

NOVEMBER-DECEMBER 2017

Bi-monthly publication of CSS Group

LIGHTHOUSE

**DIWALI
CELEBRATIONS**

**UAE NEW
TAX LAW**

**CSS STRATEGY
MEET 2017**



**HOSPITALITY &
HOTEL LOGISTICS
FROM CSS**



PROJECTS

OIL & ENERGY



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LIGHTHOUSE

CHAIRMAN'S MESSAGE



T S Kaladharan

An article, which I read recently, stimulated some creative thoughts. It was all about 'delegating well to become a great leader'. It prompted me to recall a saying by former US President Ronald Regan, "Surround yourself with the best people you can find, delegate authority, and don't interfere as long as the policy you've decided upon is being carried out". This is an environment, I believe, we have been successful in achieving within CSS.

Accordingly it's an opportune time to discuss this topic, as November invariably proves to be a testing time for our Sales Force Team. As we find ourselves standing, once again, at the threshold of another strategy meet I welcome the opportunity to talk with team leaders. The interaction between leadership and delegation is a challenging issue. Consequently a review, by team leaders of their past year, may produce some interesting highlights for us all to discuss. How has success been measured? What has delegation achieved for your team? How do you accept responsibility for your team's figures?

In leadership forums, around the globe, the roles of leadership and delegation are widely discussed. In the ever demanding business atmosphere, in which CSS operates, things are no different. Just like others, we need confident and bold leaders in order to seize every opportunity that comes our way. Leadership potential is realised when one is able to build on the collective talents of one's team. Delegation encourages team responsibility and allows for a more enthusiastic environment because team members may be recognised for their contribution.

Looking back, I happily acknowledge that CSS has seen some great team leaders who have made invaluable contributions. I have no doubt that; as our company continues to focus on growth & development, appropriate delegation will play a key role in raising our company to even more glorious heights.



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CSS KOLKATA ON THE MOVE...

■ A BRIEF CHAT WITH TEAM KOLKATA



Good fortune is always treated as an ingredient for success in business, but it is only one ingredient. Managing business needs unique capabilities, especially when it comes to shipping and logistics.

CSS has rolled out its red carpet in Kolkata recently. It seems to be a bold decision from T S Kaladharan, the visionary Chairman of CSS Group to recommence the Kolkata operations. That is what Sudharshan, Vice President, South India feel. Sudharshan overlooks the Kolkata operations as well for CSS Group. In a brief session he explained more about Kolkata to Lighthouse. Kolkata as a metro and the capital city caters largely to the state of West Bengal – by virtue of that the market size is huge. It is mandatory to

“Kolkata, being the only port in the Eastern region of the nation can extend CSS business lines with the Northern and Central parts of India.”

obtain two licenses to operate out of Kolkata - Trade licenses and Port licenses which is Kolkata operations specific.

Kolkata operates from Riverine Port. CSS India from its operational base in Kolkata can cater to the need of the entire West Bengal region, Orissa, Tripura and Assam. They can also extend their servicing to the neighbouring countries of

Nepal and Bhutan as well.

Lighthouse was curious about the advantages of Kolkata being the only port



Pijush Saha - Branch Manager



Sudarshan - Vice President

in the Upper eastern region of the Sub-continent. Pijush Saha, who leads the team Kolkata in the capacity of Branch manager, nodded in the affirmative and said, Kolkata, being the only port in the Eastern region of the nation can extend CSS business lines with the Northern and Central parts of India. The fact remain that few coastal vessels complete the voyage of the cargo within the duration of two days. One of the major problems with Kolkata port is that it suffers from Tidal Bores entering the port frequently and it bends at several places which in turn are not allowing the large vessels to enter the port.

What will be the larger issues for CSS in the days to come, enquired Lighthouse? “Presently the Kolkata team is small but are aggressive professionals. We are growing rapidly but cautious about every step we take forward. Competition is watching us with bewilderment, as we are working with customer closely to make it their admiration. Customizing is CSS strength across the group hence we are implementing all good practices into force in Kolkata market. We are available 24X7 to our customers with our mobiles switched on. We don’t want enquiries and concerns go unattended, the usual CSS formula” Concluded Pijush.

Lighthouse wishes the team Kolkata Good Luck!!!

DIWALI CELEBRATIONS

Diwali is one of the biggest festivals in India and observed by Indians world over. Diwali means rows of lighted lamps. It is a festival of lights and every Hindu celebrates it with joy.

During this festival, people light up their houses and shops. Diwali is celebrated to honour Sri Rama, the seventh avatar (incarnation of the Lord Vishnu). It is believed that on this day Rama returned to his people

after 14 years of exile during which he fought and won a battle against the demons and the demon king, Ravana.

People do worship Lord Ganesh for good welfare and prosperity and Goddess Lakshmi for wealth and

wisdom. Diya and lighting, home decoration, shopping, fireworks, puja (prayers), gifts, feast and distributing sweets are all part of the celebration.

CSS India offices celebrated Diwali with special pujas and sweets distribution.

CSS LUDHIANA



CSS DELHI



CSS STRATEGY MEET 2017

■ THE CSS GROUP HEADS TO UDAIPUR FOR THEIR ANNUAL STRATEGY MEET THIS YEAR.



ABOUT UDAIPUR RAJASTHAN

Popularly known as the “City of lakes” - is a famous tourist destination and known for its history, culture and scenic surroundings.

Udaipur is also popular for its massive historic forts and palaces, museums, architecturally-sound temples, and traditional fairs and festivals.



The CSS Group’s annual Strategy Meet 2017 will be held at the Hotel Lakend in Rajasthan, Udaipur, India on the 15th to the 16th of November, 2017.

Each year sees members of the CSS Group’s various management teams from across all branches come together for two days, to crunch and discuss the year’s performance, and scrutinize the next steps for yet another successful year.

As is custom, the Group decides on a yearly motto to navigate its teams across the world towards a common goal. With the Group planning its new aggressive strategy, ‘Time to Evolve’ seems more than adept at spearheading our vision. The Group’s ability to adapt and – for lack of a better word – evolve with regards to competition, processes, technology and relationships is what it prides itself for.

CSS - EMPLOYEE OF THE MONTH

AUGUST 2017

SHAJIMON VIJAYAMMA – CSLC, given by Shelly Varkey - Manager, Admin - CSS Dubai



WELCOME ON BOARD

Following the successful venture of the CSS Group into Saudi Arabia, we are pleased to announce the appointment of Dr. Britto Satheesh as Director, CSS Kingdom of Saudi Arabia. Britto will lead the CSS Group's business in KSA, driving the business development and support teams on all aspects of growing, enhancing the CSS Group brand in the Saudi Arabian market. We are convinced that he will add another layer of success to our quality efforts, while aligning processes at the CSS KSA enterprise with the rest of the CSS Group.

Britto brings with him experience in the aeronautical engineering, project and process management, and research and quantitative analysis sectors, graduating from the University of Nottingham, UK.

Welcome on board, Britto!

About Consolidated Shipping Services, Kingdom of Saudi Arabia

The Consolidated Shipping Services Group takes pleasure in commencing operations from three major cities in Saudi Arabia namely Riyadh, Dammam & Jeddah. The CSS Group's Saudi Arabia branch - with its tailored infrastructure and skilled personnel - caters to end-to-end shipping and

logistics requirements in the region. World class services are offered through all segments of operation, with swift turnaround times. Contact the CSS KSA office via email on info@csssaudi.com.

About the Consolidated Shipping Services Group

Consolidated Shipping Services Group is one of the fastest growing NVOCC in the region. The CSS Group today is one of the leading integrated freight forwarding solutions provider with close to 25 years of experience. The company - through its corporate diversity and willingness to keep learning and relearning - has earned its collective experience within the industry. With a team consisting of over 750 experienced and dedicated professionals across 20 offices, CSS is



Dr. Britto Satheesh, Director - CSS - Kingdom of Saudi Arabia

able to meet a client's freight forwarding requirements - be it by sea, land or air.

The CSS Group adapts itself to the latest trends in

the industry, offering efficient and feasible solutions to its clients' and associates.

For more information, visit www.cssgroupsite.com.



AN ORGANIC GROWTH PLAN IN PLACE

■ CONSOLE SHIPPING SERVICES INDIA PVT. LTD LUDHIANA

CSS Ludhiana completes its Third month of operations with opening great inroads in the market area where they operate.

CSS Ludhiana is located in such a manner that they can easily cover the industrial belt of Ludhiana, Jalandhar, Chandigarh, Zirakpur, Rajpura, Ambala, Mandi, Amritsar & Hosiharpur. These industrial belts are majorly known for Garments, Hosiery Items, Fabrics, Hand Tools, Bi cycle & parts, Tyres and last but not the least Pharmaceutical products.

“We have received a warm welcome from the entire shipping and logistics fraternity. The initial trends and really promising and the management support stands like the pillar for our future growth. We will soon be expanding our operational spectrum and adding more members to cover larger areas,” mentioned Meena Sharma, Regional Manager while talking to Lighthouse.

Recently CSS Ludhiana's Custom Broking license has been registered with Ludhiana Custom, and with this now they are fully equipped to provide all logistics related services under one window.

Stiff market conditions and controls from the government machinery, are seen as some slight challenges for the overall



Team CSS Ludhiana

“Most of the control measures pose a difficulty in the beginning. But in long run trust worthy business houses will reap benefits from such measures. That is what we have seen in the past in India. Hence CSS Ludhiana is very much confident”

growth graph. Apart from Garment industry CSS Ludhiana market is going steady after Demonetization & GST and with new stiff cut in “Duty Drawback” scheme from Government of India Ludhiana Garment industries are facing tough time like other parts of India. DRI has also put ban on 20 Garments exporter for bogus export fraud, but that is not a niche market for CSS Ludhiana.

“Most of the control measures pose a difficulty in the beginning. But in long run trust worthy business houses will reap benefits from such measures. That is what we have seen in the past in India. Hence CSS Ludhiana is very much confident” commented Rajesh Arora, Vice President North India.

The newly commenced Green field Ludhiana domestic airport is fully functional now

and it is fully connected with all major airports in India.

It is too early to say about the challenges of business but for sure Ludhiana is an old and big market and most of the major players are operating from Ludhiana but Console shipping services India Pvt. Ltd Ludhiana are positive and sure that in very short span of time CSS Ludhiana will achieve the desired growth target.

CSS HOSPITALITY & HOTEL LOGISTICS – FOR COMPLEX NEEDS AND CHALLENGES

The Group's Hospitality & Hotel Logistics division provides tailor-made logistics services to local and international luxury industries. CSS's Hospitality & Hotel Logistics specializes in the management and implementation of Hotel Logistics solutions.

Armed with an aggressive wealth of experience in delivering, transportation, warehousing and installation solutions for International Luxury Hotels, the division offers turnkey solutions for large-scale construction projects and efficient, comprehensive maintenance and supply concepts logistics solutions for developers, hotel operators, FF&E and OS&E suppliers, and international agents for procurement.

The CSS Group's extensive Supply Chain Management facilities include storage provisions throughout the Middle-East, state-of-the-art lifting and loading equipment and a fleet of vehicles for land transportation. Cargo is secure and monitored round the clock.

"A comprehensive and innovative approach is required when it comes to this unique division of



Hospitality & Hotel logistics. We have system procedures to ensure fool proof execution, from shipping to warehousing to installation - as per a client's planned

room layout - conforming to all standards required for the job," mentioned Rosh Manoli, Deputy General Manager, Sales & Marketing CSS Dubai.

The CSS Group's decades of experience and diversified services, ranging from Ocean freight management to heavy equipment logistics to relocation and removals, has strengthened its resolve in becoming a global leader in the shipping and logistics industry.

"The CSS Hospitality & Hotel Logistics team provides customized solutions, keeps up with real time communication and displays global standards," continued Rosh.

The CSS Hospitality & Hotel Logistics team is fully equipped to meet any demand from the industry, be it pre-opening or project execution phases.

LIGHTHOUSE

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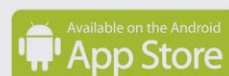
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UAE TO INTRODUCE NEW TAX LAW



The United Arab Emirates has now framed a Federal law No. 7 of 2017 on Tax Procedures to introduce the tax in all the emirates of UAE. This new Tax Law shall explain the rules for regulating the collection of Taxes, defines the role of the Federal Tax Authority, penalties etc.

The Tax Law mainly categorise the tax into two, namely VAT (Value Added Tax) which will be introduced on January 1st, 2018 by Federal Decree Law No. (8) of 2017 and Excise Tax, which shall be introduced in October, 2017 by Federal-Decree Law No. (7) of 2017. The VAT is actually a consumption tax which is usually imposed on a product at each stage of production before the final sale. In simple words, it is imposed on the Customers. In UAE, the VAT will be calculated as a percentage, i.e., at the rate of 5%, of the retail sale price of a product. Whereas the excise tax which shall be in force from the upcoming months, is

imposed on the manufacturer and not the customer. The Excise Tax Law shall impact all the excise goods consumed inside the Country including all the free zones and Ports. This tax is set to discourage the consumption of products that negatively impact the environment and more importantly, people's health, while the revenues it generates will go towards supporting advanced services for all members of society.

Since the draft UAE Tax Law is not yet published, it is generally mentioned that all business that provide taxable goods or services with annual revenue of more than AED 375,000 will be required to register for VAT.

As per the New Tax Law, it is to be noted that the accounting records of the companies/business not only have to be prepared and maintained in accordance with the provisions of the tax Law, but any submissions to the Federal Tax Authority shall be in Arabic. Since the recently introduced Federal Law No (2) of 2015 on Commercial

Companies already requires the companies to keep the books of accounts and financial records and to prepare the annual financial statement, the companies may not find it difficult to maintain the same under the New Tax Law. But it is to be noted that the application of any penalties in terms of the Commercial Company Law, will be without prejudice to any penalties imposed under Tax law. Upon registration for the Tax, the companies (hereinafter the tax payer) shall receive a unique registration number and the tax payer shall use/quote this registration number on all payments and correspondences with the FTA. The FTA's power to conduct Audit, includes the Audit on the tax Payer's premises, and they would also check if the Tax payer has complied with the tax law.

The FTA has also given authority to issue Tax Assessments and administrative penalties on the following circumstances:

① Where a taxable person do not register for the Tax

- ② Where the taxable person fails to submit the return within the timeframe specified.
- ③ Where the taxable person fails to make any payments due
- ④ Where the taxable person submits incorrect returns or payments.

Apart from the situations mentioned above, the administrative penalties shall also be made payable when the Tax payer fails to submit the records in Arabic.

The penalties for Tax evasion will be imposed from the range starting from AED 500 to three times the amount of any tax amount due per violation.

For the companies that evade the Tax registration, the penalty shall include prison sentence and a monetary penalty of upto 5 times the amount of evaded tax amount. The penalty for tax evasion shall also be imposed on the below companies:

- ① Charge and collect taxes when not registered to do so under any tax law.
- ② Deliberately fails to pay the tax due.
- ③ Destroy, steal or falsify financial records
- ④ Deliberately submits false documents to FTA
- ⑤ Deliberately understate any tax amount payable.

Since the regulations regarding the Tax Law has not been issued and once the same is published, it will give more clarity on the responsibility and obligations of a tax payer.

*(Contributed by
Advocate Joy Tattil,
joy@calliduscmm.com)*

MAHABALI CRYSTAL AWARD

ONAM POOKALAM COMPETITION AT CSS OFFICES

The Consolidated Shipping Services Group held an annual Pookalam (in Malayalam language, 'Poo' stands for 'flower' and 'Kalam' stands for 'artwork') Competition honoring the Keralite Onam Harvest Festival - throughout all its offices - for the coveted Mahabali Crystal Award on the 10th of September, 2017.

On the competition's fifth anniversary, the CSS Head Office in Dubai won the award, followed by CSLC1 and CSS Logistics holding second and third runner-up positions, respectively. Each office engaged their best creative teams for this traditional celebration, where the front entrance has circular motifs of flower bed (Onapookalam) arrangements.

This year's rules stated that designs had to incorporate the number '5' for the fifth anniversary, as well as each team submitting their photographs for assessment by anonymous guest judges. Congratulations to all our participating teams!

MAHABALI'S CRYSTAL AWARD WINNER:

CSS Head Office!

Quote from the Judges : "Amazing design, having incorporated this year's number 5 theme in such a creative fashion. The blend of colors highlighted your chosen design stunningly!"



FIRST RUNNER UP: CSLC 1

Quote from the Judges : "Neat, creative, distinct colors and beautiful use of props!"



SECOND RUNNER UP: CSS Logistics

Quote from the Judges : "Good design- [they] incorporated the number 5 theme very well The design was extremely neat!"



Significance of Pookalam

The floral rangoli, or the 'Pookalam', is an integral part of Onam celebrations. According to legend, King Mahabali who once ruled the region visits during these ten days of the Onam festival. These beautiful motifs made at the entrance of Malayalee houses give his soul joy, ensuring happiness and prosperity forever. It is also said that the ten rings or the steps of the Pookalam represent the ten deities of the Hindu pantheon.

How is Pookalam made?

Nowadays, various

flowers are used to get the desired design and pattern. Commonly used flowers are Thumba, Thulasi, Kadali, Mukkutti, Chethi, Shankupushpam, Manthaaram, Jemanthi and Chembarathi. Pookalam forms a vital part in the welcoming celebration of King Mahabali whose soul visits the state in the ten days during Onam. Designs made at the entrance set the essence of the festival thus ensuring long-term prosperity and happiness.

Onapookalam symbolizes unity in diversity. The use of many different

flower petals to make a pookalam is symbolic in the coming together of hearts in society. Flowers of various fragrance, color and quality gather in one pookalam, banishing all discrimination, and expressing gratitude and devotion to the Lord.

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The CSS Group adapts itself to the latest trends in the industry, offering efficient and feasible solutions to its clients' and associates. For more information, visit www.cssgroupsite.com

A SMALL RULE ON WISHES

Rahat Talreja

Vice President - CSS Central India

I am sure all of you have sent and received several messages on Diwali. A small rule on wishes. You can give only what you have. So when you wish health wealth happiness to someone, make sure you have enough of it yourself.

The world has reduced everything to a Happy something - which is the 1st level of experience of anything. There are deeper levels that exist. If you think of it:

LISTENING IS DEEPER THAN TALKING

THINKING IS DEEPER THAN LISTENING

FEELING IS DEEPER THAN THINKING

And so on... we don't even know how many layers are there but all will agree that they exist because we have felt them. So here below I present a small story on the festival of Diwali. When you read, you will listen, which you will think of, which you will feel and experience it on many layers.

Once there was a king who had 7 beautiful daughters.

One day, he asked all,

King: Who is it that feeds you?

The first 6 daughters said in praise of the king: It is you father, the greatest

king, who feeds us.

Only the 7th daughter said: It is god who feeds us all.

The king got very angry. He married his 6 daughters to handsome rich princes but got the 7th one married to a poor and leprosy inflicted person.

The 7th daughter was very happy in her life however. She told her husband never to come back empty handed when he came back home from work every day.

So each day he would bring some fruit, vegetables, wood etc. back home.

One day he went to the jungle but couldn't find anything to take back home, but found a dead snake, so he took that with him. When he showed to his wife, she asked him to throw the dead snake on their hut's rooftop.

Meanwhile, the king of the state where she was married had a wife, who went out bathing one day to the riverside. At the riverside, she kept her expensive diamond necklace on the banks while she bathed.

Suddenly an eagle snooped down and took the necklace with it. She was heartbroken.

The eagle meanwhile realised it is of no use to him and saw the dead snake on the poor 7th daughters huts rooftop, so it snooped down and kept

the necklace and took the dead snake which it could eat.

The king meanwhile announced that whoever finds the queens necklace would get a reward he desires.

The 7th daughter asked her husband to take the necklace to the king and whispered in his ear what to ask.

The king was very happy and asked the man: "What do you want?" He said nothing. The king forced him. He again said he wants nothing. The king ordered him: Ask you must, what is that that I as king can do.

He then told the king that his wife has a wish that on Diwali, no one light any diya in the whole town except for their hut. The king thought about it but for his word, said yes to it.

So on Diwali, the whole town was dark (being Amavasya, a no moon night) except for the poor man's hut where the diya was lit.

So when Goddess Laxmi arrived, she saw that its dark everywhere and so went to the poor man's hut and knocked on the door.

The 7th daughter, the poor man's wife, asked: "Who is it?"

"It's me, Goddess Laxmi"

Wife: "Why do you need to knock, please come inside"



Goddess Laxmi walks in and is very happy and asked them: "What can I do for you, you are the only ones who lit a diya for me"

The wife said: "Now that you have come, never leave, stay with us". And with that, she shut the door.

And Laxmi stayed there forever.

And so friends, with this small longish story, I wish you all a very happy Diwali. It is the feeling you invest into mythology that connects us from the material world to our souls. It tells us that with internal grit and determination and planning, even the gods can be captured by overcoming all our obstacles. It is not mere sweet eating and cracker bursting and bhajan singing, it is basically invoking the powers that lie within all of us. To invoke the powers, one needs concentration and for that one needs seclusion from external gimmicks.

Happy Diwali Readers

So Emails Are Easy Are They?

Have you ever received an email which has upset you, only to find out later that this was not what the sender intended? Conversely have you sent an email, to a colleague, only to realise shortly afterwards that what you thought you had said was not what you planned? Such is the ever growing problem with emails. Whilst there are many who will suggest ways of avoiding these situations, very few explore the reasons as to why these misunderstandings occur.

It is not that long ago that business colleges and schools made sure that everyone knew how to write a letter. The art of letter writing has developed over many years. Accordingly it has acquired its own specific style, courtesy and etiquette. However all communication experts, to various degrees, accept that visual communication forms a great part in conveying what we intend to say. Good manners, in letter writing, consequently grew-up with this in mind; the fact that a letter did not convey images. Correspondingly various letter formats endeavoured to convey what couldn't be seen. For example the opening greeting, 'salutation', sets the tone for the whole letter, formally uses 'Dear Sir' or 'Dear Madam' or more friendly using a recipient's first name 'Dear Aloshya' or 'Dear Sunita'. Equally in importance is the closing, 'valediction' that completes

the overall packaging with the respect that your letter is meant to impart. 'Yours faithfully', 'Yours sincerely', and 'Kind regards' all create their own particular image.

However this letter etiquette, which has taken years to become part of our business and friends' culture, just hasn't happened with emails. There simply hasn't been the time. The overwhelming growth of email was so rapid, and it seems so easy just type a message, that mistakes and misunderstandings are now a regular occurrence.

It's said that a picture paints a thousand words. Today nothing illustrates this more than the use of selfies and other photographs, whenever we post or tweet. Such a 'luxury' is never usually an option with office and business emails. Just because we email something in a certain way doesn't mean that it's received in the same way. It is true to say that mood changes everything and we cannot know what the mood of a recipient is, because we cannot see them. It is usually always best therefore to leave emotions, and any emoji that expresses such things, out of emails. Keep to the point and remember that polite statements, such as 'please' and 'thank you' go a long way in the courtesy stakes.

Of course, you may say, "Why does it matter?" The simple answer is that spoken words may be forgotten but emails can, not only live forever, but also may be



easily forwarded to others!

So will your emails pass a polite behaviour test? Here are some points to hopefully help you.

- 1 Imagine you are speaking your email, face to face, with the recipient. If you wouldn't say it directly to their face, then it shouldn't be in your email.
- 2 No matter how busy you are always re-read an email before sending. Check it makes sense to you.
- 3 Try to keep office/business emails to no more than five sentences. Anything more tends to lead to misunderstandings because of the difficulty of prioritising the information.
- 4 Assess your relationship with the recipient and adjust your greeting/formality/closing so as to mirror your relationship.
- 5 Don't be annoyed when someone misunderstands what you have emailed. It happens no matter how careful you have been.
- 6 If you receive an email containing unclear

expectations or ambiguous questions don't be afraid to politely bring this to the sender's attention.

- 7 If you have sent an email which has been received in a negative way, assure everyone that this wasn't your intention. Be constructive in actively turning the negative into an upbeat approach.
- 8 and finally...never try mixing new media with old style, in order to show that you are 'with it'!

When former UK Prime Minister David Cameron MP, emailed a reply to a close friend, he ended the message with the acronym 'lol'. Asked what he thought it meant, David replied, 'Lots of Love'. Unfortunately this particular text abbreviation, at the time he used it, only had one commonly known meaning among the media-savvy generation which was, 'Laughing out loud!'

No wonder his email reply made headlines in the English newspapers. Remember misunderstandings may happen to the best of us.

So be careful with your email etiquette and you'll find others respond to you in a more productive manner.

MARITIME ARBITRATION: A GLOBAL ANALYSIS



Continued from last edition...

The arbitration process in the Middle East is developing in a way which is quite promising. The Middle East region is reasonably well-equipped with arbitration facilities. There are a number of significant regional arbitration centres – for example, Dubai International Arbitration Centre (DIAC); DIFC/LCIA situated in the Dubai International Financial Centre; the Abu Dhabi Commercial Conciliation and Arbitration Centre (ADCCAC); Qatar International Court and Dispute Resolution Centre (QICDRC); and the Bahrain Chamber for Dispute Resolution/American Arbitration Association (BCDR-AAA). However, the judicial intervention and uncertainty in the enforceability of arbitral award is a matter of great concern. It has been noticed that the judiciary in the Middle East has not achieved the same standards of excellence in arbitration as others in more favourable jurisdictions. There have been instances where the lawyers conducting arbitration were subjected to prosecution for unfavourable outcomes. As a consequence, they were sometimes declining appointments and even resigning from ongoing cases as they were unhappy about the risks they were running. Under DIAC Rules, there was no appeal process. Further, as awards had to be signed within Dubai itself, this sometimes meant arbitrators having to fly in and out solely for this purpose.

India has huge potential to develop maritime arbitration but it would be a long and difficult ride before it is fully

achieved. There have been significant improvements in recent years in India's provision for structured arbitration. It was noticed that a properly functioning arbitration system was necessary if the country was to attract more trade and investment. The Indian Arbitration and Conciliation Act, amended in 2015, had introduced changes in respect of interim relief, public policy considerations, High Court involvement in arbitration and 12-month time limits to determine awards. This was aimed at countering concerns that arbitral awards in India were taking too long. However, the 12 months could be extended by agreement between the parties. The whole package has been improved. The Mumbai International Arbitration Centre's Rules were approved in June 2016 and the Centre opened for business in October. The aim was to establish a cost effective and transparent process, focusing on procedures for multi-party and multi-contract cases, expedited arbitration and the scrutiny of awards.

China is a relatively young player in the international shipping arbitration scene. The Maritime Arbitration Commission (MAC) is the predecessor of the present China Maritime Arbitration Centre (CMAC). It seems that the MAC was more experienced than that the maritime courts in China in terms of handling maritime disputes. Also, maritime disputes in China are predominantly settled by conciliation and mediation. The attitude of the

maritime court towards this organization is somewhat hostile exemplifying unfriendliness and competition. CMAC had revised its Rules in late 2014. The new CMAC Rules came into effect on 1 January 2015. CMAC's Revised Rules allows an arbitrator much freedom in choosing the appropriate procedure. It also stresses that the parties are to be given reasonable opportunity to make submissions and arguments.

International arbitration is on the rise in all these regions, generating an increasing interest in the practice. Thus, there is an increasing trend towards convergence of arbitral institutional rules and rise in the number of arbitral seats where parties can expect a modern and pro-arbitration approach from the judiciary.

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INBOUND

DUBAI

VESSEL	VOY	BAHRAIN	BANGKOK	BARCELONA	BREMEN	BUSAN	CHENNAI	DELHI	GENOA	GUANGZHOU	HONGKONG	KARACHI	KEELUNG	KUWAIT	NHAVA SHEVA	NEW YORK	NINGBO	QINGDAO	ROTTERDAM	SHANGHAI	SINGAPORE	SOUTHAMPTON	XIAMEN	XINGANG	JEBEL ALI	
X-PRESS EUPHRATES	S132	3-Nov																							5-Nov	
X-PRESS EUPHRATES	S133	9-Nov																								11-Nov
X-PRESS EUPHRATES	S134	15-Nov																								17-Nov
X-PRESS EUPHRATES	S135	21-Nov																								23-Nov
X-PRESS EUPHRATES	S136	27-Nov																								29-Nov
X-PRESS EUPHRATES	S137	3-Dec																								5-Dec
X-PRESS EUPHRATES	S138	9-Dec																								11-Dec
X-PRESS EUPHRATES	S139	15-Dec																								17-Dec
TAURUS	006W		2-Nov																							17-Nov
OOCL SINGAPORE	017W		9-Nov																							24-Nov
CSC NEPTUNE	040W		16-Nov																							1-Dec
OOCL POLAND	010W		23-Nov																							8-Dec
TAYMA	041W		30-Nov																							15-Dec
OOCL ATLANTA	092W		10-Dec																							22-Dec
OOCL BANGKOK	021W		17-Dec																							29-Dec
APL GWANGYANG	242MEE			3-Nov																						23-Nov
CMA CGM MIAMI	244MEE			10-Nov																						30-Nov
OOCL EGYPT	246MEE			17-Nov																						7-Dec
CMA CGM ANDROMEDA	248MEE			24-Nov																						14-Dec
CMA CGM LIBRA	250MEE			1-Dec																						21-Dec
CMA CGM TITAN	252MEE			8-Dec																						28-Dec
CMA CGM CASSIOPEIA	254MEE			15-Dec																						4-Jan
MAERSK GUAYAGUIL	1713				7-Nov																					25-Nov
MAERSK GENOA	1713				14-Nov																					9-Dec
MAERSK SARAT	1713				21-Nov																					16-Dec
DAU	1801				28-Nov																					23-Dec
MAERSK SALTORO	1801				5-Dec																					30-Dec
MAERSK STADELHORN	1801				12-Dec																					6-Jan
MAERSK GUATEMALA	1801				19-Dec																					13-Jan
MAERSK GIBALTAR	1801				26-Dec																					20-Jan
HYUNDAI PRIDE	O18					4-Nov																				24-Nov
HYUNDAI HOPE	OO4					11-Nov																				1-Dec
HYUNDAI VICTORY	O20					18-Nov																				8-Dec
HYUNDAI DREAM	O21					25-Nov																				15-Dec
HYUNDAI HONOUR	OO6					2-Dec																				22-Dec
HYUNDAI RESPECT	OO5					9-Dec																				29-Dec
M.V.XIAMEN	002W						4-Nov																			19-Nov
NAVICOS VERDE	004W						11-Nov																			26-Nov
MESSINI	060W						18-Nov																			3-Dec
SIMA BRIZO	003W						25-Nov																			10-Dec
M.V.XIAMEN	003W						2-Dec																			17-Dec
NAVICOS VERDE	005W						9-Dec																			24-Dec
GROUSE HUNTER	O21							2-Nov																		9-Nov
NORTHERN PRACTICE	O44							9-Nov																		16-Nov
GROUSE HUNTER	O22							16-Nov																		23-Nov
NORTHERN PRACTICE	O45							23-Nov																		30-Nov
GROUSE HUNTER	O23							30-Nov																		7-Dec
NORTHERN PRACTICE	O46							7-Dec																		14-Dec
GROUSE HUNTER	O24							14-Dec																		22-Dec
NORTHERN JAVELIN	168MXE							1-Nov																		17-Nov
AL RAWDAH	170MXE							8-Nov																		24-Nov
TOLUEN	172MXE							15-Nov																		1-Dec
CMA CGM TOSCA	174MXE							22-Nov																		8-Dec
TIRUA	176MXE							29-Nov																		15-Dec
HOUSTON EXPRESS	178MXE							6-Dec																		22-Dec
TUBUL	180MXE							13-Dec																		29-Dec
EVER UNIQUE	O90							3-Nov																		17-Nov
OOCL SINGAPORE	O17							10-Nov																		24-Nov
CSC NEPTUNE	O40							17-Nov																		1-Dec
OOCL POLAND	O10							24-Nov																		8-Dec
TAYMA	O41							1-Dec																		15-Dec
OOCL ATLANTA	O92							8-Dec																		22-Dec
OOCL BANGKOK	O21							15-Dec																		29-Dec
WAN HAI 517	0032W									7-Nov																22-Nov
KOTA CEMPAKA	0031W									14-Nov																29-Nov
WAN HAI 612	0021W									21-Nov																6-Dec
WAN HAI 611	0024W									28-Nov																13-Dec
KOTA CEPAT	0028W									5-Dec																20-Dec
WAN HAI 613	0022W									12-Dec																27-Dec
NORTHERN DEPENDANT	O26S										2-Nov															5-Nov
SIMA GENESIS	O16E										8-Nov															11-Nov
NORTHERN DEPENDANT	O26S										16-Nov															19-Nov
SIMA GENESIS	O17E										22-Nov															25-Nov
NORTHERN DEPENDANT	O27S										30-Nov															3-Dec
SIMA GENESIS	O18E										6-Dec															9-Dec
NORTHERN DEPENDANT	O28E										14-Dec															17-Dec

ABOVE MENTIONED ARE TENTATIVE VESSELS AND ARE SUBJECT TO CHANGE.

OUTBOUND

DUBAI

VESSEL	VOY	JEBEL ALI	ABU DHABI	ALEXANDRIA	QAABA	BAHRAIN	CHENNAI	COCHIN	COLOMBO	DAMMAM	DAR ES SALAM	DELHI	FELIXSTOWE	HAMBURG	JEDDAH	KARACHI	KUWAIT	MALE	MOMBASA	SOPAR	NEW YORK	NHAVA SHEVA	RIYADH	ROTTERDAM	UMM QASR	SINGAPORE	
NORTHERN PRACTICE	O44	02-Nov										12-Nov															
GROUSE HUNTER	O022	09-Nov										19-Nov															
NORTHERN PRACTICE	O45	16-Nov										26-Nov															
GROUSE HUNTER	O023	23-Nov										03-Dec															
NORTHERN PRACTICE	O46	30-Nov										10-Dec															
GROUSE HUNTER	O024	07-Dec										17-Dec															
NORTHERN PRACTICE	O47	14-Dec										24-Dec															
MAERSK SALTORO	1712	5-Nov											1-Dec														
MAERSK STADELHORN	1714	12-Nov											8-Dec														
MAERSK GUATEMALA	1716	19-Nov											15-Dec														
MAERSK GIBRALTAR	1714	26-Nov											22-Dec														
MAERSK GUAYAGUIL	1714	3-Dec											29-Dec														
MAERSK GENOA	1714	10-Dec											5-Jan														
MAERSK SARAT	1802	17-Dec											12-Jan														
MAERSK SALTORO	1712	5-Nov												09-Dec													
MAERSK STADELHORN	1714	12-Nov												16-Dec													
MAERSK GUATEMALA	1716	19-Nov												23-Dec													
MAERSK GIBRALTAR	1714	26-Nov												30-Dec													
MAERSK GUAYAGUIL	1714	3-Dec												06-Jan													
MAERSK GENOA	1714	10-Dec												13-Jan													
MAERSK SARAT	1802	17-Dec												20-Jan													
HOUSTON EXPRESS	1744W	4-Nov													16-Nov												
TUBUL	1745W	11-Nov													23-Nov												
NORTHERN JAVELIN	1746W	18-Nov													30-Nov												
NINGBO EXPRESS	1747W	25-Nov													7-Dec												
TOLTEN	1748W	2-Dec													14-Dec												
TUCAPEL	1749W	9-Dec													21-Dec												
SIMA GENESIS	E016	03-Nov														06-Nov											
NORTHERN DEPENDENT	E026	10-Nov														13-Nov											
SIMA GENESIS	E017	17-Nov														20-Nov											
NORTHERN DEPENDENT	E027	24-Nov														27-Nov											
SIMA GENESIS	E018	1-Dec														04-Dec											
NORTHERN DEPENDENT	E028	8-Dec														11-Dec											
SIMA GENESIS	E019	15-Dec														18-Dec											
NORDIC WISMAR	O14	1-Nov															3-Nov										
CAPE MALE	127J	3-Nov															5-Nov										
NORDIC WISMAR	O15	8-Nov															10-Nov										
CAPE MALE	128J	10-Nov															12-Nov										
NORDIC WISMAR	O16	15-Nov															17-Nov										
CAPE MALE	129J	17-Nov															19-Nov										
NORDIC WISMAR	O17	22-Nov															24-Nov										
CAPE MALE	130J	24-Nov															26-Nov										
NORDIC WISMAR	O18	29-Nov															1-Dec										
CAPE MALE	131J	6-Dec															8-Dec										
NORDIC WISMAR	O19	8-Dec															10-Dec										
CAPE MALE	132J	13-Dec															15-Dec										
NORDIC WISMAR	O20	15-Dec															17-Dec										
MESSINI	O59	6-Nov																20-Nov									
RIO CHARLESTON	O05	13-Nov																27-Nov									
AS CARINTHIA	O24	20-Nov																4-Dec									
NAVICOS VERDE	O04	27-Nov																11-Dec									
MESSINI	O60	04-Dec																18-Dec									
RIO CHARLESTON	O06	11-Dec																25-Dec									
NORO	2512SS	04-Nov																	11-Nov								
ANVA-S	2532SS	11-Nov																	18-Nov								
CMA CGM MANET	2552SS	18-Nov																	25-Nov								
EMIRATES ASANTE	2572SS	25-Nov																		2-Dec							
CENTAURUS	2592SS	02-Dec																		9-Dec							
NORO	2612SS	09-Dec																		16-Dec							
ANVA-S	2632SS	16-Dec																		23-Dec							
NORTHERN GENERAL	0050	1-Nov																			03-Nov						
HEBE	733E	3-Nov																			06-Nov						
NORTHERN GENERAL	0052	8-Nov																			10-Nov						
HEBE	734E	10-Nov																			13-Nov						
NORTHERN GENERAL	0054	15-Nov																			17-Nov						
HEBE	735E	17-Nov																			20-Nov						
NORTHERN GENERAL	0056	22-Nov																			24-Nov						
HEBE	736E	24-Nov																			27-Nov						
NORTHERN GENERAL	0058	29-Nov																			01-Dec						
HEBE	738E	1-Dec																			04-Dec						
NORTHERN GENERAL	0060	6-Dec																			08-Dec						
HEBE	739E	8-Dec																			11-Dec						
NORTHERN GENERAL	0062	13-Dec																			15-Dec						

ABOVE MENTIONED ARE TENTATIVE VESSELS AND ARE SUBJECT TO CHANGE. ALSO DIRECT SERVICES TO CHENNAI, DOHA, RIYADH AND SHARJAH

continued...page 20

VESSEL	VOY	JEBEL ALI	ABU DHABI	ALEXANDRIA	AQABA	BAHRAIN	CHENNAI	COCHIN	COLOMBO	DAMMAM	DAR ES SALAM	DELHI	DOHA	FELIXSTOWE	HAMBURG	JEDDAH	KARACHI	KUWAIT	MOMBASA	SOHAR	NEW YORK	NHAVA SHEVA	RIYADH	ROTTERDAM	UMM QASR	SINGAPORE	
PENELOPE	047MTW	03-Nov																			28-Nov						
PUCCINI	049MTW	10-Nov																				05-Dec					
THORSTAR	051MTW	17-Nov																				12-Dec					
FRISA AMSTERDAM	053MTW	24-Nov																				19-Dec					
AS CYPRIA	055MTW	01-Dec																				26-Dec					
JACK LONDON	057MTW	08-Dec																				02-Jan					
NORTHERN PRACTICE	O44	2-Nov																				12-Nov					
GROUSE HUNTER	O022	9-Nov																				19-Nov					
NORTHERN PRACTICE	O45	16-Nov																				26-Nov					
GROUSE HUNTER	O023	23-Nov																				3-Dec					
NORTHERN PRACTICE	O46	30-Nov																				10-Dec					
GROUSE HUNTER	O024	07-Dec																				17-Dec					
NORTHERN PRACTICE	O47	14-Dec																				24-Dec					
CMA CGM CALLISTO	256GFE	3-Nov																				8-Nov					
OOCL ATLANTA	091E	5-Nov																				13-Nov					
CMA CGM LYRA	258GFE	10-Nov																				15-Nov					
OOCL BANGKOK	020E	12-Nov																				20-Nov					
CMAA BUTTERFLY	262GFE	17-Nov																				22-Nov					
TAURUS	006E	19-Nov																				27-Nov					
CMA CGM FIDELIO	262GFE	24-Nov																				29-Nov					
OOCL SINGAPORE	017E	26-Nov																				4-Dec					
CMA CGM BUTTERFLY	264GFE	1-Dec																				6-Dec					
CSCL NEPTUNE	040E	3-Dec																				11-Dec					
MAERSK SALTORO	1712	5-Nov																					8-Dec				
MAERSK STADELHORN	1714	12-Nov																					15-Dec				
MAERSK GUATEMALA	1716	19-Nov																					22-Dec				
MAERSK GIBRALTAR	1714	26-Nov																				12-Jan					
MAERSK QUAYAGUIL	1714	03-Dec																				5-Jan					
MAERSK GENOA	1714	10-Dec																				12-Jan					
MAERSK SARAT	1802	17-Dec																				19-Jan					
DAU	1802	24-Dec																					26-Jan				
NORDSPRING	016N	28-Oct																							31-Oct		
NORDSPRING	017N	07-Nov																							10-Nov		
NORDSPRING	018N	17-Nov																							20-Nov		
NORDSPRING	019N	27-Nov																							30-Nov		
NORDSPRING	020N	07-Dec																							10-Dec		
NORDSPRING	021N	17-Dec																							20-Dec		
NORDSPRING	022N	27-Dec																							30-Dec		
COSCO EUROPE	O55	02-Nov																									16-Nov
HYUNDAI HONOUR	004E	05-Nov																									20-Nov
COSCO KAHSIUNG	O54	09-Nov																									23-Nov
HYUNDAI RESPECT	004E	12-Nov																									27-Nov
APL DUBLIN	239	16-Nov																									27-Nov
HYUNDAI DRIVE	018E	19-Nov																									5-Dec
APL CHONGQING	241	23-Nov																									4-Dec
HYUNDAI PRIDE	018E	26-Nov																									12-Dec
APL LE HAVRE	243	30-Nov																									11-Dec
HYUNDAI HOPE	021E	02-Dec																									18-Dec
APL PARIS	249	07-Dec																									18-Dec



QUOTABLE QUOTES

The best and most beautiful things in the world cannot be seen or even touched - they must be felt with the heart.

- Helen Keller

There are two ways of spreading light: to be the candle or the mirror that reflects it.

- Edith Wharton

Let us remember: One book, one pen, one child, and one teacher can change the world.

- Malala Yousafzai

Don't judge each day by the harvest you reap but by the seeds that you plant.

- Robert Louis Stevenson

A hero is someone who has given his or her life to something bigger than oneself.

- Joseph Campbell

If you believe in yourself and have dedication and pride - and never quit, you'll be a winner. The price of victory is high but so are the rewards.

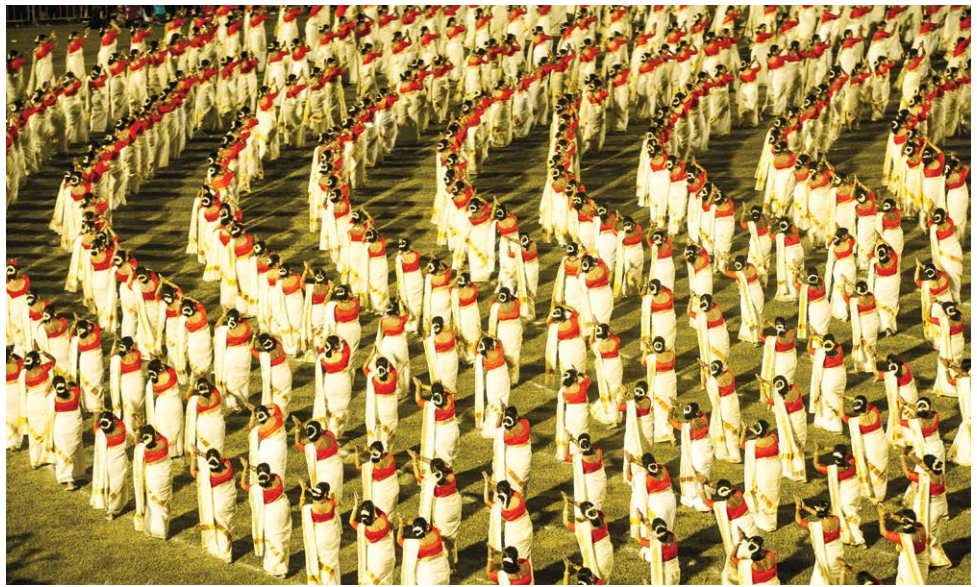
- Paul Bryant

POORAM DUBAI 2017

CSS Group over the years has been actively participating in many social activities which include sponsorships of cultural events, sports and charity movements. As part of giving back to society, many such programmes were initiated by T S Kaladharan, Chairman CSS Group. Back in Kerala, thousands of school children benefit by ways of educational aids and kits from Kala, every year.

The moving and relocation division of CSS Group, CSS Homeward bound recently associated with a cultural event in Dubai called Pooram 2017. The event was organized at Etisalat Academy on the 27th of October 2017. This event was exactly the same as what you would witness in Kerala minus the real Elephants and the Fireworks. The actual professional artists and Musicians that take part in Pooram in Kerala were brought to Dubai to give the real feel of Kerala.

As an added and important attraction 1246 Indian women, who are all expatriate residents of the



UAE showcased the Famous Thiravthira Kali (Traditional dance form). Like all firsts in Dubai the organizers have contacted Guinness World Records witness and record this event so that the number of participants may eventually be a record breaker.

Thiruvathirakali is a dance form performed by women on the day of Thiruvathira to the accompaniment of Thiruvathira paattu. The sinuous movements executed by the group of

CSS Homeward Bound
MOVING & RELOCATION • EXHIBITIONS & EVENTS LOGISTICS • INDUSTRIAL PACKING

dancers around a nilavilakku embody lasya or the amorous charm and grace of the feminine. The dance follows a circular, pirouetting pattern accompanied by clapping of the hands and singing. Today, Thiruvathirakali has become a popular dance form for all seasons. A group of women dressed in typical Kerala style with mundu and neriyathu and

the hair bun adorned with jasmine garlands perform this dance during festival seasons. Kaikottikkali spreads the message of joy and also illustrates the emotions of a married woman towards her beloved and of the unmarried woman longing for one. Thiruvathira is also known as the Kerala's own version of Karva Chauth.



**Jokes
Cafe**

Sherlock Holmes and Dr. Watson go on a camping trip. After a good dinner, they retire for the night, and go to sleep.

Some hours later, Holmes wakes up and nudges his faithful friend. "Watson, look up at the sky and tell me what you see."

"I see millions and millions of stars, Holmes" exclaims Watson.

"And what do you deduce from that?"

Watson ponders for a minute.

"Well, astronomically, it tells me that there are millions of galaxies and potentially billions of planets. Astrologically, I observe that Saturn is in Leo. Horologically, I deduce that the time is approximately a quarter past three. Meteorologically, I suspect that we will have a beautiful day tomorrow. Theologically, I can see that God is all powerful, and that we are a small and insignificant part of the universe. What does it tell you, Holmes?"

And Holmes said: "Watson, you idiot, it means that somebody stole our tent."

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Raj George	Senior V P - Projects, Oil & Energy
Ahmed Al Rais	Senior V P - Airfreight
Arjun Bose	Director - CSS Abu Dhabi, Qatar, Oman, Sharjah

Dr. Britto Satheesh	Director - CSS Saudi Arabia
Sreenath V	V P - Operations & Projects
Siby C Kurian	V P - Sales & Marketing
Ajay Krishnan	V P - Freight forwarding & Pricing
Chandrakala (CK)	Director- Operations, Ocean Freight

INDIA

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Rahat Talreja	Vice President- Central India
Sudharshan	Vice President - South India



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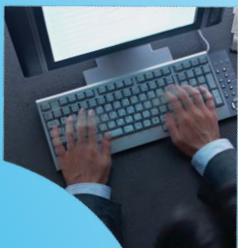
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