

## OLDENDORFF CARRIERS AT A GLANCE

Throughout our almost 100 year history, OLDENDORFF CARRIERS has grown and developed from our roots as a small German ship-owner into one of the world's leading dry bulk operators.

As a market leader, we continue to deliver positive financial results and excellent long-term operational performance and relationships to our clients, while assuring growth opportunity and support to our employees.



As a family-owned business, we employ 4,000 employees from around 60 countries, in 18 offices and 8 transshipment projects. This infrastructure enables us to cater for any bulk transportation needs, as we perform 14,000 port calls in 125 countries; and operate on average 750 chartered and owned ships at any one time.

Each year, our fleet carries around 320 million mt of bulk and unitised cargo across the oceans. As a specialist in spot business, industrial contracts and offshore transshipment, we focus fully on dry bulk logistics.

Teamwork is our culture and we are all proud to be equal members of the diverse family of OLDENDORFF CARRIERS. Over the years, we have built a "self-propelled" global network of commercially driven managers and seagoing personnel, who support each other and share knowledge and resources.

## JOIN THE TRAINEE PROGRAMME

The Oldendorff Trainee Programme offers ambitious and inspirational candidates a chance to gain an in-depth understanding of our business. During the 2 years' programme, you will get the opportunity to dive into functions and operations in a variety of departments in a defined order. Working side by side our professionals, networking with fellow trainees and colleagues and learning from the best is a unique chance to kick-start your successful career.

### TRAINEE PROGRAMME STRUCTURE

The Programme is divided into 5 sections, while combining theoretical and practical training and including occasional self-studies and visits of our external business partners.

#### SECTION 1

- Introduction
- Port Operations
- Technical Department
- QSE Department

#### SECTION 2

- Agent
- Surveyors
- Sailing on-board (ca 2 months)

#### SECTION 3

- Bunker Desk
- Port Disbursement
- Hire
- Freight & Laytime

#### SECTION 4

- Operations Department (ca 1 year)

#### SECTION 5

- Research Desk
- Marine Insurance
- Claims Department
- Legal Department

#### SECTION 5B

- Broker House
- Chartering Department

To maintain high quality of the Programme and maximize the learning curve, you will receive regular feedback and evaluations, as well as occasional tests.

## TRAINEE PROGRAMME OVERVIEW

### THEORY

- Shipping terms and abbreviations
- Parties involved and their relations
- Ships' characteristic
- Cargo types
- Seasonal zones and their effect
- Stowage plan, stowage factor, loadlines, restrictions, loading and discharging equipment
- Trade limits
- Marine regulations and rules
- Maritime law
- Shipping documentations and legal documents
- Contract and their clauses
- Learning about bunkers - requirements, restrictions and regulations
- Trades
- Influence of global factors such as weather, natural disaster, war, global economy

### PRACTICE

- Sailing on-board of an Oldendorff vessel as a cadet (ca 2 months)
- Dealing with port expenses, hire payments, freight and demurrage
- Calculations of laytime
- Working with shipping agents, the crew and stevedores loading cargoes and meeting captains
- Washing cargo holds and hatch covers and making inspection with surveyors
- Operating ships throughout the world:
  - Calculating bunkers and cargo intake
  - Speaking to parties
  - Organising surveys
  - Giving instructions to master/agent
  - Dealing with Bill of Lading and LOI
  - Interacting with the supportive function of the company
- Dealing with claims and learning how to find commercial settlement
- Using internal software system such as Softmar, voyage estimator, AXS Marine

The Oldendorff Trainee Programme is an excellent ground to build a successful shipping career on. Operations, chartering, bunker, freight trading or management positions in shipping as a later career prospect are the future path for young talents.



"I started my career many years ago in Oldendorff headquarters in Lubeck, Germany, as a trainee for 2.5 years. During my training, I have worked with experienced and dedicated trainers in 7 different departments, covering all aspects of shipping from technical, over crewing and legal to commercial, giving me a broad understanding of dry bulk shipping world. Throughout my career, I have been relocated to 3 different Oldendorff offices, namely Mumbai, Singapore and now Hamburg since 2018."

Lutz Demming  
Director of Cape Chartering

"Oldendorff Trainee Programme was the perfect first step for my career. It has enabled me to build a solid foundation and network within the industry, as well as gained cross-functional experience in a short span of 2 years. Oldendorff offers not just a job, but also provides a consistent, high standards learning environment, where I can continuously contribute in its growth and regional expansions. The years are passing and I still feel so fortunate and challenged every day."

Venise Wong  
Operations Manager - Panamax

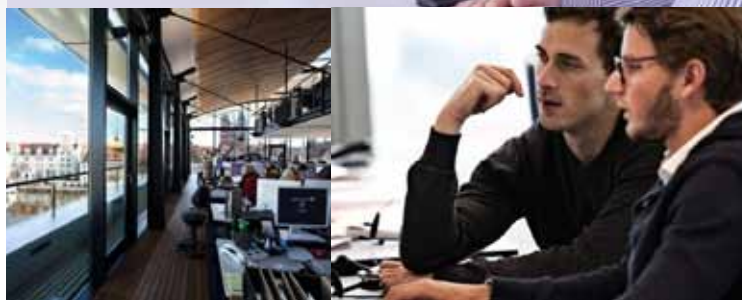


"I joined Oldendorff Singapore Operations Trainee Programme (SOTP) more than 3 years ago. The program aims to groom fresh graduates into professional operators by providing practical on-job training, which was something I could never learn solely from books and lectures. Rotation among various functions allowed me to grasp understanding of how each department functions and ultimately core training was in operations – a pivotal role in shipping. Throughout the trainee programme with fantastic environment in diversified Oldendorff culture, I have developed into a professional shipping operator."

Johnnie Ang  
Operations Manager – Handymax/Supramax

"As a Singapore Oldendorff Operations Trainee, I am encouraged to work in cross-functional departments and even offices overseas, which is especially appealing for young graduates like myself, who seek a good challenge and international exposure. The trainee program has groomed me to be a professional shipping operator, always prepared for the adversities of the shipping environment."

Melisa Yeo  
Trainee Graduate



# OLDENDORFF®

## TRAINEE PROGRAMME SINGAPORE

