

THE NAVIGATOR



NEWS FOR OUR PARTNERS

March 2019



SUCCESSFULLY COMPLETED

FIRST FERU DELIVERY TO MEYER TURKU

MEYER WERFT FIT FOR THE FUTURE

Attention will be focused on restructuring

INVESTMENTS AT MEYER TURKU

Investment and improvement program includes major refurbishments

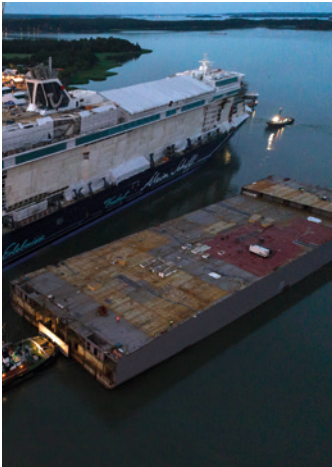
NEW LOGISTICS CENTRE NEPTUN WERFT

Central warehouse has moved from the company premises

06/19

MEYER WERFT
NEPTUN WERFT
MEYER TURKU

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EDITORIAL



Dirk Lake, Andreas Werbs, Horma Holmström, Klaus Lübbers, Gunnar Pallutz und Dominik Sandmann

DEAR BUSINESS PARTNERS,

2018 was a very special year in the history of the MEYER Group. It was shaped by highs such as the extremely successful building of the Mein Schiff 2 for TUI Cruises (delivery at the beginning of this year), but also lows, such as the difficult delivery of the AIDAnova.

OUR ORDER BOOK SHOWS: IT CONTINUES TO BE EXCITING.

In 2019 we will be delivering 3 cruise ships in Papenburg, 2 cruise ships in Turku and more river cruise ships in Warnemünde. We have to deliver altogether 20 cruise ships by 2024. Achieving this target will take commitment and stamina.

The importance of reliable partners and dependable collaboration becomes apparent when times are challenging. Cooperation between companies cannot be dictated from above. The people involved have to find out how to work together, something that takes a while. The companies and their teams must have a clear

understanding of who they are and be well acquainted with their goals and tasks. Their expertise and their role in the project must be acknowledged and respected. We all have the same goal - to build the best and most innovative cruise ships in the world.

We are aware of this. Extensive "lessons learned" workshops have given us an opportunity to analyse the causes of difficulties and find ways to deal with the challenges that we face. This will result not just in a reorganisation of the company on the internal level: other measures have been and will continue to be taken, such as increasing the number of hours worked each week.

Corresponding consequences will also be inevitable on the external level. Our supplier relationship management has been completely reorganised with a risk-oriented approach, including essential reinforcements so that we can continue to intensify and improve our cooperation. We need your support in improving the shared processes

and interfaces in order to enhance our performance. Furthermore, we depend on your feedback to bring us even closer together. Please also get us to take a look in the mirror. We urge you to contact us and our teams for corresponding discussions. Our supplier relationship management is not a one-way street.

You know we've got a lot to do in the months ahead! Never before have our order books been filled to this extent. Let us use this unique chance to process all these orders successfully together.

The Procurement Management Team at the MEYER Group looks forward to another successful twelve months of cooperation!






In the meantime, we hope you enjoy reading the inspiring, interesting articles.





Klaus Lübbers





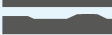
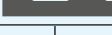

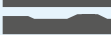
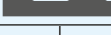
Building Overview MEYER

		2019		2020		
		1st half	2nd half	1st half	2nd half	1st half
MEYER WERFT	Hall 6	1st half S.700 168,000 GT RCI	2nd half S.708 163,000 GT NCL	1st half S.710 184,000 GT P&O	2nd half S.713 168,000 GT RCI	1st half S.709 183,200 GT AIDA
	Hall 5	S.714 57,000 GT Saga			S.715 57,000 GT Saga	
MEYER TURKU	Dock 1	1st half NB 1393 111,500 GT TUI	2nd half NB 1394 181,000 GT Costa	1st half /	2nd half NB 1396 180,000 GT Carnival	1st half NB 1395 181,000 GT Costa
NEPTUN WERFT	FERU <small>Floating Engine Room Unit</small>	1st half S.710, S.713, NB 1396 	2nd half /	1st half S.709, S.705, NB 1395 	2nd half /	1st half S.716, S.718, NB 1397
	Vessels	S.569-572 S.576-577 River Cruise Vessel Viking		S.579-584 River Cruise Vessel Viking		

Group

2021		2022		2023		2024	
2nd half	1st half	2nd half	1st half	2nd half	1st half	2nd half	
S.705  135,000 GT Disney	S.716  184,000 GT P&O	S.718  135,000 GT Disney	S.717  183,200 GT AIDA	S.706  135,000 GT Disney			

2021		2022		2023		2024	
2nd half	1st half	2nd half	1st half	2nd half	1st half	2nd half	
	NB 1400  200,000 GT RCI	NB 1397  180,000 GT Carnival	NB 1404  111,500 GT TUI		NB 1401  200,000 GT RCI		

2021		2022		2023		2024	
2nd half	1st half	2nd half	1st half	2nd half	1st half	2nd half	
3 1397, NB 1400   	S.706, S.717, NB 1404, NN   		NB 1401, NN, NN, NN   				

 DELIVERED  PROTOTYPE

FIRST FERU DELIVERY TO MEYER TURKU SUCCESSFULLY COMPLETED



COSTA SMERALDA IN NUMBERS

Classification: RINA

Flag: Italian

Length overall (approx.): 337 m

Breadth moulded: 42 m

Draught max (approx.): 8.80 m

GT rating: 182,700

Total passenger cabins: 2,612

Total lower berths: 5,224

Total passengers (approx.): 6,518

Balcony cabin ratio: 63.7%

Total crew (max): 1,682

Speed (service): 17 kn

No. of main engines: 4

The biggest and heaviest FERU (floating engine room unit) ever built at NEPTUN WERFT in Rostock arrived at MEYER TURKU on 24 June. This FERU for the first of two vessels for Costa Crociere is 140 meters long, 42 meters wide and 15 meters high; it weighs 11,250 tons.

“The floating engine room unit is part of our group strategy that uses synergies between the three shipyards. Building these at NEPTUN WERFT also eases the ramp up at MEYER TURKU and showcases the good collaboration among our shipyards”, reveals MEYER TURKU CEO Jan Meyer.

Costa Smeralda will enter service in October 2019. With a rating of 180 000 GT, it will have 2,600 cabins. The first planned cruise will start from Hamburg, sailing via Rotterdam, Lisbon, Barcelona and Marseilles to Savona, Italy, where the official naming ceremony will be held. Costa Smeralda will then continue to sail around the Western Mediterranean until April 2020. A sister ship to Costa Smeralda is scheduled for delivery by MEYER TURKU in 2021. The FERU for the next vessel to be delivered by MEYER TURKU, the Carnival Mardi Gras, is currently under construction at NEPTUN WERFT in Rostock and will be delivered to MEYER TURKU in late spring 2019.



MEYER WERFT PARTNERS DONATE FOR A GOOD CAUSE

THE "DONATIONS INSTEAD OF GIFTS"
CAMPAIGN GENERATES € 20,000

On 24 January 2019, Klaus Lübbers (Chief Procurement Officer) and Jussi Matikainen (Compliance Division) handed over a symbolic donation check amounting to € 20,000 to the charities Leinerstift e.V. and helpful Kinderhospiz e.V.

The money was collected during the Christmas campaign "Donations instead of Gifts". Since 2015, with this campaign MEYER WERFT has asked our partner companies not to give our employees Christmas gifts but to support a charity instead. Many partners responded to the request by donating altogether € 13,495. Our management decided to top up the sum donated by the partners to the amount of € 20,000.

"I'm impressed by the work of these two charities, and am therefore very pleased to see that so many partners have responded to our request. As a result, we can support the two charities with this donation", says Klaus Lübbers.

SUPPLIER RELATIONSHIP MANAGEMENT

INNOVATION PRIZE FOR THE SUPPLIER RELATIONSHIP MANAGEMENT CONCEPT

On 13 November, MEYER WERFT received the BME Innovation Prize 2018 from the BME (German Association Supply Chain Management, Procurement and Logistics). BME has awarded the innovation prize every year since 1986. The award commends successful, innovative commitment to procurement, logistics and supply chain management. Special praise was given to the holistic approach for optimising the supply chain. The efficiency-enhancing effect has a role-model function. This risk-oriented supplier relationship management concept is being implemented through to the end of 2019. The intention is to establish closer connections with the supplier on the internal level (e.g. production, project management, engineering offices) and also externally for prompt risk recognition and management.

REVIEW PARTNER OF THE YEAR 2017

MEYER PRESENTED AWARDS TO THE BEST SUPPLIERS IN WARNEMÜNDE





The weather was perfect on 5 June when the three shipyards MEYER WERFT, NEPTUN WERFT and MEYER TURKU presented the Partner of the Year 2017 awards to their best suppliers during a ceremony at Warnemünde Kurhaus. Invitations to attend this gala evening had been sent to 220 of altogether 8,000 suppliers.

PREVIEW

PARTNER OF THE YEAR 2018

MEYER PRESENTS AWARDS

TO THE BEST SUPPLIERS

IN PAPENBURG

Awards were presented to the following suppliers for their outstanding work over the last twelve months:

- NEPTUN WERFT: Drews Marine GmbH
- MEYER WERFT: Consilium Marine & Safety AB
- MEYER TURKU: Helkama Bica Oy
- MEYER: Roxtec GmbH

Please use the following QR code to take a look at our impressions:



This year, the best suppliers of the MEYER Group will be invited to the award ceremony in the Forum Alte Werft in Papenburg. Here you can expect a fascinating mixture of the past and the future on MEYER WERFT's former company premises. The event will begin with a presentation followed by a coffee break, after which the Partner of the Year trophies will be awarded. A jazz band will provide musical entertainment during the ensuing dinner, before the evening is brought to a close with informal encounters in the foyer.

The next newsletter will contain a report on the event, indicating which suppliers received the awards and providing general information about the event 2019 in Papenburg hosted by MEYER WERFT.

INVESTMENTS

CURRENT INVESTMENT OVERVIEW



NEPTUN WERFT

NEW STAFF BUILDING

A new staff building is under construction on the open area in front of hall 11 at the NEPTUN WERFT. The staff building will offer changing rooms, showers and sanitary facilities. There will also be new offices here. The construction project is currently in the planning stage.

MEYER TURKU

INVESTMENT PROGRESS

Altogether 29 investment projects are currently in progress at MEYER TURKU. Three projects have already been completed with two others following soon. The investments refer to all operational parts of the shipyard, including out-fitting and hull production. Funds are also being invested in logistics to ensure that material is available for the various phases of the production process.

STATUS OF THE MODIFICATION WORK

Tero Lahti, head of investment and development at MEYER TURKU, describes the greatest challenge with the projects: "Given the increasing degree of automation with machines and systems, the greatest hurdle consists in combining new processes and buildings with the existing ones. Sometimes there will also be changes to the scheduling or alignment of the projects, which then needs meticulous planning and plenty of patience. But altogether I think that up to now the projects have been implemented with great success."

MEYER WERFT

COVERED WAITING ZONE AND NEW CONTAINER BUILDING AT GATE 3

To relieve the situation at gate 3, a covered waiting zone will be constructed here over the next few weeks, together with a new container building for checking documents and for showing the security film. Together with other measures introduced by the Safety & Security Management, this should reduce waiting times at gate 3 in future (see also page 17).

ADDITIONAL STORAGE SPACE FOR STEEL SECTIONS AT GATE 3

Additional storage space for steel sections is being created at gate 3 in two construction phases.

CANTEEN HALL 5

The upgrade of the canteen at hall 5 has been completed, including a new snack bar. Furthermore, the area around the meals counter has been changed so that the entrance is no longer so crowded at peak times.



CANTEEN HALL 6

The upgrade of the canteen at hall 6 has been completed, with an additional 148 seats in the area where the outside terrace is at present. A new outside terrace is located next to the extension on the left.



Foto: Tanja Marotzke/BME e.V.

RISK-ORIENTED SUPPLIER RELATIONSHIP MANAGEMENT

Our supplier network is responsible for 75% of the value-added share in our projects. Connectivity with our suppliers is growing to keep pace with the tight sequencing of our new-builds in conjunction with growing complexity and a clear increase in output at all sites. At the same time, risks in the delivery chains are also growing with a need for prompt identification and elimination.

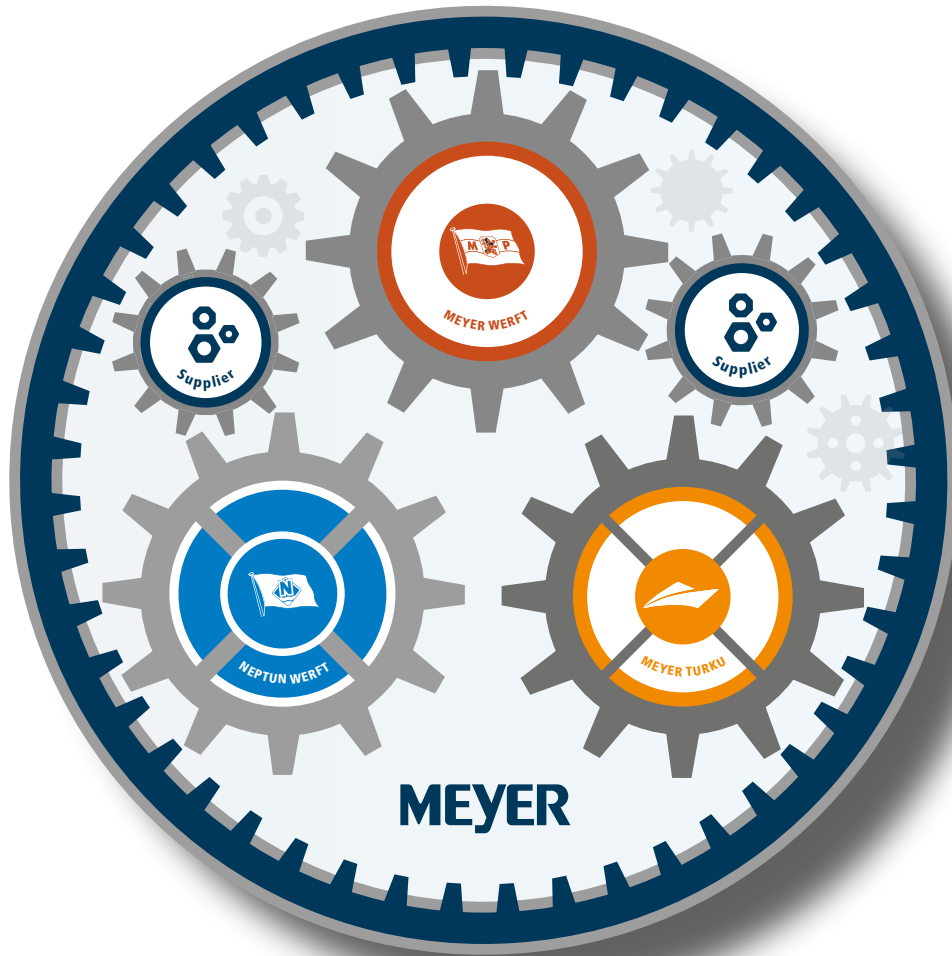
We are currently implementing risk-oriented supplier relationship management in order to fulfil this requirement. Our partners have to be involved to a greater extent to maintain our joint performance in a sustainable fashion with an early warning system to detect disruptions in the delivery chains. Instead of just looking at costs, quality and punctual delivery, attention is shifting to focus on the total risk from the initial enquiry through to the warranty.

The concept for our new risk-oriented supplier relationship management already received the innovation prize awarded by BME (German Association Supply Chain Management, Procurement and Logistics) last November. We will be implementing the concept throughout the group by the end of 2019. The aim is to proceed with a consistent risk analysis of the entire process between enquiry and final delivery/acceptance to obtain a precise overview of possible problems on the supplier side so that joint solutions can be found as early as possible.

In future, every core supplier will go through an approval process. Approval will be based on a risk analysis of all direct interfaces and the overall risk situation of the delivery chain. The aim is to define, check and monitor the qualification of our suppliers in accordance with the requirements in order to warrant close cooperation throughout all phases of our joint projects in line with the respective criteria.

Central, comprehensive documentation of supplier data and supplier disruptions is important to obtain the best possible picture of the risks in the corresponding delivery chains. The data will be collected, analysed and evaluated by the supplier relationship management department, which is answerable directly to the Chief Procurement Officer. Supplier audits will be carried out when the need arises to ascertain the supplier's situation as the basis for approval. Here we work closely with quality management, the engineering offices and production. The risk-oriented character of our supplier relationship management fosters and reinforces cooperation and partnership. Close cooperation is the only way to identify and appropriately avert risks.

Rolling out our supplier relationship management with a deeper insight into the delivery chain will make cooperation with our partners more intensive and systematic. **Help us to work together for our shared success!**



DEAR BUSINESS PARTNERS,

We look back on 2018 as an exciting year with a number of great events as well as new challenges. In early June, the name giving ceremony was held on the island of Föhr for the ferry Norderaue, which was built at NEPTUN WERFT in Rostock-Warnemünde. Later in the month, we had the keel laying ceremony of our new-build for Saga Cruises at MEYER WERFT in Papenburg. This is the first ship for a long time to be built in hall 5. Another keel laying ceremony took place shortly after that in July at MEYER TURKU. The first steel block was placed in the building dock for Costa Smeralda, a cruise ship that will be delivered to Costa Cruises in the second half of 2019. At the end of August, our shipyard in Papenburg was the venue for the name giving ceremony of our latest new-build, AIDAnova. Furthermore the new Mein Schiff 2 was completed and delivered nicely in time and in good quality.

All these events are important milestones in the development process of our ship projects. And we would not have achieved them without you as our partners and suppliers. Many thanks for all your efforts! However, it must also be said that in 2018 for the very first time we delivered a ship late. We have learned a lot from this incisive challenge and would like to once again express our thanks to all who showed great dedication in standing at our side in this difficult time. Nevertheless we also learned that certain supplier relationships can be improved and that each partnership requires more commitment from both sides. It is important to work even closer and hand-in-hand in the future.

We must always focus on self-improvement and offer the greatest value to our customers. Being innovative is a substantial aspect in this context. We are proud to be the first shipyard to deliver a cruise ship running on LNG in 2018. This is an important

THE PRECONDITIONS FOR OUR SHIPYARDS ARE VERY POSITIVE.

The number of cruise passengers is predicted to see continued rapid growth in the future. Moreover, our order books are full in the long term extending until 2024 in Turku and 2023 in Papenburg and Rostock. This enables us to develop a long-term strategy together with our partners.

Our strength is clearly the collaboration between the three yards. It gives us greater flexibility and an opportunity to put the strengths of each site to optimum use. We are currently investing in our future in various ways in order to continuing developing this network.

- We are investing at all sites. For example, a new building hall has been constructed at NEPTUN WERFT and we extended hall 6 at MEYER WERFT. Major investment at MEYER TURKU included among others the installation of a 1,200 t gantry crane. Investment in Turku alone will exceed €200m.
- We are ramping up capacities at all sites to be able to boost our output in the coming years.
- We are implementing ERP and PLM systems at our sites to achieve easier, more efficient and more flexible ways of working.

step towards more sustainable cruising. Our strong supplier network played an essential role with us in developing this technology, and we also hope for excellent ongoing collaboration regarding various future technology innovations.

With a view to the global shipbuilding market, Europe has the largest market share with 30% in terms of order book value, followed closely by China with 28% and Korea with 25% (as of January 2019). The majority of orders placed in Europe are for passenger ships such as cruise ships. This indicates Europe's leading role in building highly sophisticated, specialized ships. But China also aims to make further progress in the field of high-tech ships, a development which we view with considerable misgivings.

China also aims to make further progress in the field of high-tech ships

There may be new opportunities for you as a supplier, but at the moment it is not clear how those will develop in the future.

Experience shows that China doesn't just want to get established in a new market but is also seeking to become independent and set up its own supply chain.

We therefore appeal to you to join us in working together on a common European strategy to secure our know-how and strengthen the European network. Our future in Europe concentrates on innovation and technology where you as a supplier are also a driving force.

These developments are not always easy, but are absolutely necessary to meet the demands being made by our customers and to prepare for the future. And we invite you to be part of this growth.

At all our locations we can see that the strength of the supplier network is also an essential part of our own strength. It is important for us to emphasize that we are building ships together with you as our partners.

We offer innovative projects and a long-term perspective at all of our sites. We ask you to join us in driving innovation and in making constant efforts toward successful cooperation.

Let us combine our expertise and develop a common strategy for long-term success!

Bernard Meyer, Jan Meyer, Tim Meyer,
Thomas Weigend, Tapani Pulli

Managing Directors MEYER WERFT
and MEYER TURKU

MAKING

MEYER WERFT

FIT FOR THE

FUTURE

The Editorial has already mentioned the extensive workshops in which we analysed our own processes. In order to deal with future challenges, attention will now be focused on restructuring, among others.

WHY IS REORGANIZATION NECESSARY?

- We have underestimated the scale of planning, control and management necessary to cope with three ships per year.
- We must improve material availability.
- We must ensure that the new employees that have joined us are deployed at the right points.
- We must stop thinking in fragmented sections.

THIS IS THE WAY TO SUCCESS:

1. WE CREATE CONTINUOUS RELIABILITY FOR OUR MAIN PROCESSES:

Responsibility for three main processes, which we call "streams", will be in just one pair of hands from beginning to end. The three streams are shipbuilding, hotel and machinery. The foundation for the three main processes consists of infrastructure and planning.

2. STRONGER PROJECT MANAGEMENT AND LINE MANAGEMENT:

In future we will make a distinction between line management and project management so that project management can once again concentrate fully on building our ships. Line management will be in charge among others of staff development, further development of the division and improving internal workflows.

SHIPBUILDING – WE CREATE THE SHIP.

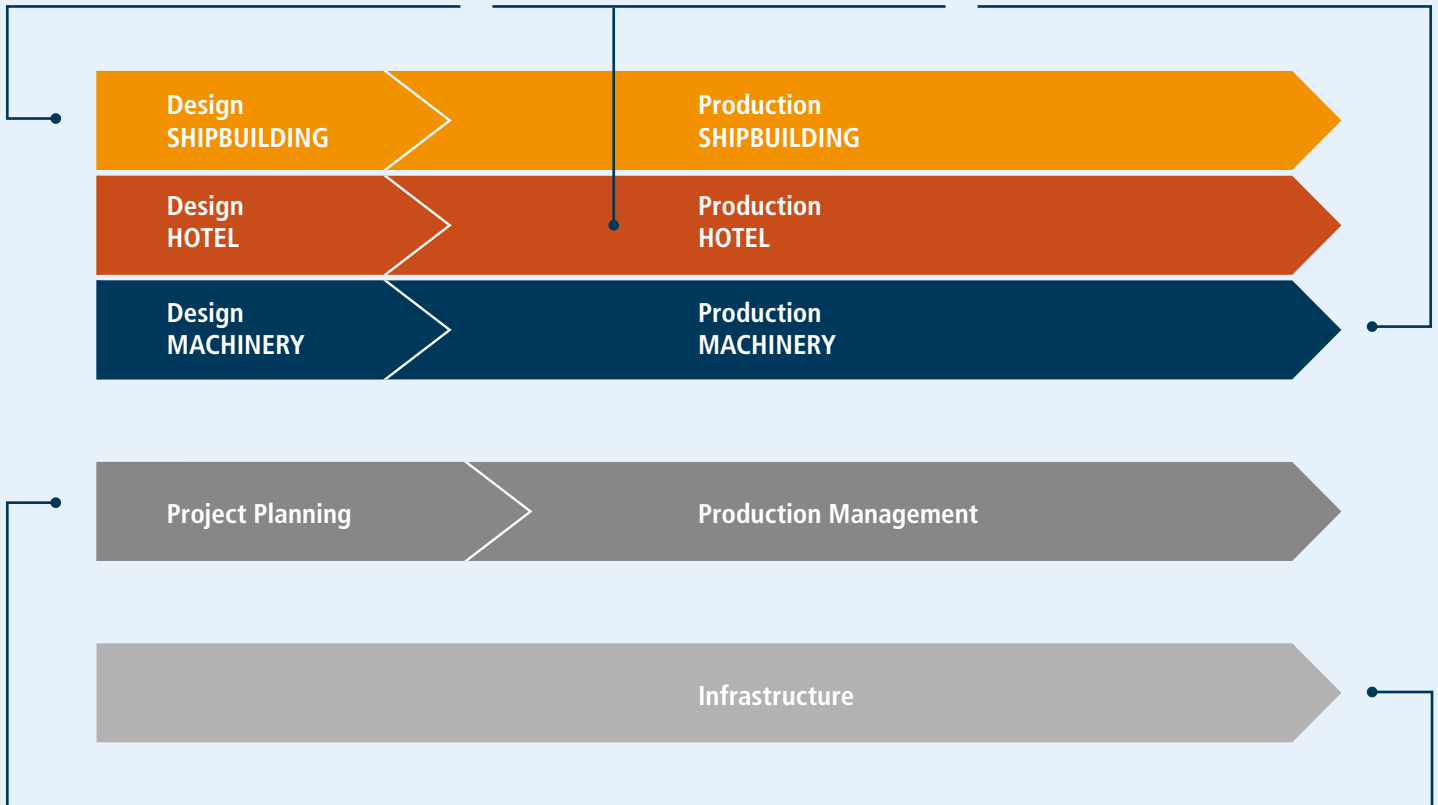
This stream organizes and is responsible for the entire steel chain and the structure of the hull, including shipbuilding equipment.

HOTEL – WE CREATE THE INTERIOR.

We take care of the architectural interior. Here the responsibility also includes the layout, coordination, installation and local commissioning of all hotel systems.

MACHINERY – WE SUPPLY ALL THAT’S NEEDED.

This stream has overall responsibility for all supply and disposal systems on the entire ship, together with all aspects of all machine areas.



PLANNING – WE KEEP EVERYTHING RUNNING SMOOTHLY.

We stipulate the build-strategy, plan and prioritize production workflows and thus ensure synchronous building of the ship. We find the best solution for the shipyard and create transparency.

INFRASTRUCTURE – DEVELOPING; OPERATING AND SUSTAINING THE SHIP-YARD.

This includes organizing and initiating crane availability, the necessary infrastructure, maintenance and the investment necessary for the stream to be successful. This stream is also responsible for holistic material availability to ensure optimum supplies to the employees on site.

3. INDUSTRIAL PRODUCTION:

The concept of industrial production will be introduced throughout the whole shipyard. The principle of production planning and control in the energy and propulsion department is being extended to all parts of production. The sub-project manager structure of the engineering offices is now also being introduced in production.

4. CREATING CLEAR RESPONSIBILITIES:

Responsibility is assigned quite clearly so that the contact person is obvious. For example, in future just one person will be responsible for every room on the ship.

WHERE DO WE GO FROM HERE?

The responsible executives are now elaborating the details for the restructuring process. The new structure will be introduced step by step through to the summer. Initial changes already came into effect at the start of March. The staff will be integrated in the further steps and changes.

LET US WORK TOGETHER TO MAKE MEYER WERFT FIT FOR THE FUTURE!



CONSTRUCTION MILESTONE FOR A NEW SHIP

STEEL CUTTING CEREMONY

FOR THE SECOND SHIP OF THE

QUANTUM ULTRA CLASS



The steel cutting ceremony for vessel number S.713 marks the start of construction for the second ship in the new Quantum Ultra class. The ship will be named Odyssey of the Seas. Michael Bayley, CEO of Royal Caribbean International, and Tim Meyer (Managing Director MEYER WERFT) pushed the start button of the computer-controlled cutting machine, thereby commencing work on the first steel plate for the new cruise ship.

This is the fifth ship for Royal Caribbean International in recent years. Completion is planned for autumn 2020. Royal Caribbean took delivery of the similar sister ships Quantum of the Seas, Anthem of the Seas and Ovation of the Seas in autumn 2014, spring 2015, spring 2016 and in spring 2019.

The steel cutting ceremony in the MEYER WERFT laser centre was attended by Stephan Schmees (Executive Board Member Project Management Ships) and Tim Meyer as well as Richard D. Fain, CEO of Royal Caribbean Cruises Ltd., and Michael Bayley. "It is our great pleasure to build these innovative ships for Royal Caribbean International and to continue our long-standing business relationship", said Tim Meyer.



REORGANISING THE EMPLOYEE REGISTRATION PROCESS IN PAPENBURG

We have become increasingly aware of the tendency for long queues to form at gate 3. This was particularly the case in the run-up to the delivery of AIDAnova. We take your feedback very seriously. After all, we have said several times that we can only improve by making a joint effort.

There are already plans for a new container building at gate 3 as a first step. The processes are also currently being revised and constantly improved. For the procedure to run smoothly with reduced waiting times, it is vital that we all comply with the processes and requirements on both sides.

To start with, we have set up a waiting area and also increased the number of toilets available. The new buildings has 20 new workstations, where the films can be viewed in the respective languages.

Registration still entails filling in the corresponding form together with the necessary documents. The procedure is explained on our website. On completing registration and obtaining approval, it is planned that you will receive an invitation via a calendar file including the access form. When we receive your confirmation, the places for your staff are reserved for this point in time. Smooth, swift procedures for your staff depend on compliance with the respective steps and presentation of all relevant documents (including the access form). In future, it will only be possible to deal with difficult cases or staff who were not registered in advance during any free time slots. This may result in certain delays.

You will receive additional information and updates by e-mail. Please also refer to the information on our homepage, where you will find regular updates about progress with the project over the next few weeks.



NO PHOTOGRAPHY AT THE SHIPYARDS



The shipyards of MEYER Group stand for innovation and technology, with the aim of securing a lead ahead of the competition.

To ensure that things stay like this, no photographs may be taken or distributed at the shipyards. The rule applies not just to employees but also to suppliers, partner firms and visitors. The shipyard's customers would prefer to decide for themselves when pictures of their new ships are published. Most shipping companies therefore conclude non-disclosure agreements with the shipyards and all partner firms that also prohibit the publication of pictures.

A current example illustrates what a nuisance photography on our premises can be for our customers: the painting of the AIDA lips is a major event with corresponding wide-spread communication on many challenges. AIDA gives great priority to the communication of these important milestones.

Any kind of communication is always coordinated very closely between the shipyard and the shipping company. However, in this specific case, a supplier employee had taken pictures without permission and reported the completion of the lips on Facebook and Instagram, to the great concern of our customer AIDA. There have been similar cases in the past. In all cases, the infringement had consequences for the employees.

The aim of prohibiting photography at the shipyards is therefore not just to protect innovation and technology: it is also a sign of goodwill to the shipping companies. Please take the prohibition seriously and comply with it. You are also asked to make sure that your employees and colleagues working at the shipyards are informed that photography is not allowed.

INVESTMENTS AND IMPROVEMENTS MOVING FORWARD AT MEYER TURKU



MEYER TURKU's investment and improvement program includes major refurbishments out to the 365x82x16 meters dry dock. Massive water pressure during ship float-outs has caused wear and tear to the walls of the dry dock which are being reinforced to meet the requirements of the coming years. At the same time, the fastenings for the pontoon pier at the ship yard have been improved.

"Previously it took too long to fasten and loosen the pontoon. We have now improved the anchoring system and the pontoon will serve outfitting better in the future", says Jaako Lehtinen, head of yard maintenance.

New ERP solution being tested

Together with all other members of the MEYER Group, MEYER TURKU is in the middle of implementing a new ERP system. This is a challenging endeavor. During the summer, MEYER TURKU started testing the technical solutions and introducing key users to the system.

"We are currently in the process of transferring data from the old systems to the new one. We also need to make sure that all users and user groups have correct access to the system", explains Jarmo Salonen, project manager. The employees of MEYER TURKU will attend training events on a large scale in preparation for when the new system eventually goes live.

New panel line coming right up!

A new panel line is part of the 200 million euro investment program at MEYER TURKU. Hall four has already seen extensive construction work on the foundations for the line machinery that has also started to arrive on site. The installation process was successful and all items of machinery were in place before Christmas, according to project manager Matias Korpela.

The construction work taking place under the 10,000 square meters hall roofs will be finished in 2019, when the new, ultra-modern production facilities will support MEYER TURKU's production ramp-up with state-of-the-art production machinery and IT.

Yard maintenance gets a new warehouse to support shipbuilding

The construction of a new shipyard maintenance warehouse has started at MEYER TURKU and will be finished by the end of this year. "The new warehouse lets us sustain the reliability of our production machinery. The humidity and temperature levels in the new warehouse also make it suitable for storing delicate electronic parts.", says Jaako Lehtinen, head of yard maintenance.



LEGAL REQUIREMENTS FOR WORKING AT MEYER TURKU

When supplier companies and their employees come to work at the shipyard in Turku, there are certain key requirements to adhere to and to get acquainted with. It is the foremost objective of MEYER TURKU that all companies operating at the shipyard comply with the provisions of the applicable Finnish law and fulfil their legal obligations as contracting parties and employers.

This applies in particular to those legal obligations that are mainly based on the following legislations:

- Act on Contractor's Obligations and Liability when Work is Contracted Out
- Act on the Posting of Workers
- Aliens Act
- Occupational Health Care Act
- Working Hours Act
- Generally applicable collective agreements (not law, but something special in Finland)

The main purpose of this Act is to safeguard equal competition among companies.

Whenever a supplier is performing work at the shipyard, MEYER TURKU will request documentation as required by the Act on the Contractor's Obligations and Liability when Work is Contracted Out. The main purpose of this Act is to safeguard equal competition among companies and ensure adherence to mandatory employment rules. The liability to collect this documentation becomes relevant when temporary agency workers work at the shipyard for more than 10 working days or if the value of a subcontracting contract exceeds €000 (excluding value added tax). The basic principle is that the Act applies on reaching either of these two thresholds. As an example, the Act applies also to very short-term installation or commissioning work if the contract value exceeds €000. The key thing to note for the applicability is that the work is done at the shipyard's premises and either the value of the contract or the number of

working days for temporary agency workers becomes relevant. When the Act applies, MEYER TURKU collects documentation related to, amongst other, company registrations, tax registrations and tax payments as well as employment conditions and terms.

When a company is sending employees from outside Finland to work at the shipyard, the company as an employer must also comply with Finnish employment legislation. The Act on the Posting of Workers applies to posted workers where the term "posted worker" refers to a person normally working outside Finland and where the employer is also based in another country. This employee is then temporarily posted to work in Finland for a limited period of time. Even if the main terms of the employment are based on the legislation of another country, there are certain employment rules that are mandatory in Finland. As an example, the employer must comply with the wage level implemented by the corresponding trade union for similar work according to collective agreements. As of 2017, the employer is also responsible for reporting all posted workers to the Occupational Health and Safety Administration through their internet site, thus giving the authorities greater scope for guidance and supervision in this field. Corresponding support and information is available from the Occupational Safety and Health Administration which gives guidance related to employer obligations in Finland.

According to the Occupational Health Care Act the supplier has to organize health care for its workers coming to work in Finland from a local health care service provider.

Also, it must be noted that when sending employees to Finland from other countries, the right to work here must be clear and it acts as a strict requirement for entering the Turku shipyard. The key legislation relating to work permits and rights is the Aliens Act. In this respect, the employer is liable to ensure that all employees have a valid right to work here in Finland and to keep corresponding records. MEYER TURKU as the client in this case also supervises work permits and rights.

Support and information on this matter is available from the Finnish Immigration Services.

<https://migri.fi/en/home>



NEW LOGISTICS CENTRE NEPTUN WERFT

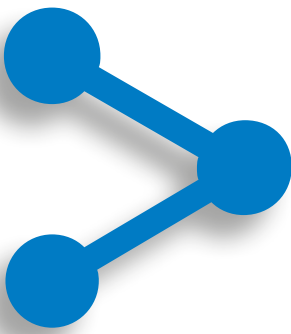
NEPTUN WERFT has moved its central warehouse from the company premises in Warnemünde to the Rostock district of Schmarl. A lease has been taken out for a warehouse complex in the commercial estate on Schmarler Damm with twice the surface area of the previous warehouses (altogether 5,000 m²). "Expansion of production in the next few years will make it necessary to bring warehouse and logistics processes in line with the growing demands

and to enhance efficiency", says Manfred Ossevoth, Managing Director of NEPTUN WERFT, explaining the need to make this move. Countless components and assemblies from suppliers have to be taken into interim storage so that they can be made available on time and at short notice in order to cope with the planned production of up to four highly complex cruise ship engine room modules (FERUs) each year as well as building river cruise ships.

"The new warehouse ensures highly efficient logistics for feeding the production lines", emphasises Dr. Felix Lootz, head of logistics. The external warehouse site will improve the coordination of material transports. Large loads from suppliers no longer have to be trucked all the way to the shipyard, which also entails passing through residential areas. In future, delivery traffic from Schmarl will be focused on current material demand in the production process. The new site also improves the working conditions for warehouse staff. Bernd Käkenmeister who works in goods receipt says: "The workers are very pleased with the new equipment in the offices and staff facilities together with the very latest IT and stacker technology. Conditions are improved in general with a roof over the complete site so that the goods are now better protected. Loading and unloading at the ramp will also be interesting - this is a first in the history of logistics at NEPTUN WERFT". The logistics centre handles all parts measuring up to maximum 2.80 in width and weighing less than 4.8t. NEPTUN WERFT is keeping the pipe and steel stores and all other items exceeding the stated dimensions.

Relocating the warehouse is an important step forward in the strategic realignment of NEPTUN WERFT. The aim is to expand the production of FERUs of up to 140 meters in length intended for building cruise ships at MEYER WERFT and MEYER TURKU, and to assert NEPTUN WERFT's leading position in building river cruise ships.

MORE ABOUT MEYER



Social networks are increasingly important for the shipyards in the MEYER Group. On the one hand, these channels give us a quick and easy possibility for sharing topics, information and pictures. On the other hand, we also offer you an additional possibility for dialogue via the social media.

We look forward to your questions and contributions. Needless to say we are also open for praise, criticism and suggestions. Use our social media pages for sharing with us and other users, making useful contacts and finding out about innovations, activities and campaigns.

YOUTUBE

Take a look behind the scenes: you are sure to be inspired by the expressive pictures and thrilling videos.



MEYER WERFT YouTube channel

www.youtube.com/user/MeyerWerft1795



MEYER TURKU YouTube channel

www.youtube.com/channel/UCQISupf-B0ugjSnSIFjgcJ-A



NEPTUN WERFT YouTube channel

www.youtube.com/user/NEPTUNWERFT-1850





FACEBOOK

Take a look behind the scenes at the shipyards and use this opportunity to get in contact with us and other users.



MEYER WERFT Facebook page

www.facebook.com/meyerwerft/



MEYER TURKU Facebook page

www.facebook.com/meyerturku



MEYER WERFT LinkedIn page

www.linkedin.com/company/meyer-werft-papenburg/



MEYER TURKU LinkedIn page

www.linkedin.com/company/meyer-turku/



LINKEDIN AND XING

Our corporate profiles on LinkedIn and Xing supplement our social media activities. Here too you can find interesting news covering all aspects of the shipyards. Use the possibility for cultivating useful contacts through these channels.



MEYER WERFT Xing-Profil

www.xing.com/companies/meyerwerftgmbh

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FOR FURTHER INFORMATION SEE

www.meyerwerft.de
www.neptunwerft.de
www.meyerturku.fi



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