



WITH YOU ALL THE WAY

RECRUITMENT PRESENTATION



WELCOME TO REAL PARTNERSHIP

Since 1982, Marlow has been supporting clients, large and small, with tailor-made, high-end solutions in crew and ship management. This is backed by personnel with extensive experience in their respective fields, established and flexible systems, as well as a global network of management offices, dedicated crew recruitment agencies and advanced training centres.



NETWORK

25 offices in 10 countries



PERSONNEL

Over 1,000 shore-based staff



QUALITY

State-of-the-art & award-winning seafarer training centres

FLEET

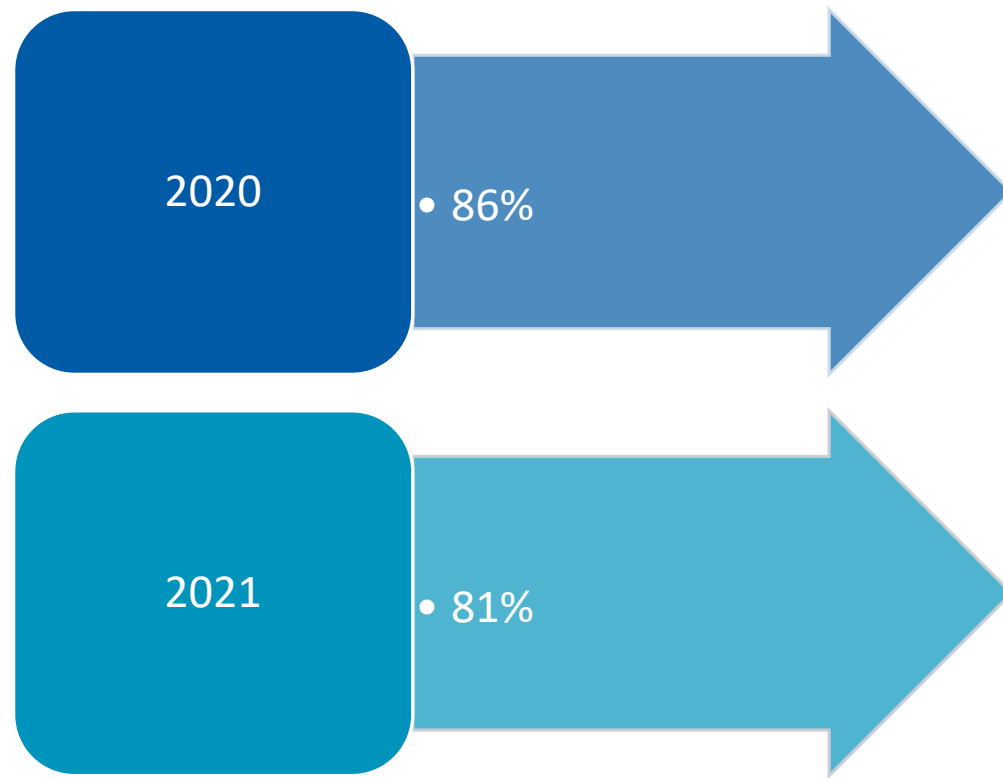
Approx. 1,000 vessels under Crew Management; 69 in Technical Ship Management



SEAFARERS

Approx. 14,000 crew on board; total 24,000 Active Seafarers

SEAFARER RETENTION RATES ONBOARD EXPERIENCE & KNOWHOW



Maintaining longer-serving crew is imperative, as it sustains a higher level of onboard knowledge and experience, together with producing more efficient and better quality working output. At Marlow, we've set an **objective to sustain an 80% retention rate**. This is easily met with crew after their first year at sea.

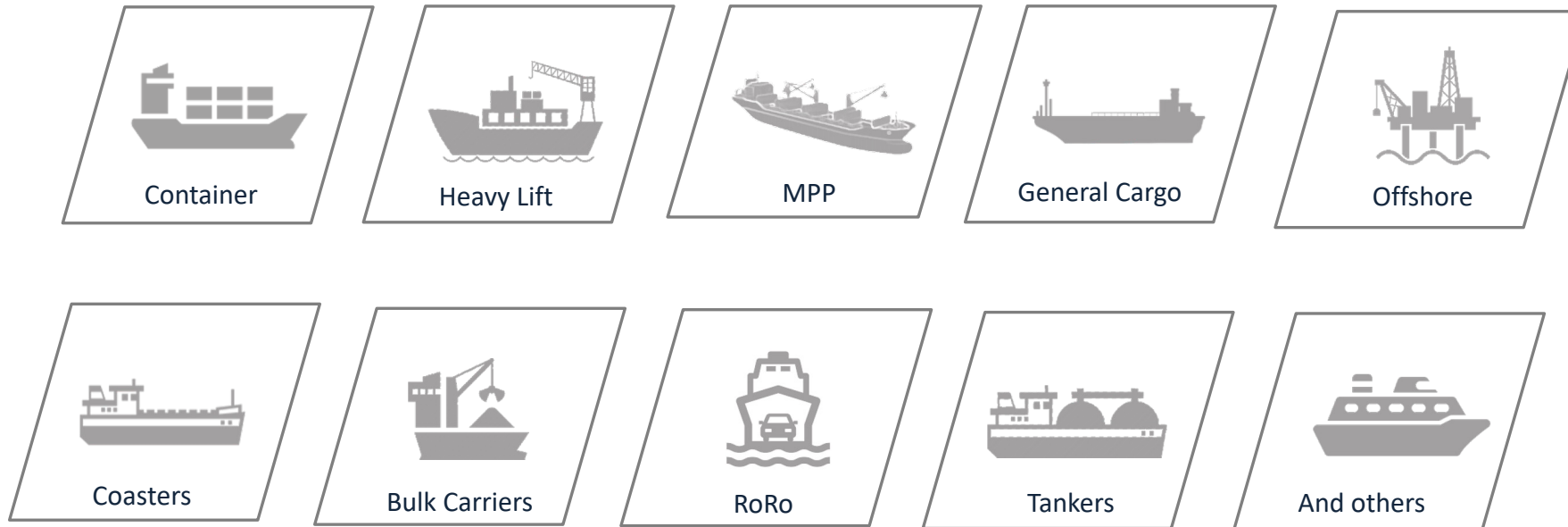
Results are stimulated by the many initiatives and support we provide our seafarers, the success of our training and development programmes, as well as our Company's dedication to its people; families and communities alike.

Retention rates – after their first year at Marlow

FLEET BREAKDOWN

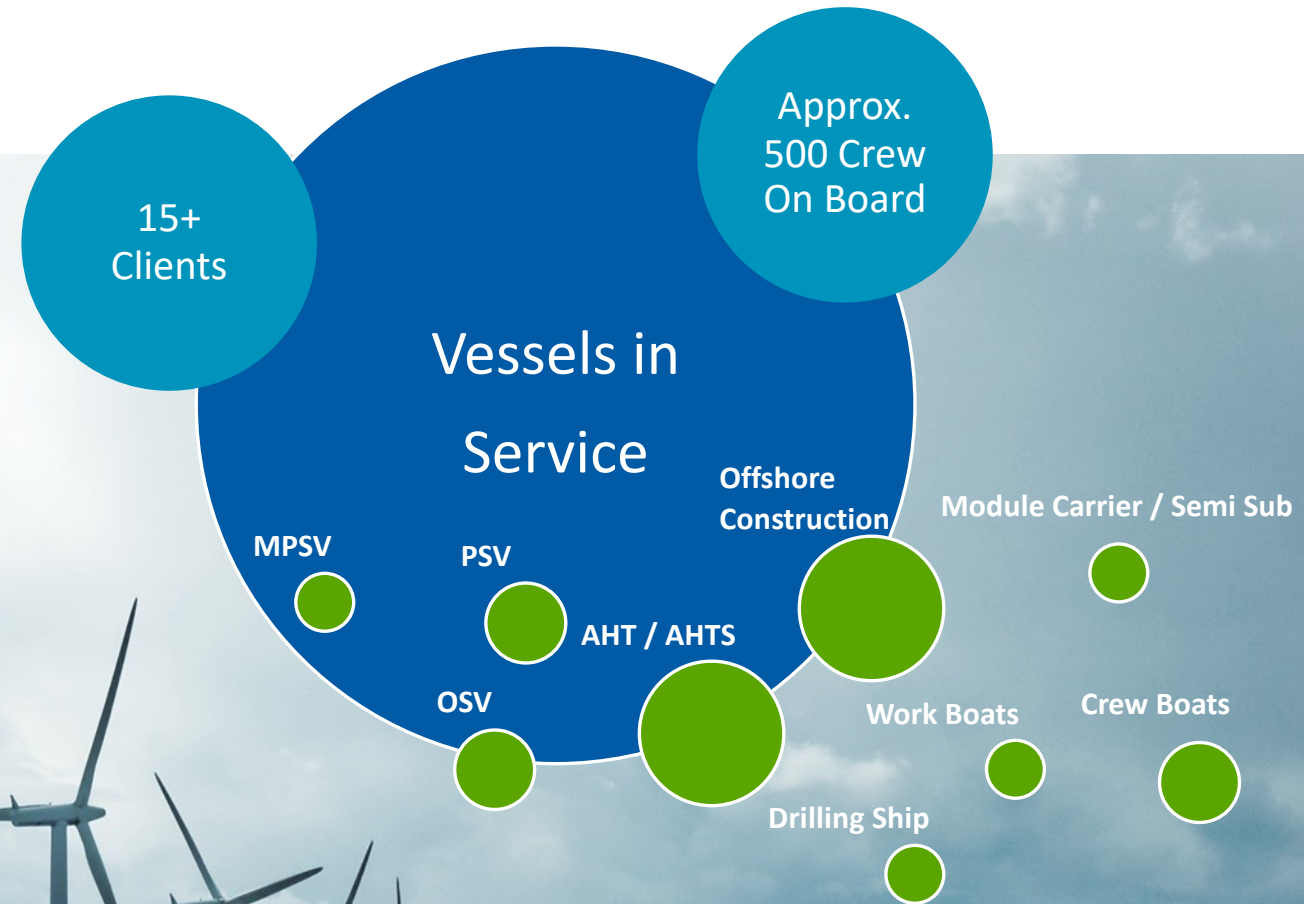
WIDE-RANGING EXPERTISE

TYPES OF VESSELS



Diversified capabilities under Crew Management;
Employing and developing seafarers with highly specialised vessel proficiency

MARLOW OFFSHORE ACTIVE FLEET



NOTABLE ACHIEVEMENTS

INDUSTRY AWARDS & RECOGNITIONS

LOCAL MANNING COMPANY – MARLOW PHILIPPINES

Awarded by POEA & Government of the Philippines for continued contribution to overall growth & success of manning industry & for excelling at doing business

BEST CREWING COMPANY – MARLOW UKRAINE

- Employer of the Year” & “Loyalty of the Year” at National Maritime Rating held in Odessa
- International Rating Agency’s “Leader of the Year” for competitiveness, high quality of service & professionalism

TRAINING CENTRE OF EXCELLENCE – UMTC

Recognised by DNV GL – first maritime training centre in the Philippines & Southeast Asia to obtain this status



“As a team, we always strive for success through outstanding professional conduct & service”

CREWCOMPANION APP

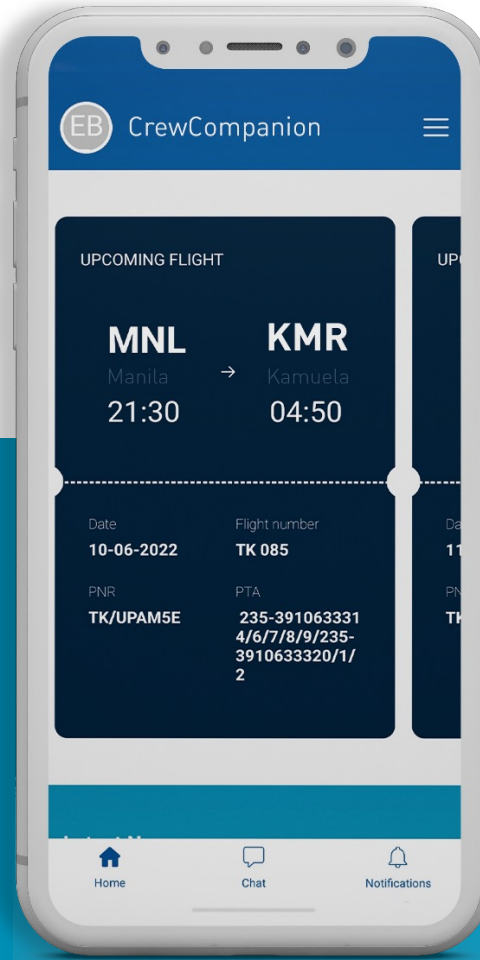
GET CONNECTED. GET GOING.

WELCOME TO CREWCOMPANION

This new mobile application offers a range of features that help make the working experience for Crew, while ashore and at sea, more efficient and more enjoyable!

This includes access to documentation, flight details, contract, payroll and allotments, as well as company news and activities, plus more.

Made just for Crew!



10K+ Downloads



STAYING UP-TO-DATE

Notifications on new assignments, travel & itineraries, pay slips, expiring documentation, among other



IMPORTANT CONTACTS

Keeping crew connected with the most current useful contact information worldwide



VESSEL TRACKER

Allowing crew to check the location of their Vessel



SOCIAL & INTERACTIVITY

Innovative 'Whose Around' feature allows crew to locate & chat with other Marlow seafarers in their vicinity



NEWS & INFO

Latest company press releases & official newsletter

TRAINING MATRIX

REGULAR UPGRADING



Training Centres
4,135



Online Courses
95,872

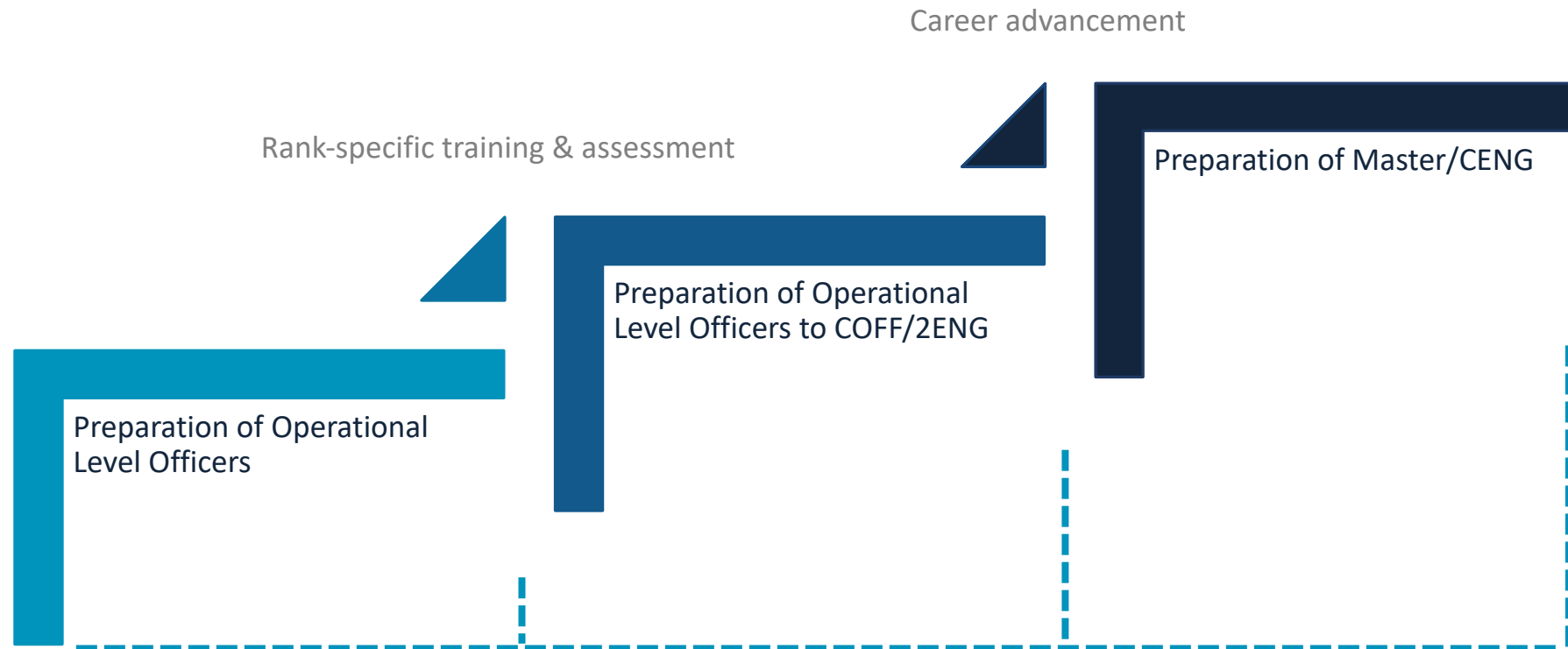
TOTAL TRAINING COURSE ATTENDANCES IN 2021

Training for all ranks, including: ship specific; cargo handling operations; maritime and offshore safety related; soft skills; simulator training; workshops; webinars; and assessments.

As to be expected, there has been a significant shift towards online attendances due to Covid restrictions, with newly integrated digital tools and programs opening the door for more efficient remote learning and training around the Marlow network.

Online courses include both self-catered and instructor-led (virtual classrooms).

COMPETENCY ASSURANCE STRUCTURED SYSTEM



Continuous Proficiency Development:
Refreshing, upgrading & enhancing regardless of promotion

A CULTURE ABOUT PEOPLE AND LOCAL COMMUNITIES



THE MOST IMPORTANT ASSET

Our company's main service revolves around human resources. Naturally, **OUR PEOPLE** must be central to our working philosophy, encouraging long-term and positive relationships.

From corporate events, team-building exercises, seafarer family days, social outings, to social and community actions, such as nature regeneration, school rebuilding projects and aid to those in need. Overall, understanding our people and supporting initiatives within our local communities around the world.

At Marlow, we celebrate diversity, reward excellence and are always culturally aware

WELCOME ABOARD!

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