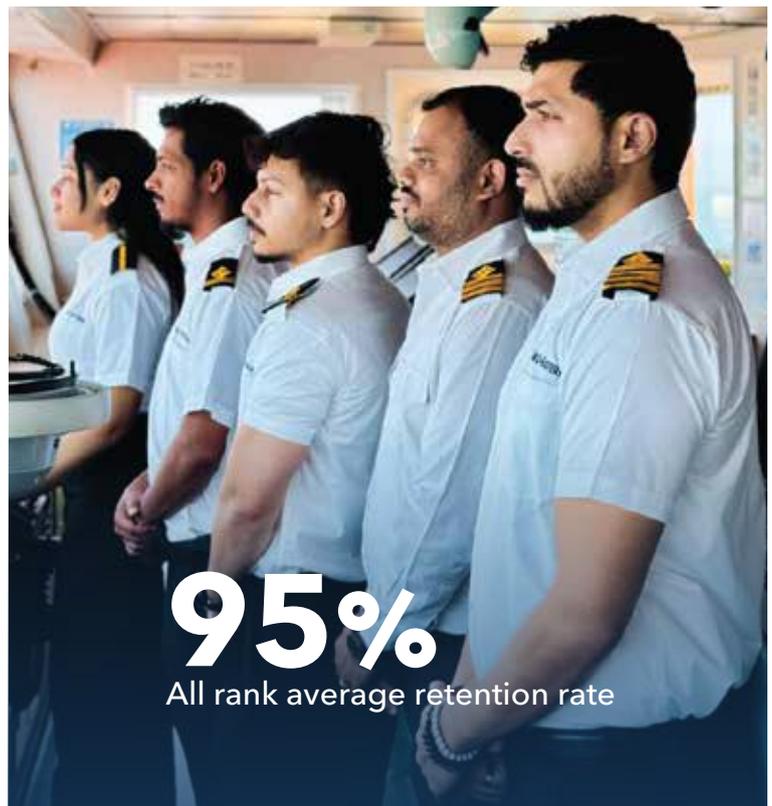
## Continuity of teams

Our system maintains most senior officers within the same pool of ships, allowing for strong bonds and effective teamwork at all levels.

## Growth - Promotion



## Retention rate by rank



# Career Care

The Career Care Programme has been designed to support and guide all seafarers in their career development. It aims to promote internal career growth and reduces reliance on external management-level officers, thereby enhancing the company culture.

Our goal is to enhance internal career progression while fostering a stronger, more cohesive company environment.



**Largest and best pool of seafarers and trainees**

70% of seafarers are promoted in-house



**Largest training programme and structured procedures**

Reduces external dependence as the success rate of promotions is nearly 100%



**Dedicated team to guide people (Senior Marine HR General Managers and Shore HR Director)**

To provide a lifelong career and faster growth



Contact Career Care team at:

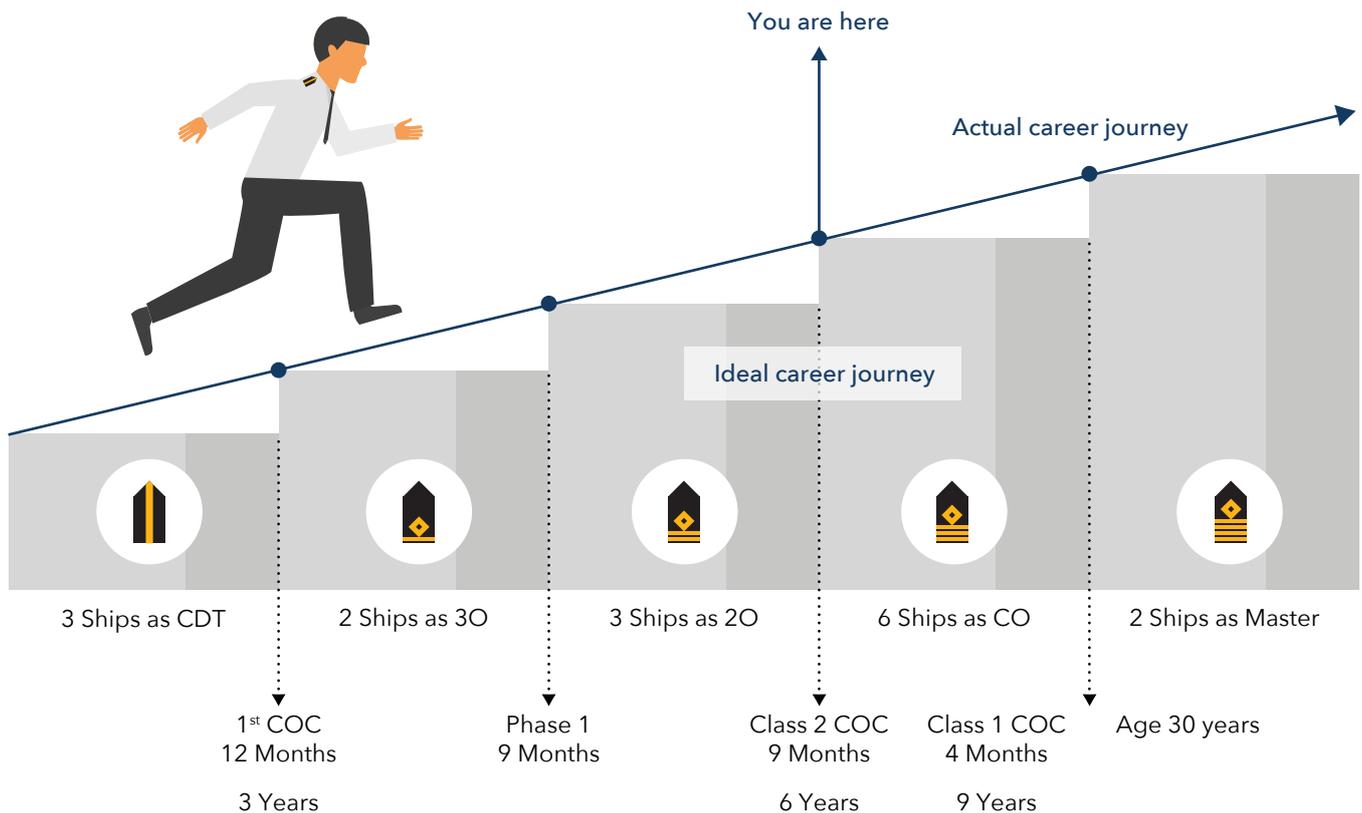
[careercare@angloeastern.com](mailto:careercare@angloeastern.com)

### Career Care-Mission 30

A transparent, data-driven approach aimed at achieving 30% of management-level officers under the age of 30 by the year 2030.

#### Illustration of Career Care journey of a Junior Officer

Congratulations! You are on the right track, with exams taken at the right time and leave wisely utilised.



The talent ladder illustrates the actual career journey of a Junior Officer in comparison to the ideal career journey.

Delays in completing sea-time, extended leave periods, postponing exams, and slowing down the process of obtaining a COC can disrupt the ideal progression, resulting in significant loss of earnings and opportunities.

### Whom is Career Care going to help



Promotion to next profession level



Up-skilling to a different job profile (Deck, Engine, Pumpman, Fitter)



Transition from ratings to officers



Change of pool/owners



Re-skilling to a different type of trade (Chemical/Gas/Cruise/Offshore)



Transition to shore job

## Progress of in-house talent

**5**  
**EMT Members**  
are in-house  
seastaff

**2 MDs**  
are our  
trainees and  
**70%** are promoted  
in-house

**Shore Managers**  
**78%** of our shore managers are  
our former trainees,  
and **75%** of promotions are from within our  
own seastaff

**Senior Officers**  
**72%** of management-level officers are  
promoted in-house, including more than  
**1700** of our trainees

**Junior Officers**  
**72%** of operational-level officers are promoted  
in-house,  
including **3200** of our trainees

Anglo-Eastern has the world's leading maritime cadet training programme.  
**72%** of our seafarers have been promoted in-house.

## STAR Award (Seafarer Talent and Achievement Recognition)

We designed an award programme to recognise the achievements of junior officers who demonstrate exceptional performance in a year.



### Criteria for STAR Awards



Quickest to pass the COC examination in the given year.



Least time taken to pass COC examination, after joining first ship.



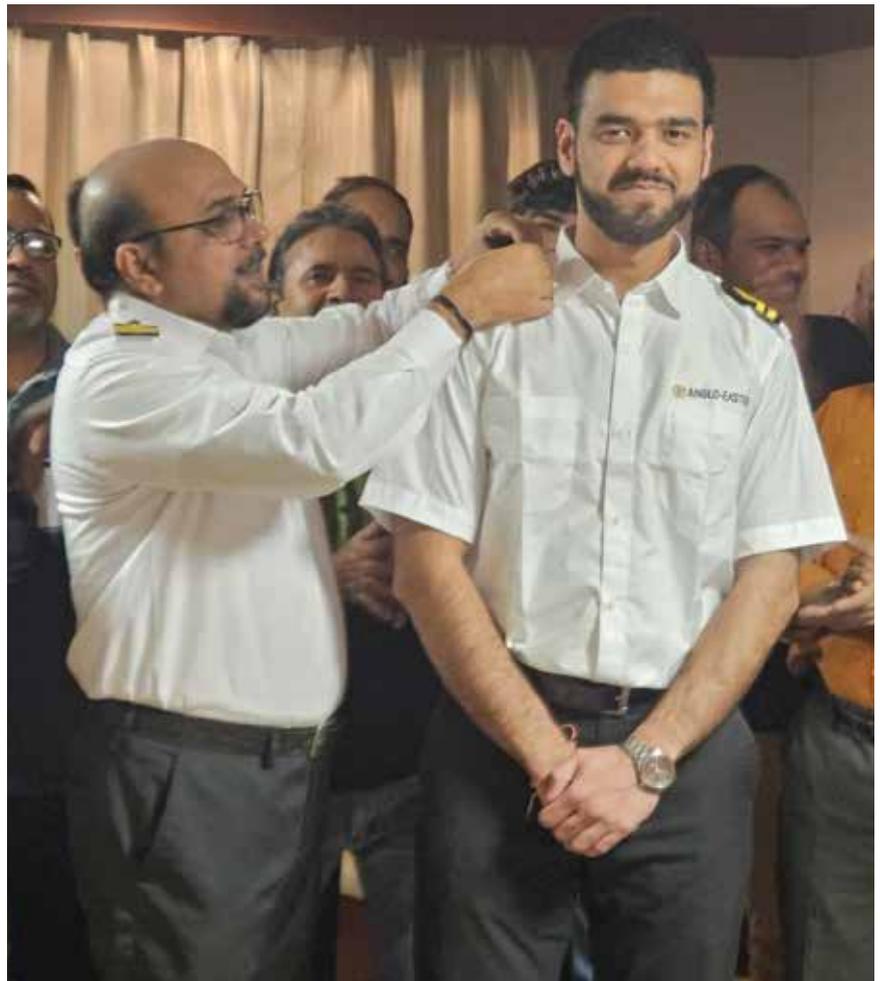
First in AEMA batch to pass COC examination.



Youngest officer to pass the COC examination in the given year.



Exemplary performance of operational-level officer.



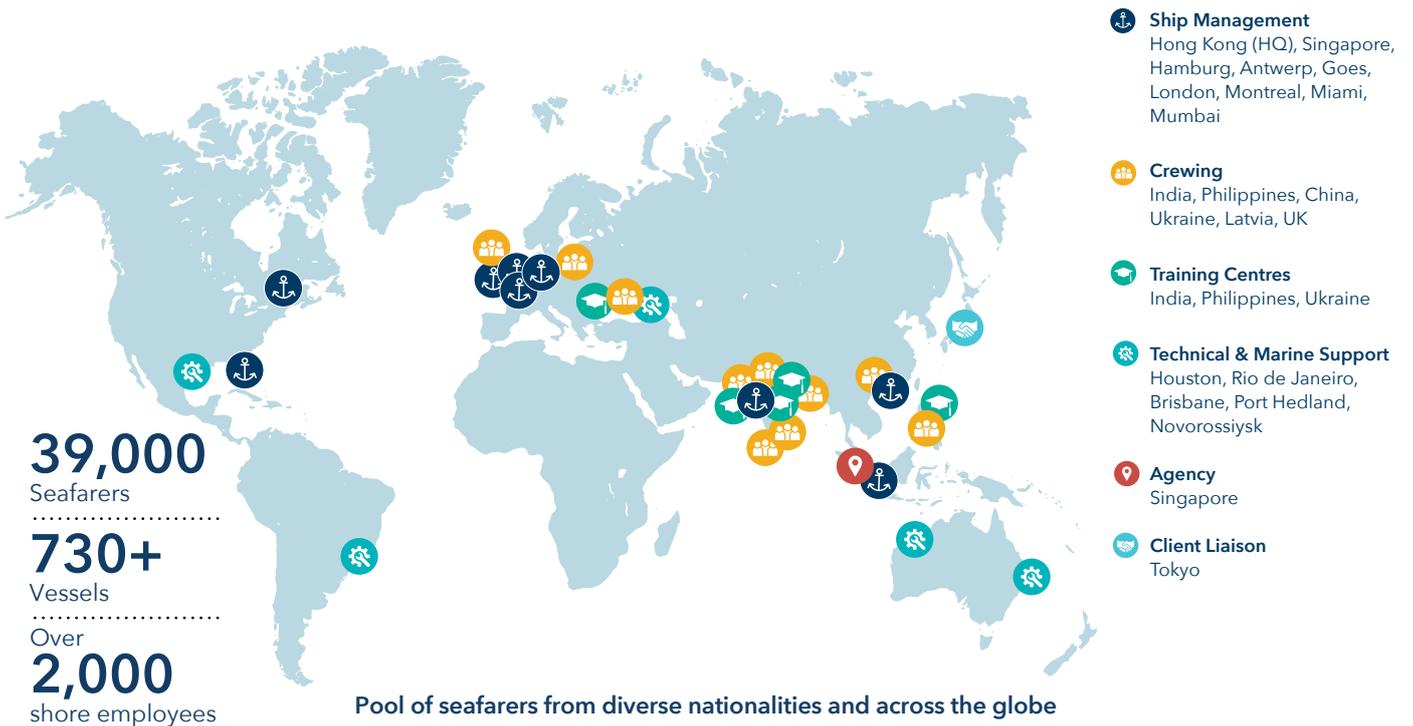
# Shaping a better maritime future

The ability to adapt to new and changing conditions is essential for future success. We have managed to overcome dynamic challenges by keeping sustainability as a top priority.



# Our People

From 2022-2024, Anglo-Eastern has made significant strides in achieving our DEI goals, which focused on enhancing diversity across our fleets, addressing equity, inclusion and valuing belonging.



## Cultural awareness campaign

Our cultural awareness briefings during the Top 4 Connect emphasised the importance of understanding and respecting different cultural backgrounds onboard.



## Diverse nationalities integration survey

Survey was screened for foreign nationalities only



**96.5%**  
All crew members are treated equally and fairly, regardless of gender and nationalities.

**96.5%**  
I feel my work is recognised and valued equally to that of colleagues from other nationalities.



311

Women seafarers from diverse nationalities deployed under our banner globally



We made tremendous progress in achieving gender balance and ensuring inclusiveness on our vessels.

Gender balance initiatives

	2023	2024
Women briefings	81	149
AWOS connect	122	379
Top 4 connect	11	57
Gender sensitisation trainings	286	663 (Seafarers)



"This time I got the special boiler suite made for women seafarers. I can't tell you by words how comfortable this one. I totally loved it, especially the size. The strap which is given instead of button is very helpful. I'm taking this opportunity for thanking everyone out there behind this beautiful creation."

**Cadet**

"AWOS connect, I would like to say this is one of the best approaches for Women at Sea, whether they face problems or not they have a platform to share any issues which gives more strength mentally. Monthly connect call endorses the fact that we are not just a part of the programme on paper but in reality."

**Third Officer**

### Initiatives for an inclusive and psychologically safe environment



### Regular DEI Assessments

We instituted annual assessments to measure our DEI efforts, tracking metrics such as seafarers’ satisfaction and representation across teams. This ongoing evaluation has provided valuable insights with informed adjustments in our DEI strategy.

Our commitment to advancing DEI within the maritime industry has yielded important results, and we are encouraged by the progress made thus far.



**Awarded as ‘Seafarer Diversity Champion in 2024’**  
Maritime SheEO Awards 2024

AEMA is committed to providing a supportive environment for female students with separate hostel facilities, dedicated female staff, and a psychologist on campus.

AEMA continues to actively support diversity, equity, and inclusion (DEI) through initiatives like career fairs and visits to schools and colleges, promoting gender balance within the maritime industry.

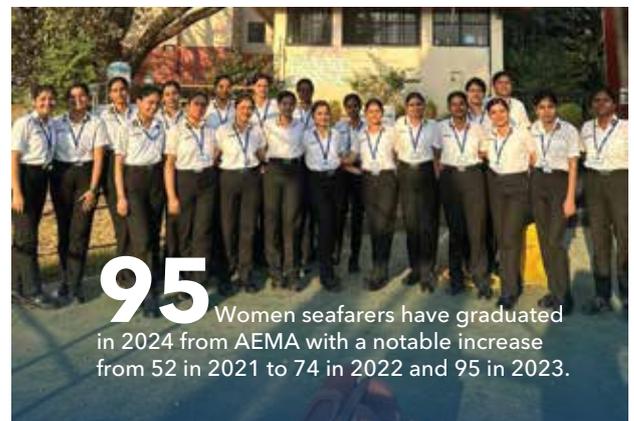


### Career fairs

In 2024 alone, we conducted career presentations and awareness programmes in over 280 schools and 70 engineering colleges across India.

### Support from in-house women seafarers

Our in-house women seafarers' participation in conducting sessions to promote merchant navy professions for women, drawing a positive image of the industry, helped us identify promising candidates for the pre-sea training programmes.

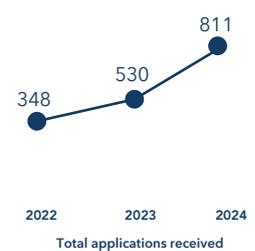


AEMA has witnessed impressive growth in the number of women cadets joining the maritime profession.

Female cadets intake - AEMA year wise



Applications from women interested in joining the profession



“Kudos to the well-being team, you all are doing a tremendous job in making female seafarers more assimilated to the industry!!”

**Third Officer**

# Trust Development Index (TDI)

Trust is essential for delivering excellence, as it reflects a sense of psychological safety within the team.

## Two crucial ingredients for a high-performing team:

<p><b>Competence</b></p> <p>.....</p> <p>Measured using Talent Matrix</p>	<p><b>Trust</b></p> <p>.....</p> <p>Measured based on psychological safety in a team</p>
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A few years ago, we introduced the Talent Matrix programme to evaluate the competence of our management-level officers.

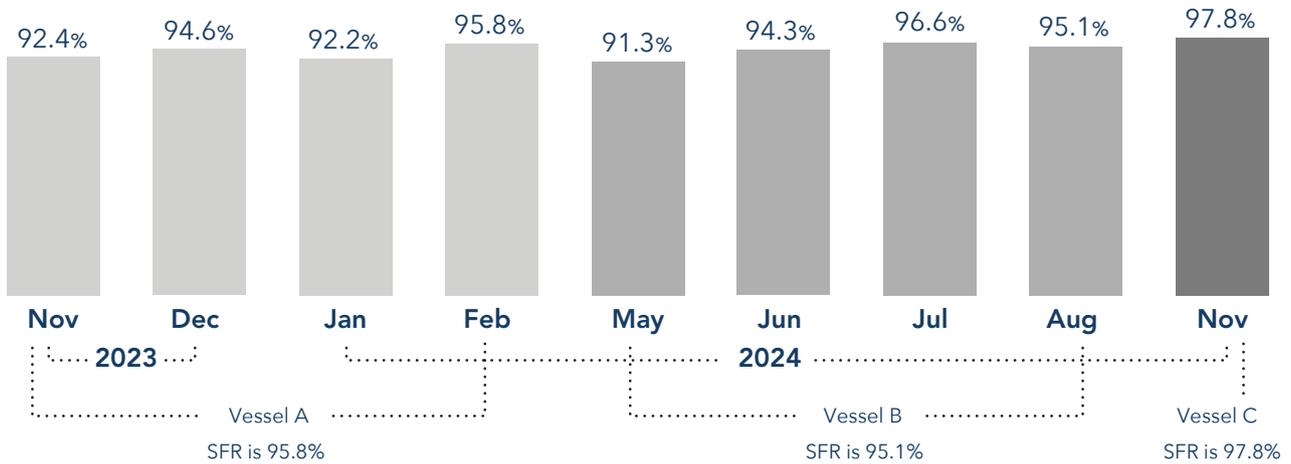
Trust is a feeling which is not really measurable. To address this, the Trust Development Index (TDI) was created to help officers gain insight into how others perceive them and take steps to increase psychological safety in their teams. TDI is based on the Seafarers Feedback Rating (SFR), which is collected monthly onboard. It focuses on SFR scores from areas under the direct influence of management-level officers and incorporates feedback from their teams over the last three ships. TDI for seafarers will be accessible on the WE Care app after sign-off.

The Talent Matrix and TDI together create a robust framework that enables officers to excel in their professional roles.

### Illustration of Master X' TDI

Based on rating by the department, Master's TDI score for the last three consecutive vessels is 94.5%

### TDI - 94.5% | Participation - 77



Every time Master X' joins a vessel the SFR of the vessel improves

Seafarers expressed their trust during the Master X' contract

**77**

Master X' well-being and engagement TDI score is at

**93.4%**

Policy compliance stands at

**99.8%**

Work environment on ship during Master X' contract is

**90.4%**



Master X' TDI reflects a sustained culture of respect, inclusive atmosphere, psychological safety, and trust onboard leading to improved well-being of seafarers and overall a **happy ship**.

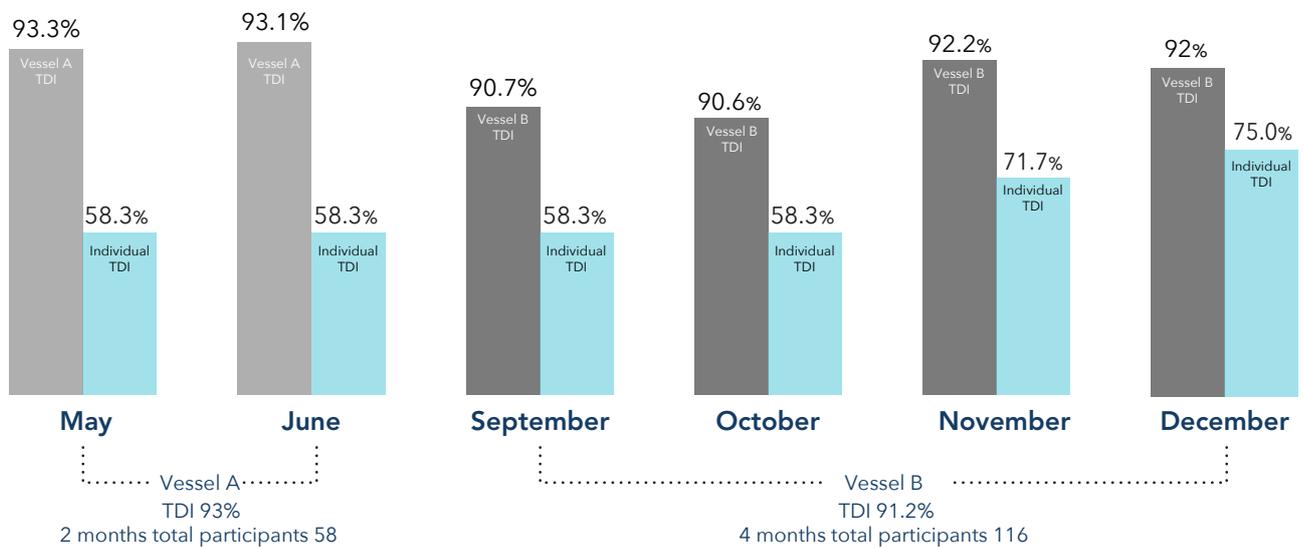
## Individual Trust Development Index (TDI)

### Trust begets trust

Trust is a two-way street; therefore, TDI will be accessible to all seafarers. The difference between individual voting patterns and team voting patterns will determine the individual's TDI ratings.

Illustration of an individual and vessels' TDI score  
 Individual TDI - 63.3% | Participant voted in 6 months

● Vessels' TDI  
 ● Individual TDI



If your ratings differ significantly from your team's average, it may be helpful to reflect on your personal feelings.



# Our Environment

- The Carbon Neutrality certification was completed this year and we invested in the Luangwa Forest Community project.
- 20 Bamboo trees were planted as a part of the initiative.
- 118 KW Solar plant inaugurated at AEMA.

## ADOPT A BAMBOO

ADOPT OR GIFT  
A BAMBOO FOR  
JUST RS 1200

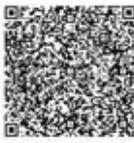
for 2 years Maintenance  
Get an E-certificate  
80G Benefits

Lets leave a  
Greener Planet  
for our children

Reduce your  
carbon footprint  
& contribute to  
a healthier planet

DO U KNOW  
WHY BAMBOO  
IS AWESOME?

- releases 35% more oxygen into the atmosphere
- Absorbs 12 tonnes of CO2 per hectare per year
- requires less water to grow
- grows super fast: up to 3 feet per day!
- doesn't die when it's cut
- stronger tensile strength than steel
- requires no pesticides to grow
- stabilizes the soil, preventing erosion
- helps in raising the water table
- support a wide range of wildlife
- improves fertility of soil



AMAZENGO NAUTICAL ASSOCIAT

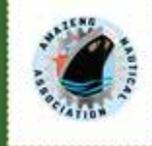
Scan QR code  
to donate Rs1200 now!



MBPA



NMDC



ANA



WICCI

### The Luangwa community forests project (LCFP)

Protecting over one million hectares of forest, the LCFP is the largest community forest protection project in Africa. The CCB Triple Gold validated project addresses key drivers of deforestation and benefits over 217,000 people in some of Zambia's most impoverished provinces through income generation and social services development.



Verified Carbon Standard



Climate, Community & Biodiversity Standards



Project of the year 2021



**Project developer**





## Zambia

Date established: 2017  
Type: Forest carbon (REDD+)










**Protects**  
**>1.1 million ha**  
of forest landscapes and  
**514,303,420** trees

**2,751**  
beehives hung for sustainable honey production, creating jobs for 488 honey producers

**>1 million**  
tonnes of carbon credits issued to date

**6,600**  
farmers trained in Conservation Farming techniques

**>200,000**  
people are positively impacted by the project

**>2,000**  
income creation opportunities for community members through community investment and projects to date

**171%**  
increase in average annual household income to date

**Forest Carbon Rights** attained by **12** Community Forest Management Groups in 12 Chiefdoms

**>US\$5 million**  
in conservation and carbon fee payments to communities to date

**>US\$500,000**  
invested in livelihood projects to date

## 2 of our vessels are using AGWA which is about growing fresh vegetables onboard.

AGWA Hydroponics room



AGWA Hydroponics devices

These devices are continuously monitored by AGWA team through internet.



### Master and Chief Engineer's feedback on Agwa hydroponics

“Agwa Hydroponics is a rewarding and efficient way to grow plants, especially in the maritime industry where there’s always a scarcity of fresh vegetables, which are always subject to, frequency of port calls, availability and logistical costs. Storage of fresh vegetables also has its own challenges.

Hydroponics, by Agwa has provided us seafarers with a unique experience to have our own small backyard, where we can grow fresh vegetables and have the satisfaction of seeing it grow from a small bud.

Complimented by Agwa’s strong technical support, where even the minutest of problems can be easily solved with the click of a button. This system has truly been a blessing for seafarers.”



# Anglo-Eastern Maritime Academy (AEMA)

Founded in 2009 at Karjat, near Mumbai, India, AEMA is our highly regarded, award-winning pre-sea institution aimed at developing the finest cadets for placement within our managed fleet.

AEMA offers comprehensive curriculum including nautical science, engineering, and soft skills development.

### Hands-on learning

Advanced simulators, virtual reality, and real-world scenarios to enhance operational readiness.

### Mentorship

Mentoring by experienced Anglo-Eastern officers to instill a safety-first culture and teamwork.

### AEMA Awards in 2024

- Innovation in Maritime Award
- Industry Best Practices Award for Operational Excellence
- AEMA ranked first for Outstanding Maritime Training Institute
- Maritime Institution of the Year
- Best Maritime Training Award

### AEMA students till 2024

**3,122** DNS      **2,252** GME      **567** ETO



**4,897**

Officers are our AEMA students



# ANAVI



**ANGLO-EASTERN**  
CSR Initiative

ANAVI made a remarkable impact in 2024, touching over 500 lives. From providing basic necessities to supporting the environment through tree plantation drives, blood donation drive and beach cleanups, ANAVI and its members always strive to provide support and care wherever required.

Notable projects included the repair and renovation of an old age home and a primary school, reflecting ANAVI's dedication to spreading joy and kindness. This year also saw the addition of new members from AESM, strengthening its mission to create a brighter tomorrow.



**40**  
Associations



**8**  
Centres



**260**  
Visits and gatherings



**3,500**  
Lives benefited



Join us at: [anavi.committee@angloeastern.com](mailto:anavi.committee@angloeastern.com)

# Our Awards

We are one of the world's leading ship management companies, recognised by both the shipping industry and national governments, with more than 100 awards presented to us in the last 12 years alone.

## Awards presented to us in 2024

### 'Outstanding Foreign Employer for Seafarers' and 'Outstanding Maritime Training Institute' 2024.

India's 61<sup>st</sup> National Maritime Day Celebrations saw Anglo-Eastern shine with two awards in key categories

From 'Technology in Maritime Awards, the Naval Connection' Anglo-Eastern Maritime Academy was awarded the **Innovation in Maritime Award (First Prize) and Industry Best Practices Award (Operational Excellence)**, while the Anglo-Eastern group was recognised with the **Industry Best Practices Award (Human Resource Excellence for Seafarers) 2024**



### Certificate of Merit 2023 in recognition of outstanding dedication to the automated mutual-assistance vessel rescue system in support of lifesaving on the world's ocean (AESM)

From 'The Commandant of the United States Coast Guard'



### Award for outstanding performance in Port State Control (PSC) for the year of 2023

Hong Kong Shipping Registry, Marine Department, HKSAR

### Crew Welfare Tanker Operator Award 2024

SAFETY4SEA



Special Achievement Award (Maritime) 2024  
From IBJ Awards

# Anglo-Eastern Global Well-being Team

Introducing Anglo-Eastern's Well-being team, dedicated towards enhancing the welfare of our valued seafarers. With a strong emphasis on innovative initiatives, they diligently work towards ensuring the well-being of our ship staff and stakeholders.

To facilitate effective communication and engagement, the team has implemented multiple feedback platforms meticulously analysing data to provide actionable insights. Additionally, they conduct surveys, organise exciting contests, launch impactful campaigns, and arrange joyous celebrations, all communicated through diverse ASSET posts.

New initiative Career Care Programme supports seafarers in their professional growth and development. It offers personalised career guidance, and skill-building platform to help our seafarers advance their career goals.

Additionally, the Trust Development Index (TDI) programme focuses on measuring and enhancing trust between officers and their teams. By promoting transparency, psychological safety, and respect, TDI helps create a collaborative and supportive work environment, enabling seafarers to perform at their best while fostering a culture of trust and excellence.

The Well-being team extends their gratitude to Capt. Vinay Singh, Group Managing Director - Marine HR, for his invaluable guidance and constant support.



Thank you,  
Anglo-Eastern family.  
You inspire us.



 **ANGLO-EASTERN**

[www.angloeastern.com](http://www.angloeastern.com)