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COVER STORY:

IRIS LINES: CONNECTING THE PHILIPPINES TO THAILAND AND VIETNAM

by Camille Bello



IRIS

A ROYAL CARGO COMPANY

MV IRIS PAOAY GOES INTRA-ASIA



(MNL)



(HCM)



(BKK, LCB)

Iris Lines made its intra-Asian debut with its 1118 TEU vessel – MV IRIS PAOAY, last August 2022.

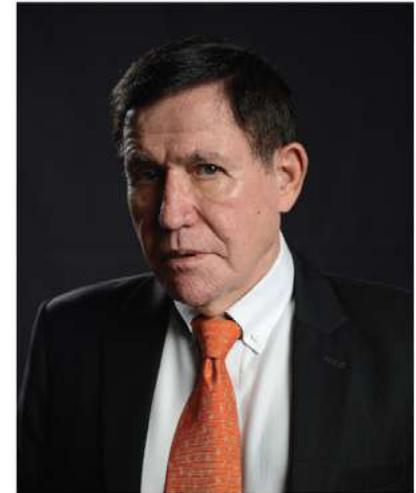
The MV IRIS Paoay is **named the first Philippine-flagged ship to sail internationally in 30 years**, and it has been catering long-haul exports to the US since its maiden voyage on September 23, 2021.

Today, MV Iris Paoay is trading between **Manila, Vietnam, and Thailand** on a fortnightly basis, offering convenient, fast, flexible, and cost-effective ocean transportation to shippers in Southeast Asia.



Captain Igal Dafni, Managing Director of Iris Logistics, shared his statement to a *Thailand-based logistics* magazine, **“There are many things that might help a company to improve its results, but there is one thing that drives all results; “GROWTH.”**

“Growth defines a company’s ability to get results, but such results are not just about getting things done, but getting the “RIGHT” things done. Iris Logistics believes that its decision to enter the growing intra-Asia market; and especially linking its growth To Thailand, the second-largest economy in Southeast Asia, is not only the ‘RIGHT’ thing but will contribute further both to Thailand’s transportation growth as well as to Iris Logistics.” he added.



“ Iris Logistics believes that its decision to enter the growing intra-Asia market, and especially linking its growth To Thailand the second-largest economy in Southeast Asia ”

INTRODUCING THE NEW IRIS LINES WEBSITE

by Camille Bello

Say hello to the newly developed website of IRIS LINES!

With a mission to complete IRIS LINES’ branding, Group Revenue Management’s MarCom is pleased to announce the launch of the new IRIS LINES website.

Currently, the website’s design phase is finished. Along with a new look, the goal is to showcase the company’s complete services and provide our clients access to the operating vessels’ sailing schedule.

VISIT www.irislogistics.com **NOW!**



EDITOR'S PICK:

HOW THE CHINA-TAIWAN TENSIONS CALL FOR SUPPLY CHAIN RESILIENCE, REGIONALIZATION AND SELF-DEPENDENCE



by Christian Kurt Raeuber
(originally published on LinkedIn)

The world we know for the past 30 years has been full of economic progress, peace and harmony, and globalization.

Those days called for different instruments and strategies to maximize opportunities according to a peaceful state of affairs and a relatively stable global supply chain. Outsourcing into far destinations was the norm to use more economical labor markets that would feed into a steady-flowing supply chain.

Since the beginning of the pandemic, global supply chains have been tested and failed in many ways. Just when the two-year-long restrictions were easing and the supply chains were normalizing, a new challenge emerged from an unexpected war between Russia and Ukraine.

Increasing Tensions Across The Globe

The war in Ukraine was a test of the security of smaller countries and their sovereignty, which has caught China's and the world's attention. Why was it so interesting for China? Because China, similar to Russia, is interested in "re-uniting" its previous territories. In this case, China is interested in re-uniting Taiwan to its territorial control. In the eyes of China, Taiwan is part of the mainland, which Taiwan sees as the total opposite and considers China part of Taiwan. To learn more about the China/Taiwan relationship.

The conflict has brought about provocations from China by show of force in the form of military exercises, while the US has re-assured its alliance with China should a war break out. What does this mean to the world? It means that we are living in more dangerous times, that we should not rely too much on the resources of other countries and see to it that we can stand on our own feet, feed ourselves and protect ourselves.



Resilience in the Supply Chain

The call for resilience does not only apply to food security and sovereignty but also impacts how we supply ourselves with what we need. The supply chain challenge of the next 20 to 30 years will be different from the previous decades we have experienced. In light of this, countries need to reevaluate how they source supplies. Instead of looking to outsource manufacturing to far-off labor markets, we need to look to outsource from nearby countries or even look to manufacture inland and employ locals.

It is necessary to study the sophistication of manufacturing practices from manual labor to more automated production lines supported by robotics with little manual supervision required. Higher value output through automation will make manual labor less competitive and change the landscape of how things are made, and how things are transported. This will bring about self-reliance on food, an era of domestic Agricultural progress that countries will promote to feed their people, not depending on the cooperation of other countries.

Increasing Regionalization and Self-reliance Towards a Sustainable Market

Suddenly the idea of holding stock to be more resilient is a strategic decision to meet the demands of a volatile supply chain market. What does this mean for supply chain strategists? It means that the next 20-30 years will be driven towards more regionally oriented supply chains, domestic manufacturing, domestic supply chains in the form of warehousing, and domestic transport and last mile deliveries.

So, does it make sense to watch CNN, BBC, or any news channel? Does it make sense to keep track of current affairs? Of course, it does. While it may not impact your day-to-day life, it most certainly has an impact on a much bigger picture we many times take for granted.

The world of global logistics is an ever-changing landscape. We forwarders must keep track of driving our strategies alongside the current market and support it with resources and solutions that clients can benefit from in the marketplace. Understanding the bigger picture will ultimately define whether or not you will be competing in the market in the years to come.



IN THE SPOTLIGHT:

“THE PRINCE OF FINANCE AND TREASURY”

Getting to know Mr. Jonard Salazar
by Camille Bello

Pegged as one of the youngest Vice Presidents of Royal Cargo and duties aside as the VP for Finance and Treasury Department – Jonard “Jon” Salazar described himself as **a simple guy with big dreams.**

THE FUN SIDE

We asked Mr. Jonard Salazar to share some random fun facts about him. We were pretty amused that behind his gentle and soft-spoken aura, **he revealed that he once delivered a one-liner sentence as an “extra”, playing the role of the main character’s best friend in one of the episodes of “Maynila,” hosted by Lito Atienza.**

He enjoys analyzing data and the financial aspect of anything that comes to mind.

Outside of RCI walls, **Jon likes taking long rides on his motorcycle, playing online games and is an absolute animal lover.**

He then shared with us that at a young age, **he used to pay his tuition fees with his earnings of about 40-50k per semester from playing Ragnarok.**





THE PASSION FOR LEARNING

Jon never stopped chasing knowledge. He is a consistent dean's lister, a **Certified Public Accountant (CPA)**, and a passer of a globally recognized exam— **Certified Information Systems Auditor (CISA)**.

He spent most of his education years in Intramuros, Manila. Before taking up B.S. Accountancy in 2008 at the Lyceum of the Philippines University, he took up one semester in B.S. Nursing (PUP) and B.S. I.T. (PCU) and two semesters in B.S. Management (Arellano University).

He also earned an MBA degree from Pamantasan ng Lungsod ng Maynila.

MONEY TALK

We asked Jon to define the importance of an organization's financial health. According to him, ***"Finances make everything flow smoothly. Our department has two main jobs: ensure that we have funds and pay who needs to be paid."***

"It takes a lot of strategizing to balance the inflow and outflow of cash to maintain our company's financial health in shape. Good thing we have a great team in this challenging role.", he added.

He also shared his advice when it comes to budgeting wisely. ***"Priority first. Make sure you always allot your budget for your savings, needs, and payables before spending money on your wants."***

"It always seems impossible until it's done." - Nelson Mandela



ON A PERSONAL NOTE

As one of the youngest vice presidents, Jon shared his take on what a good leader should be. ***"A leader communicates with the team and guides the members. A leader takes the team where it needs to be. A leader knows how to coach. A leader knows how to listen."***



HSSE CORNER:

ROYAL CARGO JOINS DEPED'S BRIGADA ESKWELA

by Mary Ann Olaes

One of the fundamental components of Filipino culture, “**Bayanihan**,” is where the idea of the Brigada Eskwela has its roots. As part of Social Corporate Responsibility (CSR), this has been the Royal Cargo spirit for several years now as one of the top stakeholders of Paranaque Sto. Nino Elementary School.



On August 18, 2022, with its involvement in the yearly Brigada Eskwela, Royal Cargo, spearheaded by HSSE, Head Mr. Andrew Valenzuela and HR Head Ms. Aileen Ferrer once again showed the passion of kindness in providing cleaning and painting materials. Volunteers from various departments participated in the activity, such as arranging students’ desks and chairs and cleaning classrooms.



Royal Cargo considers supporting youth education as one way to demonstrate its concern for the community and as a good corporate neighbor. *Royal Cargo hopes that Brigada Eskwela will encourage more kids to attend school to support them in securing a better future for themselves and their families.*



RE-ESTABLISHMENT OF THE 5S+ CULTURE IN ROYAL CARGO INC.

by Arlet Kalagayan

It's been a decade since the 5S+ (Sort, Set in Order, Shine, Standardize, Sustain plus Safety) became a standard of Royal Cargo. Through those years, the organization administered the 5S+ as its way of life and optimized its productivity, efficiency, and safety. However, the severity of covid19 prevented the continual improvement of the 5S+ culture and seemed to fall short of the "Sustain" element.

In the 3rd quarter of 2022, the HSSE department, headed by Andrew Valenzuela, restored and revamped the 5S+ tradition of Royal Cargo. **The 5S+ leader and implementor, Mary Ann Olaes**, established categories for warehouse, office, and yard. With this, reasonable and balanced auditing was imposed.

Every area has its practices that are very commendable. **The warehouse champion, Printwell Mamplasan**, has an incredible way of sorting their stored items, preventing the employees from confusion. **The office champion, RC2 2nd floor**, has an exceptional way of maintaining the "Shine" category. **The yard champion, CL Alabang**, is very resourceful and creative in maintaining the cleanliness of the area.

Discipline and teamwork were prominent as it takes every department in each area to redevelop the culture. Despite taking time to set up each workstation according to the 5S+ method, the participation of each and every one proves that the culture is still within the organization.





A DAY IN THE LIFE:

ROYAL CARGO RIGGERS

by Aileen T. Ferrer

In the early 90s, Royal Cargo became one of the major players in the Projects and Heavylift industry. Management decided to put together a team that can deliver the services needed to be the partner of choice by clients. One of the requirements was to bring in men whose primary role was to assist and support the rigging, lifting, loading, unloading, and transportation of heavy equipment and over-dimensional cargo.

Among the first batch of Riggers hired was **Joel “Bong” Daliva**. Bong started as a project-based truck helper. Rigging was second nature to him. He just watched how things were done, and he would be able to execute them accurately. His innate talent in unpacking, crating, rigging, and spotting transformers onto the foundation and lifting paved the way for him to be offered regular employment by the company. Bong became integral to the Projects team servicing major clients like **Shell, Intel, Siemens, NEC (Nippon Electric Company), and NAPOCOR**. He rose from the ranks steadily until he was promoted to Operations Supervisor in 1997 and eventually Operations Manager in 2016.



One of Bong’s notable achievements was the replacement, relocation, and installation of the electrical transformers of NAPOCOR and MERALCO at that time. These were transported via land and barge from San Jose del Monte sub-station in Bulacan to the Kadampat sub-station in Pangasinan.

The client needed the job completed within 24 hours to avoid rotating brownouts in the Luzon area.



Bong committed that it could be done in 18 hours but finished 3 hours earlier without compromising safety and the company's name. ***He has since become the go-to person of our clients and has been specifically requested to lead projects.***

A Rigger's job not only requires one to know how to tie and calculate the weight needed to support, lift, or move heavy equipment and cargo. They need to work closely with Heavylift Operators in navigating equipment through confined or limited spaces; transport, tilt, turn, or dip equipment to ensure that the project is executed according to agreed service levels and safety standards.

Open communication between everyone on the team is also a key factor in the success of our projects. Bong recently completed the installation of kiln components with Taiheiyo Cement Corporation in Cebu with his team, even though he was off-site. Through technology, he guided the team to complete the process while giving instructions from his hospital bed.

Another noteworthy Rigger is Jose Bayani "Joe" Vasquez. ***Joe has been with us for 19 years.*** He had no formal training before joining us but his dedication and drive to learn the intricacies of the job earned him a certificate of recognition as the ***"Best Rigger"*** for our project with *Taganito HPAL Nickel Corporation* in 2012.

A Rigger's work is not completed in a day. ***Projects take them away from home for weeks and even months. Being away from family is one of the sacrifices that go along with the job.*** More than camaraderie, relationships are strengthened with the support of each other as brothers. They take pride in each other's accomplishments and have helped Royal Cargo become one of the undisputed providers in the Projects and Heavylifts industry.



Bong "Bong" A. Daliva

Jose Bayani "Joe" A. Vasquez



INSIDE NEWS:

NEW RCI AUDITORS FOR INTEGRATED MANAGEMENT SYSTEM

by Mr. Rey Macaro

The pandemic is almost over, and the Royal Cargo Management System is now back to “business as usual” mode. **Changes in our work areas with the new normal should not stop our organization from implementing and maintaining standard operational practices and compliance.** Keeping in mind the Quality, Environment, and Safety objectives and policies are the main priority in meeting or exceeding our stakeholders’ expectations.

To maintain the effective implementation of the RCI Integrated Management System (ISO9001, ISO14001, and ISO45001), it is a fundamental requirement to have an effective internal audit team. A training series from August 23, 25, and September 12, 2022, was conducted by QMS for the new set of RCI auditors for 2022. The training covers interpreting the three management system standards, basic auditing principles, and RCI Audit procedure.



Continued on the next page



The 34 participants from different business units passed with flying colors after completing a day session of discussion, workshops, and qualification exam.

Feedback from trainees:

“What I like about this training was the knowledge taught and the easy-to-catch-up teaching method of the Facilitator about the Internal Audit process.”

“I gained more knowledge and experience.”

“Explaining the information most easily so we can easily understand since most of us are newbies in this field.”

Now that the audit team is ready, their auditing skills will be tested on the ground during the QMS, EMS, and OHS management system audit this last quarter of 2022.

RCI PASSED THREE ISO CERTIFICATIONS AUDIT

by Cherry Pascual

Royal Cargo is now certified in ISO 45001:2018 (Occupational Health and Safety Management System)!

ISO 45001 is an international standard designed to help organizations ensure that they control and minimize occupational health and safety risks. This certification enables Royal Cargo to **provide safe and healthy workplaces by preventing work-related injury and ill health.**

In addition, Royal Cargo has successfully maintained its certification audit for ISO 9001:2015 (Quality Management System) and ISO 14001:2015 (Environmental Management System) after a rigorous weeklong audit conducted last September 19 to 23 by the representatives of TÜV Rheinland.

With that, Royal Cargo now has a triple ISO certification status – a true testament to Royal Cargo’s continuous commitment to uphold, produce and offer top-quality services to its internal and external customers.





INSIDE NEWS:

PROJECTS AND HEAVY LIFT DEPARTMENT RECEIVES RECOGNITION FROM ONRI *by Camille Bello*

Projects and Heavylift Department of Royal Cargo received plaques of appreciation from **Omnico Natural Resources Inc. (ONRI)** last August 24, 2022, honoring **Mr. Elmer Francisco Sarmiento, Mr. Rodrigo De Roma, Mr. Martin Copon III, and Mr. Lawrence Esteban** for the immense contribution, exemplary support and unrelenting guidance leading the offloading operations of wind turbine components to success. Capt presented plaques. Antonio Kho, Port Operations Manager and Harbor Master of ONRI, and Ms. Alma Kho, SVP and General Manager of ONRI.



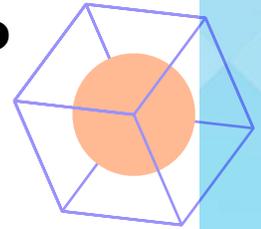
The ONRI team stated they had learned much from the Royal Cargo PHL department deployed in Ilocos Norte. In reciprocity, Royal Cargo has also offered plaques of appreciation to ONRI to express gratitude for months of working together on a project in Ilocos.





ROYAL CARGO ATTENDS THE PMTLAI GENERAL MEMBERSHIP MEETING

by Cherry Pascual

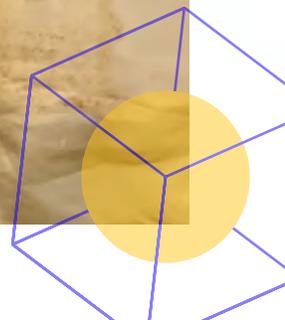


Last August 19, 2022, the **Philippine Multimodal Transport and Logistics Association, Inc. (PMTLAI)** hosted its first face-to-face General Membership Meeting after two (2) years at Casa Ibarra along MOA Complex, Pasay City.

Department of Transportation Undersecretary, *Mr. Elmer Francisco U. Sarmiento*, graced this event as the guest of honor. As the appointed DOTr Undersecretary for Maritime, he delivered an inspiring opening speech on the private and government sectors' role in working together to improve and develop our industry. USec. Sarmiento also facilitated the induction of PMTLAI's new set of boards of Directors.

Overall, it was an enjoyable event that allowed people from the logistics industry to meet again after two (2) years of quarantine from the COVID-19 virus.

Royal Cargo has been a long-time member of PMTLAI, the professional organization representing the country's freight forwarding and logistics industry.





EMPLOYEE ENGAGEMENT:

STEP-TEMBER CHALLENGE

HR and the HSSE department held the STEPtember challenge for Royal Cargo employees last 30 September 2022. The activity aims to promote fitness and emphasize the importance of being active to avoid vascular diseases like blood clots, heart attacks, and stroke. The challenge required teams to move around, be active and have fun during the event.

A total of twenty (20) groups from different departments and locations registered to participate in the challenge. Each team, consisting of 10 members, had steps recorded using a Pacer Pedometer app to track their progress. The team with the most number of steps accumulated was declared the winner.



During the event, teams took extra effort to walk to and from RC1 and two so that they could accumulate steps. Some employees even chose to walk to the office instead of taking public transport to contribute to their team's numbers. The competition was as high as the teams came up with strategies as HR announced the numbers during lunchtime.

BE PART OF THE
STEP TEMBER
CHALLENGE
30 SEPTEMBER 2022, FRIDAY

The Eagle i-T team was declared champions, with 474,544 steps recorded.

from the Comptrollership and Tax department came in second with 376,758 steps.

The Walkin-g team from Syspro came in third with a total number of 355,053 steps. As a treat, the winners received a basket full of healthy snacks.

When asked about his experience, Briggs Lonzame, Team Leader of Eagle i-T, said, *"It was a challenging, fun, and healthy competition. We pushed ourselves but had fun at the same time. We look forward to future events and challenges like this."*



Congratulations!



EAGLE i-T
ICT
CHAMPION



COUNT TREAD DRIFTERS
CTD
1ST RUNNER UP



WALKIN-g
SYSPRO
2ND RUNNER UP

COMING SOON:

**THE OFFICIAL
ROYAL CARGO STORE
IS COMING TO TOWN!**

You may **ADD TO CART** your favorite Royal Cargo items starting **January 2023!**

What's in the bag? Scan the QR code to check the items now!

Stay tuned via MS Teams for more information.



*LIMITED STOCKS ONLY
*PRICES ARE SUBJECT TO CHANGE





INSIDE NEWS:

SPEX 16 AND 17 GOAL ZERO YEARS

by Cherry Pascual

One proud moment for Royal Cargo Inc. as **we are again recognized by Shell Philippines Exploration B.V. (SPEX) Malampaya** for achieving 16 and 17 “Goal Zero” Years, which means that there have been no total reportable cases (TRC) or significant environmental releases for years 2021 and 2022.

The Goal Zero Award is given to all contractors and suppliers that achieved exemplary performance in fulfilling their duties for all the Shell Philippines project partnerships that focus on the three (3) areas of safety hazards: personal, process, and transport safety.



Mr. Andrew V. Valenzuela and Ms. Rochelle of PHL received the award on behalf of Royal Cargo during the Q3 Health, Safety, Security, and Environment (HSSE) Forum held last September 28 at Acacia Hotel, Alabang, Muntinlupa.

In return, an awarding ceremony was recently held to recognize RCI employees who have made this safety milestone possible.

Royal Cargo’s President, Mr. Andrew Kurt Raeuber, and Vice President for Functional Services, Ms. Loida F. Tasis, graced the ceremony.





This supports the company's efforts to promote safety culture among its employees, ensuring everyone gets home safely to their families.

Here are the awardees:

- **Jomar Catubag** CCB
- **Handell Oliver** CCB
- **Miriam Sy** CCB
- **John Robert Mapadat** CCB
- **Maricon Dimasacat** CCB
- **Ellalyn Naldoza** CCB
- **Alaina Jamilla** CCB
- **Pete Coronacion** CCB
- **Liomar Manigque** CCB
- **Karen Dantes** CCB
- **Edwin Vergara** CCB
- **Rubylie Santos** CCB
- **Tito Jaca** CCB
- **Marie Karl Lontoc** CCB
- **Christopher Cea** OFD
- **Mark Alvin Inigo** OFD
- **John Mark Calunsag** OFD
- **Moises Garsuta** OFD
- **Abdulazis Abdulmojib** TMW
- **Princess Pangon** TMW





GAME TIME:

JOIN THE CRANE GIF CHALLENGE!

The first three (3) employees to email us the screenshot of the accomplished GIF will get limited-edition **Royal Cargo merchandise!**



SCAN TO JOIN:



Hurry and email us at marketing@royalcargo.com!



CONTINEO

Contineo is the official newsletter of the Royal Cargo Group of Companies produced by Marketing and Communications

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THAILAND | VIETNAM | HONG KONG | MALAYSIA
INDONESIA | PAPUA NEW GUINEA | TAIWAN**

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Ecozone and Freeport Logistics • Moving and Storage • Vaccine Depot