

Seafarer Training

As of March 31, 2009, MOL had some 11,400 seafarers working in its fleet, but as the number of vessels continues to increase, so will the number of shipboard personnel. In order to provide safe, high-quality transportation services, the company needs to secure a steady supply of highly skilled, top-flight seafarers. Therefore, the company has established a training program to cultivate and train top-quality seafarers. The following report offers a more in-depth look at that program.

Cultivating Seafarers With Excellent Skills and Strong Loyalty

In 2007, MOL launched a large-sized training ship named "*Spirit of MOL*," and introduced an onboard training program for maritime school graduates (cadets) using a unique curriculum that the company developed itself. The training ship welcomes around 180 new cadets from 5 to 7 different countries, who spend a period of 4 to 6 months acquiring basic seamanship skills while the ship operates in the waters of the Philippines and Southeast Asian countries. The intensive training program carefully selects well-trained supervisors and seafarers to serve as instructors, and ensures that all cadets receive thorough training in safe practices and basic operational skills. By living and working together on the ship, the multi-national young cadets develop strong bonds of cooperation while acquiring practical navigation and marine engineering skills and learning to take pride in becoming MOL seafarers. MOL has invested energetically in this program, which is one of the first dedicated training ship programs developed by a private-sector shipping company, to provide cadets with essential multicultural understanding and professional skills. In fiscal 2008, in recognition of the program's quality and success, Lloyd's Register - Fairplay Ltd. presented MOL with the "Safety at Sea International Award 2008" (training division).

In the summer of 2008, the *Spirit of MOL* was dispatched to Iloilo City, in the Philippines, to assist in disaster relief efforts following a major typhoon. The ship delivered emergency supplies for the government of the Philippines, helped to clean up public facilities that had suffered severe flood damage,

and assisted with local restoration work. In recognition of these efforts, the Republic of the Philippines' Office of the President offered official appreciation to MOL, the training ship, her cadets and crewmembers. In this way, the *Spirit of MOL* was able to contribute to disaster relief in the Philippines, the largest source of MOL seafarers. Not only did the cadets help MOL fulfill its corporate social

responsibility; they also had a unique opportunity to work in an environment very different from their usual shipboard life, and strengthen the bonds of cooperation by taking part in a humanitarian relief operation.

When their training aboard the *Spirit of MOL* is complete, and the cadets have acquired basic operational skills, they are assigned to a ship in the MOL fleet to receive more "hands-on" training. The captain and his crewmembers, who have extensive experience and skill over years of shipboard service, give cadets on-scene training in cargo handling, ship maneuvering and machinery operations, seeking to teach the cadets the decision-making skills as well as know-how and the work ethic that have been cultivated by MOL sea-



farers. In order to accommodate these trainees, and provide a proper training environment, new ships that are being built for the MOL fleet are equipped with additional cabins to meet the increasing

demand. By taking part in both the training ship program and a period of apprenticeship on an actual MOL vessel, the cadets are able to obtain the basic knowledge, safety awareness, applied skills, and ability to be a fully fledged MOL seafarer.

MOL has also established land-based facilities in six countries (Japan, the Philippines, India, Montenegro, Indonesia and Russia) to provide upgraded training to seafarers on leave, or prior to their next tour of duty. The training programs seek to enhance the various specialized skills of MOL's shipboard personnel. The company also cooperates with maritime universities in the countries that produce most of the world's seafarers, by offering "cadet programs" and scholarships, thus contributing to the cultivation of excellent seafarers.

Support for Families

Seafarers spend several months at a time away from their families, on board a ship, so it is very important that family members can understand and support their husbands, fathers and brothers while they are on tough duty at sea. The overseas manning offices, which take care of MOL seafarers, provide various information continuously to families, and organize regular "family gatherings," giving special awards to long-serving employees, in an effort to strengthen ties and promote the sense that they are members of the "MOL family." In this way, the company strives to create a sense of loyalty, and pride in being a member of the MOL Group, and thus promote safe operation of our fleet further.

