

Hunt Deltel *Express*

2017, Issue 1

HUNT DELTEL CELEBRATES 80 YEARS

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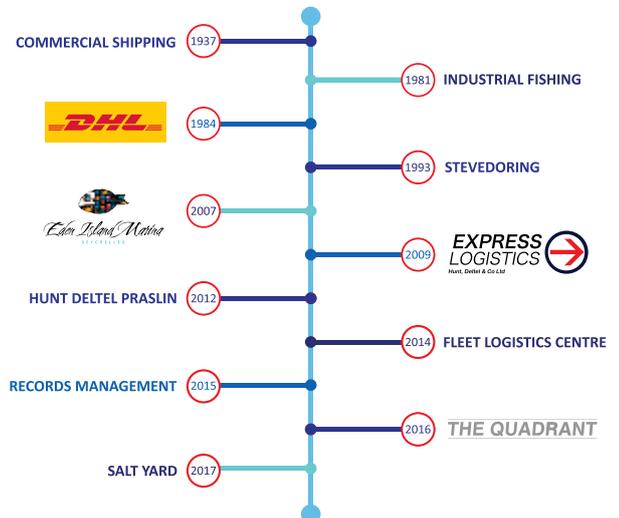
Food For Thought

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Hunt, Deltel was founded in 1937 by two prominent local businessmen, Percival Hunt and Alexandre Deltel, and was one of the earliest companies to be incorporated locally.

In 1937, Hunt, Deltel's principal activity was handling commercial vessels representing Messageries Maritime and later Eastern Liner Services, which offered sailings from UK ports. In addition to this the company also offered the following services and products: insurance, trademark & registration, alcohol, cigars, household goods, sports goods, tyres, batteries and Ford vehicles.



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Having completed his university education in the United States, Mr. Mike King-Harman (MKH) was working back home in the UK when an associate of his, a Dutch investment banker, proposed that they jointly invest in a company in the Seychelles. Given MKH's wish to start a business venture in an "interesting environment where (he) wouldn't have to wear a coat and tie", this proposal came at a fitting time. The twosome began negotiations with the Von Oswald family seeking to sell some of their shares.

MKH and his partner subsequently came to visit Mr. Deltel in Seychelles and confirmed the venture in 1972 when MKH came to run the operations at the age of 24. In true MKH fashion (as his friends and family will know) he quickly built his network of friends and contacts; during the daily operations of Hunt Deltel, rugby practice and renting water sports equipment on Beau Vallon. He remembers the days when it was quite standard for the waitresses to join patrons for a good go on the dancefloor at Pirates Arms in its heyday.

Mr. King-Harman's initial aim was to build up the company and possibly sell it at a timely occasion. Little did he know he would still be in Seychelles over four decades on.

Mr. Edmond Houareau's association with Hunt Deltel goes as far back as 1968 at the tender age of 18, as a young man aspiring to be a sea captain. Mr. Houareau embarked on his training in the British Merchant Navy, with Cunard Brocklebank, sponsored by, you guessed it, Hunt Deltel!

Mr. Houareau remembers paying courtesy calls to Mr. Deltel during his trips back home. After qualifying as a Master Mariner, he came back to Seychelles and worked in the Harbour Master's office during which time he and Mr. King-Harman became well acquainted. It was indeed themselves who attended the daily port meetings at the time, something Hunt Deltel's young shipping assistants may find quite surreal.

With Mr. Houareau seeking to spread his wings and Mr. King-Harman seeking a Seychellois partner, it was in fact the suggestion of a mutual friend which led to what has become a long, solid partnership.

First ever interview with Mr. King Harman and Captain Houareau

DO YOU REMEMBER YOUR VERY FIRST DAY WITH THE COMPANY?

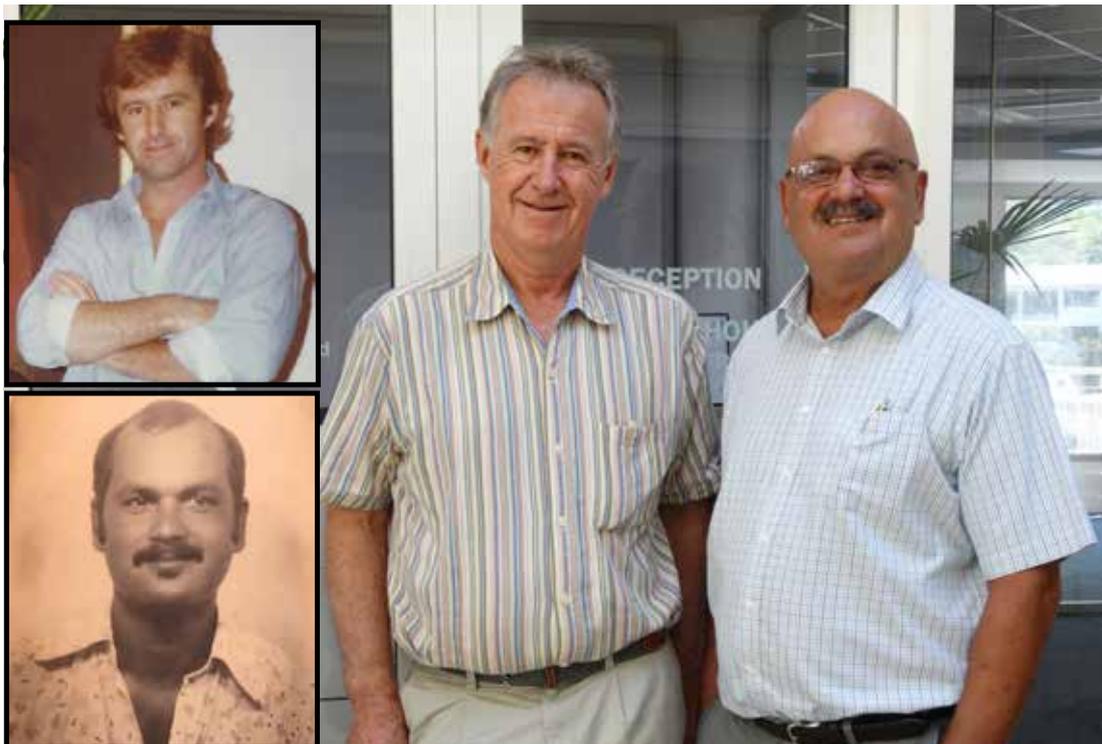
MKH – I don't remember my first day exactly, but when I joined the company it was operating from an upstairs office in the small building on the corner of Revolution Avenue and Benezet Street. The office was without electricity. I am reminded of this every time I get in the lift to go up to our new office...how far we have come!

EHH – I'm pretty sure I didn't have a chair on my first day! We shared an office in Victoria House back then.

WHICH ACHIEVEMENTS WOULD YOU MOST WANT THE COMPANY TO BE KNOWN FOR?

MKH – It is difficult to put a finger on any specific achievements. It is safe to say however we tend to be the first mover in many of our chosen fields, or rather we have been instrumental in the development of the industries which we work in; the company was involved in the first insurance services, internet services, express international couriering, premier superyacht marina services, commercial fishing development, and commercial shipping development. Nevertheless we would like to think that our philosophy and what we would most like to be known for, is that whatever we do as a company, we do as a member of the community in which we live and work.

EHH – The company has grown alongside the country's main industries. Our activities contribute to the country's economy and we always think of our investments as investments in the country as well as in the company. We make a conscious effort



(Main) MKH & Captain at the entrance of HD Reception, 3rd Floor, The Quadrant - May 2017
(Top Left) Mr King Harman in 1979, (Bottom Left) Captain Houareau in 1977

to recognize the long-term benefits of our activities for both the company and our community.

THE COMPANY AND THE INDUSTRIES IT IS PART OF, HAVE GREATLY EVOLVED OVER THE YEARS. WHAT DO YOU THINK HAS CHANGED THE MOST IN THE WAY THE COMPANY IS RUN?

MKH - The company has become more corporate; it is now formally structured, making it more transparent. When I joined the company it had only 6 employees excluding Mr. Deltel. Our workforce has expanded to around 180, plus 450 stevedores. Ownership of the company continues to evolve; we now have over 50 shareholders, many of them staff.

EHH - As the years have gone by we have given more authority to managers, empowering them to drive the business forward in their respective departments. The industry is faster paced. In commercial shipping for example, vessels would call for longer in port and we would personally meet and greet the captain of cargo ships. It was customary to host them for lunch. Nowadays there is little interaction with cargo ships' captains.

MKH - I delivered the first vehicle I sold personally to the buyer, who paid upfront in cash. That wouldn't happen now! In any case the company has evolved from a trading company to a logistics provider.

EHH - I remember the days of telegrams, faxes and postcards instead of e-mails and facit machines instead of calculators!

IS THERE A DECADE WHICH STANDS OUT IN YOUR MEMORY FOR BEING THE MOST ENJOYABLE IN YOUR CAREER AND WHY?

EHH – Things just keep getting more and more exciting! (He laughs)

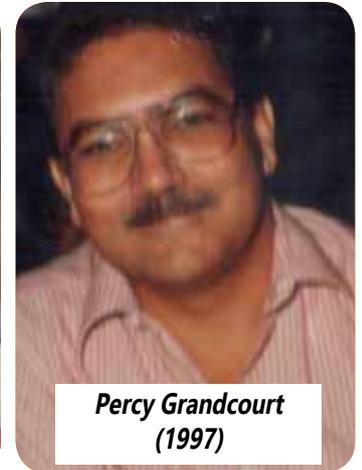
MKH – The start of commercial fishing in Seychelles was the biggest game changer. Hunt Deltel as shipping agent was even involved in the very first exploratory missions by the French who came to assess the potential for commercial fishing in Seychelles. The activities which followed that have all contributed to the company's growth...containerization...the development of stevedoring. Again, it is hard to single out one period when so much has happened over the years.



MKH & Captain on the steps of The Quadrant, May 2017



Mavis Lafortune (1997)



Percy Grandcourt (1997)



Souvenir photo with Mr. Armand Savy on his visit to the new Fleet Logistics Centre, 2015



Group shot 60th Anniversary

The Journeys of Some Long Serving Staff



L-R Robert Lebon, Francois Jules, Robert Etienne

Robert Etienne

became an employee of Hunt Deltel & Co Ltd in August 1995 as an Accounts Assistant. At the time, the headquarters were based at the Victoria House. He worked in the post

for two years and was then transferred to the Fishing Department. With time, he developed an interest in the operations of the business as opposed to administration. He was introduced to the 'Total Lubricants Marine' bonded warehouse where lubricants for French Vessels were kept, and the bonded warehouse for Dunlop tyres.

In search of further fulfilment, his Saturdays were spent accompanying the boarding officers with boarding duties and stevedoring duties as he was keen to learn more about the fishing industry. He then began preparing salaries for the stevedores alongside the late Mr Francois Agathine. He eventually took on the role of Paymaster for three years. Hunt Deltel then introduced a Transport & Logistics Department where he took on the role of Transport Manager. At first, there was only one Hiab truck, but eventually the fleet grew to become more specialised with machinery such as forklifts, trailers, tractors and side lifters.

He was recently appointed as the Stevedoring and Shore Handling Manager which has proved to be the most challenging job thus far for him. He makes a special mention of gratitude to Mr Lyderic Chetty for the opportunities he has given him over the years.



Georgette Figaro was the early bird and 'Manman' of the Fishing Department for 22 years. Georgette made staff feel at home when they sat for a cup of tea in the middle of a long working day, in the ever so well kept staff kitchenette.

Guybert Pragassen, affectionately known in the office as 'Praga', For the past 29 years Praga has generally been the one to open the head office doors well before 7am on mostly every working day. The chili fanatic and connoisseur, he has grown his own chili plant on the patio outside the Head Office canteen. Joined as audit officer and signed off as a consultant in the Finance Department. Guybert's colleagues describe him as a very punctual and hardworking with a knack for teasing his colleagues.

Cecile Vidot's journey with Hunt Deltel began in January 1997 as a Secretary in the Fishing Department. She recalls being excited and proud to be joining a big company right out of school. Her colleague Janine, who greeted her on her first day in her then tiny office, eventually became her right hand and her teacher. They worked well together and still do today. Back then, the Fishing Department was at New Port. For the past 20 years, she has been in the same department and has never wished to have it otherwise. Despite moments of doubts, she has remained faithful to HD. Promotions included Documentation Officer and she is presently working in the accounting section in the company's Fleet Logistics Centre. One memory which stands out over the past two decades is the passing of her colleague, Mr. Francois Agathine in 2008. This taught her to cherish loved ones, as life is too short and tomorrow is never guaranteed. Cecile's colleagues describe her as hardworking, very organized, calm, reliable, and always ready to help out.





Janine Thyroomooldy's career with Hunt Deltel started 31 years ago as a Secretary in the Fishing Department, which at the time, consisted of only 4 staff. She recalls being excited and nervous on her first day given she had little work experience. These doubts soon disappeared when she was introduced to her manager Mr Armand Savy and her colleagues, the late Mr Lloyd

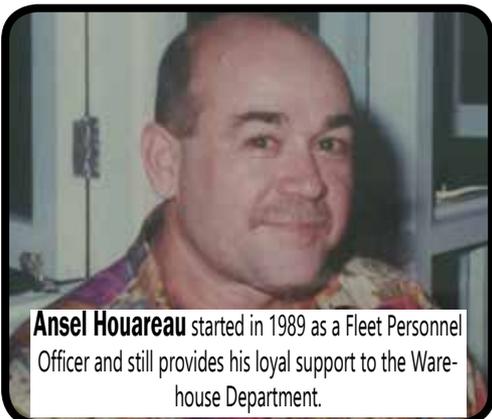
Montalban and Mr Robert Andre who instantly made her feel part of the team. Initially, she had administrative and accounting duties. There were no mobile phones or computers then and they used telex machines and manual typewriters. Communication with the purse seiners in port was by VHF Radio. From time to time when there were no vessels in port and the fishing season moved to Madagascar's zone, she was asked to work at the Head Office to assist **Mrs Flolise Larue** who at that time was Personal Secretary to Mr King Harman. They became friends the first time they met and this friendship has lasted to this very day. Mrs Larue and Mr Savy showed her the ropes and the limit was up to her. She remains grateful to them. As the company grew, new staff have been recruited and Janine was promoted to Accounts Officer and later to Supervisor in the Fishing Department's Accounts Section which proved that her devotion and hard work was appreciated. Like any work place, she recognises the ups and downs, the sad and happy times. Along the way she learned a lot and made lifelong friends and she feels proud to be working in a Company like Hunt Deltel. Janine's colleagues describe her as punctual, honest, practical, hardworking and fair.



Rolina Wirtz joined the Accounts Department at Hunt Deltel in January 1994 after completing a 3 year course in Business Studies at the Seychelles Polytechnic. Her first post title was 'accounts assistant'

in a department with only two other people. A year later, she was transferred to Mahe Business Machines, (MBM) a subsidiary company of HD, where she was responsible for the accounts department. She recalls her first day and how everything was new to her, in addition to not knowing anyone. Friendships flourished soon enough and names like Maylene, Marie Claude and Jacqueline (who is still with HD) are mentioned. Her most memorable year with HB coincides with the birth of her son on 28th February 2005 given this is also the end of the company's financial year. What had been normally a stocktaking day, was spent in the delivery room that year. During her time with HD, she has also followed AAT accounting courses at the SIM for her own personal development and was even awarded best student for the Intermediate stage. Rolina currently oversees the accounts for all HD's subsidiary companies.

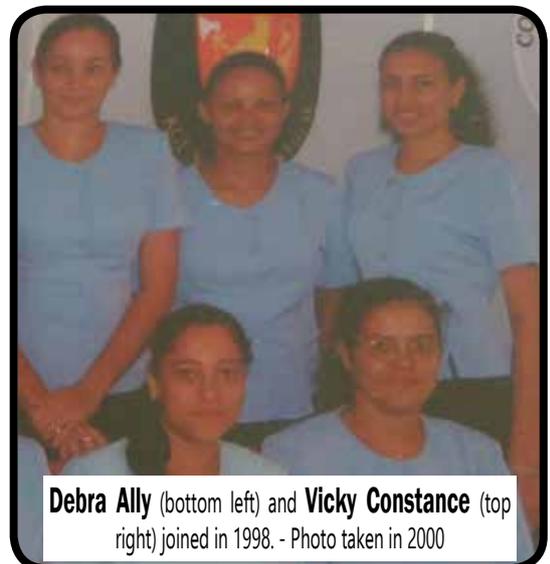
Jacqueline Jacques started as a secretary in 1988. She is now supervisor of the Groupage function in Commercial Shipping. She is described by colleagues as hardworking and friendly, with an infectious laugh.



Ansel Houareau started in 1989 as a Fleet Personnel Officer and still provides his loyal support to the Warehouse Department.



Francois Jules joined in 1994 (Left) & **Maxime Celina** joined in 1995 - Photo taken in 1997



Debra Ally (bottom left) and **Vicky Constance** (top right) joined in 1998. - Photo taken in 2000



Lyderic Chetty

"I joined the company in February 1986 at the age of 21 as a shipping assistant in the commercial

shipping department. The company was very small with around twenty staff and only ten of us at the main office which was based at Victoria House. At that time we were mainly agents for NCHP (direct line from Europe), NYK from Far East, SCI from India and Gold Star line from Bangkok. We were also the agent for Cunard (QE2) and mostly all navy warships. The fishing department was new with only three staff operating at the New Port Trading Estate

I am happy to have been part of the company's growth, with over 100 staff today and to see us make our contribution in the country.

My main duties when I joined the company was boarding and providing all logistics support and services to vessel while in port. I really enjoyed those years. In that time the commercial port was very small and could only accommodate two vessels 150m at a time. I often had to board vessels on arrival at Pilot station in the early morning. It was adventurous especially during the South East monsoon with the bad weather and together with the other authorities I had to climb the Pilot ladder holding my briefcase with my teeth. Once the formalities with the captain was done, I would proceed straight to the lounge for a nice breakfast.

The only means of communication with vessels that time were using VHF radios.

I remember after all departures at night I would go to the office to type and send departure telex and ETA message to the next port of call using the old telex machine with tape. An old manual type writer was also used to prepare all shipping documents. I can say I had some really good time in the shipping department.

Later in May 1993 the company started the stevedoring business involving discharge of tuna transshipment. I was immediately transferred to assist Mr Armand Savy in setting up the department. It was an exciting year for me. I enjoyed it until today and feel happy and proud to have been part of and to have seen this department and the whole company growing altogether. In the year 2004 again I was involved in the formation of the Transport and Shore Handling department and altogether in 2013 our Fishing, Transport and Logistic Department finally got its new home at Ile du Port.

Today, I can say that having chosen shipping as a career has taught me a lot in life. I have met people from all over the world and from all walks of life.

It is important to me, to mention and thank some of my special colleagues, namely Flolise, Ton Armand, Jeanine, Selwyn, Francois, Mavis, Guybert and all of you.

My gratitude to our Directors Mr King Harman, Captain Houareau and Christophe.

As our company celebrate its 80th anniversary and after over 30 years of service I feel happy to be part of the team and proud to see it still growing stronger."



Eric Isaac joined Hunt, Deltel & Co. Ltd in December of 1977. He was the 12th employee of the company, and he joined as a Clearing & Forwarding (C&F) agent. After successfully completing a diploma in Cargo Handling he later

followed the IATA Air Cargo Training. Mr Isaac became a Senior Agent in the new subsidiary Express Logistics in 2009 and spent his final years in the company providing Consultancy and Advisory Services before saying farewell in December 2016. Eric's colleagues describe him as calm, friendly & respectful.



Gerard Dodin (left) joined in 1994 and **Jude George** (right) joined in 1996.

Photo taken in 2015



Selwyn Edmond started in 1994 as a boarding officer. He is described by colleagues as being very organized, hardworking and calm.

HUNT DELTEL - NEW SALT YARD

The new Salt Yard begun operations on 20th April 2017.

The warehouse provides all-round higher standard of hygiene, security and stock control. With the elimination of exposure to the elements, salt loss and leaching will be cut to an absolute minimum – good news for our customers as well as for the generations to come who may well have other plans for the land currently occupied by our salt yard.

As the drivers get accustomed to manoeuvring in a closed environment, the stevedores are appreciating the benefit of working in the shelter of the warehouse.

While there is still the inescapable humidity of the tropics, stevedores are now protected from UV rays, windblown grit as well as rain.

The delicate task of salt stacking is made safer by the need to stack properly within the defined space, and with minimal salt clumping, the task of handling and moving the salt has also been facilitated.

20,000 tons of salt is handled per year.



High Spirits on the Much-Awaited moving day.



One of the 2 salt warehouses before operations began



Marlon William (left) and Jeffrey Louis (right).



Driver Mr. Jules Verlaques - One of the first trailer loads of salt into the warehouse.

Shorehandling Supervisor Juan Bacarie (right) and Jude Georges Logistics Officer (left)



L - R Rhoney Labonte, Robert Etienne & Francois Jules.



Forklift Operations



**Online Container Tracking:
A helping hand for the efficient importer**

With the imminent arrival of a cargo ship comes the familiar sound of 'n-teen' phones ringing off the hook. Indeed when importers see the vessel's ETA approaching they understandably want to know whether or not their cargo is due to arrive on schedule. Unfortunately when so many calls are coming in, there is bound to be someone on hold, awaiting the next available documentation officer. We say, why not save the wait and track your container online in a matter of seconds?

What information do I need to track my container?

- Container Number
- Bill of Lading (B/L or BOL)
- Booking Number

Container Tracking Sites:

We suggest heading to the shipping line's main site, such as Maersk or Safmarine which have a tracking function. Otherwise there are tracking sites which can find your container if you are unfamiliar with the shipping line which owns your container such as www.track-trace.com for example.

What happens between the ETA and the time I can collect my cargo from the port?

A number of tasks must be completed between the time the vessel arrives in port and the point at which we can provide our customers with their much-awaited documentation.

Upon arrival of the container, we receive a discharge list and manifest from the shipping line which need to be tallied. The manifest is then uploaded in our cargo manifesting system and all the necessary information needs to be updated. Upon completion, this information is uploaded to Asycuda and checked for errors. We then need to register the manifest in Asycuda to enable customers to process their Bill of Entry. We then print the delivery orders and send out arrival notices to our customers. Once all containers are discharged, we give out a delivery order which our customers use to collect their container/cargo from the port.



**DHL Express Seychelles
When you receive a parcel slip instead of your parcel**

Many of us have experienced the excitement of receiving a call from the DHL office, alerting us of the arrival of our much-awaited parcel.

Many of us have also experienced the less pleasant feeling upon being informed that your parcel is not actually ready for delivery, but rather that it has been held by customs for one reason or another.

For what reason does this happen?

The idea of paying a premium rate for DHL Express' service is to receive door-to-door delivery; correct. Nevertheless, whether DHL or not, all parcels are subject to customs clearance and DHL is required to abide by worldwide standard customs clearance regulations.

There are certain instances in which this implies an extra step in the process before the item(s) can be released by customs, hence the use of a parcel slip.

When to expect that your shipment is likely to be retained for further inspection by customs:

For **individuals** receiving a personal shipment, if your parcel is valued above Scr 3,000.00 (CIF) it is subject to import duty and tax which must be paid separately/ in addition to the freight charge you paid DHL.

If your parcel is valued above Scr 5,000.00 (CIF) a customs broker/clearing agent is required for the clearance of the goods.

For **businesses** receiving a shipment of commercial value, if the value of the goods exceeds USD 100 (CIF), customs will retain the parcel and the consignment will have to be formally cleared (A Bill of Entry needs to be lodged) by a consignee-appointed customs broker/clearing agent.

Customs requirements

- Ensure the sender includes an accurately detailed original invoice and packing list that corresponds with the shipment. This document should detail the contents and value of each item, not forgetting the associated currency.

- This also applies for items being sent as a gift.
- For items purchased online, an order confirmation and proof of payment is required such as the post-purchase confirmation

e-mail with all above-mentioned information stated within.



Recycled Art Workshop



From Wednesday 10th May to Friday 12th May, Hunt Deltel and Sustainability for Seychelles put together a workshop for the third year students of Fine Art at the Seychelles Institute of Art & Design.

During the three days the students were briefed on the 'waste' situation in Seychelles by Dr. Michele Martin who ran discussions on the importance of the 3 R's: Reducing, Re-Using and Recycling waste and underlined the process of waste sorting.

S4S also initiated the organization of a field trip to the Providence landfill, facilitated by Hunt Deltel and STAR Seychelles. The students were amazed to see how much space the landfill and its contents occupy, and the range of items discarded. Mr. Bernard Croguennec, the Managing Director of STAR Seychelles personally took the time to host an educational visit on-site, shedding light on the challenging task of waste management in a small country like ours.

Back at the institute the students were taught a variety of techniques to transform waste into jewelry, sculptures, wall art and hot plates using coffee capsules, electrical wire, paper, broken tiles, drinks bottles and a wide range of other waste. Hunt Deltel provided the tools, Sustainability for Seychelles provided the expertise and the students were given free rein to create as they wished.

Wilton Constance who headed the jewelry-making lessons was excited by the interest of the students, and is hopeful that they may one day use these skills to earn a living for themselves.

Michelle Harter who headed the mosaic lessons hopes that more workshops such as this materialize, "There is nothing more important than inspiring young people to care for their impact on their community and giving them the opportunity to discover their potential."

Zoe Chong-Seng, an art teacher at the institute, was grateful for the refreshing addition to the week's timetable, "Workshops like these help to motivate the students. The more exposure they get to different techniques the more aware they become of their strengths."



1. Broken plates and tiles can be used for mosaic art.

2. The students at the landfill with Michele Martin and Bernard Croguennec.

3. Rolled paper beads make beautiful necklaces.

Pavilion of the Seychelles

57th International Art Exhibition- La Biennale di Venezia



Seychelles is participating in the 57th International Art Exhibition-La Biennale di Venezia, for the second consecutive year. Hunt, Deltel & Co. Ltd. proudly sponsored Arterial Network Seychelles for the launch of The Giant Tortoise Parade in 2016. This event introduced the concept of the giant tortoise sculpture to the public of Seychelles in the form of a youth art competition.

This year, sixteen participating Seychellois artists, collectively known as Group Sez, are taking part in the Biennale to represent Seychelles within the spirit of the theme "Viva Arte Viva". The exhibition from Seychelles, curated by Mr Martin Kennedy and organised by the Seychelles Art Projects Foundation (SAPF,) represents the tortoises of the Seychelles. It has been aptly named "Slowly Quietly".

The artists were given the opportunity to freely interpret blank tortoise sculptures with the aim of bringing aspects of Seychelles' environment and culture to Venice.

The number of artists participating in this year's exhibition has significantly increased from two (in 2016) to sixteen. George Camille and Leon Radegonde, who are participating in their second consecutive exhibition, are being joined by the following fourteen artists:

Colbert Nourrice; Egbert Marday; Alcide Libanotis; Christine Chetty-Payet; Alyssa Adams; Tristan Adams; Zoe Chong-Seng; Marc Luc; Daniel Didon; Danny Spoha; Charles Dodo; Allen Ernesta; Nigel Henri and Christine Harter.



SSFC/SFA Juvenile Demersal Programme

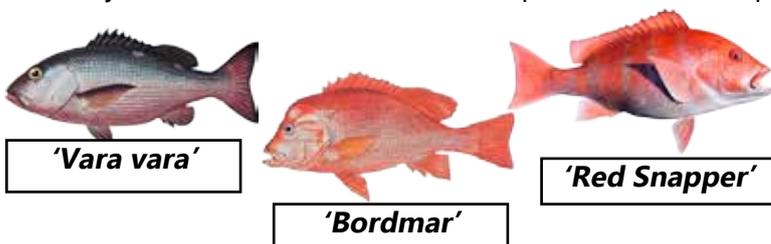
The Tag and Release of Juvenile Demersal At-risk Species

Seychelles Sports Fishing Club (SSFC) and Seychelles Fishing Authority (SFA) have embarked on a conservation project to manage the sustainability of fish stocks in the Seychelles waters. Hunt, Deltel & Co. Ltd was the first to participate in the SSFC/SFA Juvenile Demersal Programme, which is a landmark conservation and scientific programme involving 4 most at risk species based on a review conducted by SFA.

Demersal fish are those that live near the seabed, as opposed to pelagic fish which are usually found swimming mid-water. The programme which started January 1, 2017, advocates the tag and release of juvenile demersal at risk species critical to the Seychelles.

A total of 6,800 tags are scheduled to be deployed over a 5 year period. In addition, release rulers were developed that allow fishermen to identify whether a fish is in its juvenile stage. The programme has displayed early impressive results with 2 recaptures of previously tagged and released Emperor red snapper (Bourzwa).

Fish are not considered mature until they can reproduce; it takes an Emperor red snapper about nine years reach a size of about 62cm before it starts reproducing. SSFC organises major fishing competitions in Seychelles, however they are implementing a tag and release format to some of their tournaments in line with their conservational efforts. Supporting such tournaments assists SSFC to showcase Seychelles as one of the world's top locations for responsible fishing.





WOMESA Seychelles



L-R: Uvicka Bristol (Blue Economy Research Institute); Elisa Socrate (SFA); Brigitte Ciseau (SMSA); Connie Anthony (Coast Guard); Karine Rassool (SFA); Sharon Pool (Seypec); Eugenie Khani (BERI).

The Association for Women in the Maritime Sector in Eastern and Southern Africa (WOMESA) was launched in Seychelles on the 28th April 2017. The non-governmental organisation falls under the aegis of International Maritime Organisation (IMO) and has been launched in collaboration with the Seychelles Maritime Safety Administration. (SMSA).

The mission of the Association is to advocate for gender equality, improvement of women's access to maritime training and technology and promote their advancement to key decision-making levels in the maritime sector in Seychelles.

Although Hunt Deltel has many women working in the company, the majority occupy administrative posts; less women go out on the field as boarding officers or stevedores for example.

With the shared aim of promoting women's access to quality employment in the maritime sector through education and training, Hunt, Deltel will be participating in this year's Blue Economy Internship Programme in collaboration with the SIDS Youth Aim Hub (SYAH).



Athletes

As a company with many international ties, Hunt, Deltel & Co. Ltd. strongly encourages Seychellois representation internationally. In line with this, Hunt Deltel supports Seychellois athletes representing Seychelles abroad.



Felicity Passon

Since moving to the UK in 2015 to undertake a swimming scholarship, Felicity Passon now 18 years old, has been achieving her goals and has participated in many prestigious competitions. During a 3 day Regional Competition in Plymouth during the Labour Day weekend, Felicity achieved outstanding results. She won 5 gold medals in 50m butterfly, 50m backstroke, 100m backstroke, 50m freestyle, and she helped her relay team win the 400m freestyle. These wins secured Felicity two national records in 50m butterfly, where she lowered her own record, and 50m backstroke. Her time in the 50m backstroke has qualified her for the World Championship in Budapest this Summer.



Nicholas Baldwin

Professional triathlete, Nicholas Baldwin, continues to represent Seychelles in 2017. In March, Nicholas won the Karri Valley Triathlon held in Western Australia. The race covered a 1.5km swim, a 60km bike ride and a 12km run.

Nicholas trained hard to improve his previous second place title to win the course with a finishing time of 2: 38: 37, achieving a new course record.



Alyssa & Sherbra in Shipping Documentation

HELLO
my name is
Alyssa Chetty

so I was based at the Quadrant. I was able to gain a broad understanding of the role of the department within the company and soon became acquainted with shipping terms such as 'demurrage'. I assisted with the input of data and filing, and also gained experience in the processing of demurrage fees.

The working environment was different from what I was used to at secondary school as I was assigned more responsibility, which is something I really enjoyed. The positive working environment and my hard-working colleagues motivated me to perform to the best of my abilities.

I learnt valuable life skills such as discipline and time keeping which have been transferrable to my current academic life. I realised that it is important to be early for work to accomplish assigned duties on time. I believe that my internship has instilled a profound sense of discipline which has helped me to maintain a good punctuality record, despite the dreaded early morning bus ride faced by many A-level students!

Reflecting back on my experience at Hunt Deltel, the outcome was positive in many ways. Being exposed to actual working life has influenced my future career choices and has also validated what I do not want to pursue. I thoroughly enjoyed the experience and I am looking forward to another internship when time permits.

Internship

I started my 3 week work attachment at Hunt, Deltel on the 4th of January, right at the start of the year. No time was wasted on my first day; I was introduced to my colleagues and supervisor who briefed me on what was expected of me.

My internship was spent with the shipping department

SEYCHELLES

The Understated Superyacht Destination

Despite how easily we can all see the beauty of Seychelles from land, the view of Seychelles by sea is simply not one to be missed. The unspoilt natural diversity of our islands' landscape can truly be appreciated as you move from the granitic inner islands with the smooth boulders and grand rock formations of extraordinary shapes to the coralline outer islands with their magnificent atolls, rich reefs and turquoise lagoons.

Anchoring just off the coast is a pleasure for skippers and owners alike and the numerous sheltered bays provide a broad choice of safe locations for overnight stays. The tropical climate is such that the calmest period to visit is November to April whilst the South East Trade Winds from May to October provide the perfect sailing conditions.

Seychelles' immigration regulations and port clearance procedures also facilitate hassle-free passage of yachts between islands, and Mahe provides all the facilities required for berthing and maintenance.

A minute with Capt. Khan & Capt. Mather

WHAT DO YOU LOVE MOST ABOUT YACHTING IN SEYCHELLES?

Capt. K: *Besides being a picturesque destination with warm and friendly people, Seychelles offers some of the best diving and fishing in the Indian Ocean if not the world.*

Capt. M: *It is a beautiful destination and one that is ideal for Cruising with a broad spectrum of activities and cruising options. There are some pristine secluded and private anchorages; the outer islands are just amazing to visit; some of the best diving and fishing on the planet to offer.*

FOR YOU, WHAT QUALITIES/FACILITIES MAKE SEYCHELLES A LUXURY YACHTING DESTINATION?

TION?

Capt. K: *Eden Island marina offers top of the range berthing facilities in a safe and secure environment. Bunker quality and facilities offered by Seychelles Petroleum is probably the best in the region. Besides this, the Port and Customs Authorities are easy to deal with.*

Capt. M: *The Eden Island Marina is a well-run and managed marina with friendly staff.*

WHAT DO YOUR PASSENGERS APPRECIATE MOST ABOUT YACHTING IN SEYCHELLES?

Capt. K: *The tranquillity is probably the most appreciated commodity guests look for. Needless to say the easy going lifestyle and our creole food are very much appreciated by our guests.*

Capt. M: *The privacy it provides, the endless beauty of the Islands, the unbelievable diving and the fishing.*

TOP 5 PLACES IN SEYCHELLES FOR AN OVERNIGHT STAY?

Capt. K: *Curieuse Bay is probably the best all-weather anchorage of all followed by Anse Lazio Bay, Grand Anse La Digue, Alphonse & Bijoutier and finally Beau Vallon & Anse Du Ris Area*

Capt. M: *North Island, La Digue, Praslin, Intendance, Alphonse Island*



Grande Anse, La Digue



Anse Lazio, Praslin



Intendance Beach, Takamaka



Common Misconception:

“I won’t have enough time to exercise in my lunch hour”. The Solution: HIIT- High Intensity Interval Training. A few Hunt Deltel gym-goers decided to give this training method a go with the following workouts:

- 1.** 10-minute treadmill workout
 - Set the treadmill to level 9 for a three-minute warm up.
 - Set the treadmill to 12, 14, or 16 (depending on your fitness level and experience)
 - Sprint for 30 seconds.
 - Jump to the side of the treadmill for 30 seconds of recovery.
 - Repeat this 10 times.
 - After 10 minutes of sprints, set the treadmill to level 7 for a three-minute cool down.

**OFFICE GYM EXERCISE
LEGS BUMS & TUMS**

Would you rather exercise before work and sacrifice an hour of sleep or, muster up the energy after a long day of work to fit in your daily dose of exercise? Most people are likely to skip exercise altogether if it requires waking up at an obnoxiously early hour or missing out on family time after work. We carried out a little survey which revealed that over 60% of our staff made New Year’s resolutions related to losing weight or improving their fitness in 2017. When we asked a few people why they don’t exercise, the common reasons were being too busy or too tired before and after work. The Secret Weapon to a great workday and workout may be right around lunchtime: a midday workout.

Reasons to exercise in your lunch hour:

-Efficiency: It clears more free time for yourself at the end of the day and ensures that you’re actually getting in a workout.

-Increased Energy: Breaking a sweat at lunchtime is better than a cup of coffee. A good mid-day workout is an effective way to wake up both your brain and your body, which can improve your mood and your productivity. It is also a great way to avoid an ‘afternoon energy slump’ that almost 70% of our staff admitted to frequently experiencing.

2. Spin to Slim Workout Plan

Your Workout Plan

TIME (MINS)	WHAT TO DO	SPEED (RPM)	Tension	RPE* (1-10)
0-4	Warm up: Stay seated with hands in second position	Moderate (80)	Light	3-4
4-8	Increase resistance; stay seated for 1 min, stand for 1 min, then repeat	Moderate (70-80)	Moderate	5-6
8-11	Decrease resistance and sit down with hands in second position	Fast (85-100)	Light	5
11-12	Stand up with hands in second position and jog	Fast (85-100)	Light	5-6
12-14	Sit down with hands in second position and increase resistance every 30 seconds	Slow to moderate (50-70)	Moderate to heavy	6-7
14-17	Stand up with hands in third position and increase resistance every minute	Slow (40-50)	Very heavy	7-9
17-26	Repeat minutes 8-17	Slow to fast (40-100)	Light to very heavy	5-9
26-28	Decrease resistance; stand up with hands in second position and jog	Very fast (100-125)	Light	8
28-30	Cool down: Sit down with hands in second position	Moderate (80)	Light	3-4

Workout intensity moderately hard
Equipment needed a studio bike like the Star Trac Spinner
Total time 30 minutes
Calories burned 250 to 350**
 * Rate of perceived exertion; see page 173 for chart.
 ** Calorie burn is based on a 145-pound woman.

OUR INAUGURAL POOL TOURNAMENT

When Mr. King-Harman donated a billiards table to the office gym the intention was for staff to be able to enjoy a relaxing game or two over lunch time or after work. That lasted a few weeks until the staff's competitive side came to the fore and a fierce debate began to rage across the office as to who the best player was. It was inevitable that a tournament had to be organized to set the record straight.

Thus was born Hunt, Deltel's inaugural 8-Ball Billiards Tournament. 12 players took part in the seeded, four round knockout event over a period of two weeks from 13th to 25th March 2017. Games were won on a best of 3 frames format, with most games being closely matched and impossible to predict. As the rounds progressed there were several memorable moments – Jonathan taking JJ into a deciding frame, Terrence almost beating Ian and Alex actually winning a frame using his well refined "Whack It!" technique.

In the end though, it was an impressive crowd which gathered to witness the final between the two top-seeded players, Ian "The Doctor" Moncherry versus Jahangir "Young Man" Janmohamed in what was a thrilling battle of the cues. At 3 frames down it looked to all that JJ was going to be annihilated, but a valiant comeback tied the game. Carrying momentum into the final frame JJ had several chances to win but in the end Ian's experience (gathered over many years at the Barrel) and fine cuemanship saw him edge the final frame and cement his position as the greatest pool player head office has ever seen.



SASHA AND ALEX' S UNDERWATER ADVENTURE

The C-Explorer 3 is a submersible that operates from the luxury cruise ship Crystal Esprit. As the agent for Crystal Esprit, Hunt Deltel was able to share an exclusive 'holidaymaker experience' with two members of staff. Alexandre Barbier from Shipping and Sasha Payet from Admin were given the opportunity to experience a subsea excursion on a coral reef. Here's what Sasha had to say about their experience:

Alex and I headed to Praslin on Cat Cocos bright and early that morning. We were fortunate to have had good weather during February's rainy streak. Who knew it was possible to tan at work?

Upon arrival, we were escorted to the submersible on a dingy. We went on two separate trips as there was only room for one extra person aside from the pilot in the 3 person model. I was first to head off whilst Alex waited aboard the cruise ship.

Before heading down to the depths of the sea floor, the pilot pointed out the safety features on board and explained the safety measures to be taken in the unlikely event of an emergency. We then slowly submerged into the clear turquoise waters; the visibility was terrific. I had a front-row panoramic view of the surrounding seascape and

all the little Sargent Majors in their abode.

The co-pilot took on the role of tour guide for the day. He was proud to demonstrate the surround-sound music system and offered to let me play music of my choice. It was also reassuring to learn that the U-Boat Worx submersibles are battery operated, so they have no impact on the marine environments in which they operate. Although the C-Explorer 3 has the capability to dive up to 16 hours, my 20 minute excursion was soon over. Alex was eager to take over at this point. We both agree that it truly was a once-in-a-lifetime experience!



Some of HD's Social Butterflies in their Departmental Gatherings



DHL Picnickers



Workshop selfies



Workshop



Mme Havelock entertaining the ferry passengers with some Sega moves



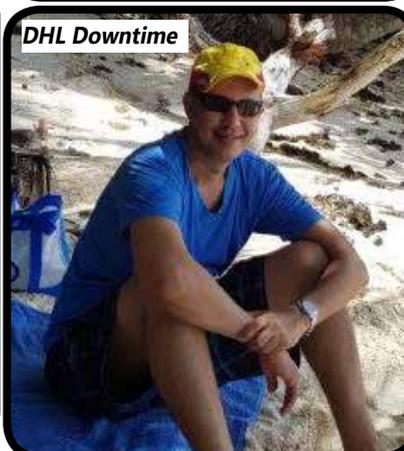
Families



Workshop and Warehousing causing a domino effect!



Shipping selfies



DHL Downtime



Shipping ladies strike a pose



Administration babies



Shipping gents just chilling



Shipping keeping it safe



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SOCIAL MEDIA – FRIEND OR FOE?

It's no secret that social media has turned our world around in ways that generations of the past could never have imagined possible.

Whether you are posting a photo of this morning's breakfast, expressing your frustration at the weather or leaving an emoji on the 'wall' of a fellow social networker you are "putting yourself out there" for the world to see.

As a member of your family, circle of friends, workplace and community, each time you communicate on social media you may (or may not) be stirring up all kinds of emotions and conversations amongst the people linked to you (and the people linked to the people linked to you!) causing a potentially far-reaching and often underestimated domino effect.

This has added a new dimension of communication on both a personal and corporate level with the usual string of pro's and con's that accompany any change in the status quo.

Some relationships have been created thanks to social media, some have been broken because of it, some businesses have flourished and won awards thanks to social media and others have been shut down or put in court (wrongly and rightly in varying cases) as a result of its in-

fluence.

While the debate surrounding this topic is endless given that we all have different values and preferences, it is safe to say that individuals and organizations should use this powerful tool respectfully, responsibly and fairly.

Social Media Vis-à-vis Professional Conduct

Social media etiquette is similar to office etiquette.

- There is always a **polite** way of expressing yourself, even in times of anger and frustration.
- Spreading rumours or backbiting isn't a productive or positive pastime even when done in private. Doing it on a public forum can have **detrimental effects** on your colleagues' well-being.
- Complaining, naming and shaming can indeed help to put pressure on individuals and organizations to change bad habits, but **timely constructive criticism** through a direct medium such as a letter, a phone call or a face to face conversation gives the wrong-doer the chance to clarify and rectify the situation before it escalates.
- Some images and information should remain **private** unless authorization is given to permit its dissemination.



SWOT UP ON YOUR SHIPPING JARGON

If you are not a seasoned importer of goods it may prove frustrating when following the process of organizing and keeping up to date with the progress of your shipment. We hope this small guide will help to shed some light on some of the obscurity!

Bill of Entry: A declaration by an importer or exporter of the exact nature, precise quantity and value of goods that have landed or are being shipped out. Prepared by a qualified customs clerk or broker, it is examined by customs authorities for its accuracy and conformity with the tariff and regulations. See also customs entry.

Booking Number: A shipping reservation number for your cargo used by your cargo carrier or its agent. The booking number is supplied by the shipping company when you book your cargo.

C&F (or CFR) and CIF: Cost and Freight or Cost, Insurance and Freight. It is a term of trading in which the buyer of the goods pays an amount which covers the cost of the goods plus the cost of transporting the goods to the port of discharge (just landed, no local charges are prepaid). CIF also includes marine insurance.

Packing List: A document provided by the shipper detailing what goods are within the shipment and how they are packed. It includes carton numbers, number of items within the cartons and weight and dimensions of the cartons.

Shipper: The Shipper is the sender of the goods. If you are importing goods from an overseas supplier then your supplier is the Shipper. The Shipper sends the goods to the Consignee.

Cargo Manifest: A manifest that lists all cargo carried on a specific vessel voyage.

Manifest: Document that lists in detail all the bills of lading issued by a carrier or its agent or master for a specific voyage. A detailed summary of the total cargo of a vessel. Used principally for Customs purposes.

Demurrage: A penalty charge against shippers or consignees for delaying the carrier's equipment or vessel beyond the allowed free time. The free time and demurrage charges are set forth in the charter party or freight tariff.

Difference between House Bill of Lading and Master Bill of Lading: A Bill of Lading may be issued as a House Bill of Lading or a Master Bill of Lading..

1. A House Bill of Lading (HBL) is issued by an NVOCC operator, or a Freight Forwarder to their customers..

2. A Master Bill of Lading (MBL) is issued by the Shipping Line (Carrier) to the NVOCC Operator, or Freight Forwarder..

When issued for a FCL shipment (non-groupage), a HBL should always be issued on a back to back basis with a MBL which means that the HBL should be an EXACT replica of the MBL issued by the actual Shipping line in respect of all details except the shipper, consignee and notify party details which will be different in the HBL and MBL.

Sources; 1. <http://shippingandfreightresource.com/difference-between-house-bill-of-lading-and-master-bill-of-lading/> 2. https://www.marad.dot.gov/wp-content/uploads/pdf/Glossary_final.pdf, 3. <http://shippo.co.uk/tips-and-tricks/shipping-jargon-explained-part-1/>

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