



# Efficient and seamless crewing system

Ripple Operations: Maximizing Crew Success



# Where We Came From

adonis<sup>HR</sup>

Shipadmin

 **RIPPLE**

Customer Centric  
Constant Innovation  
Unique Partnerships  
Unparalleled Reliability

 **MARINE  
CFO**

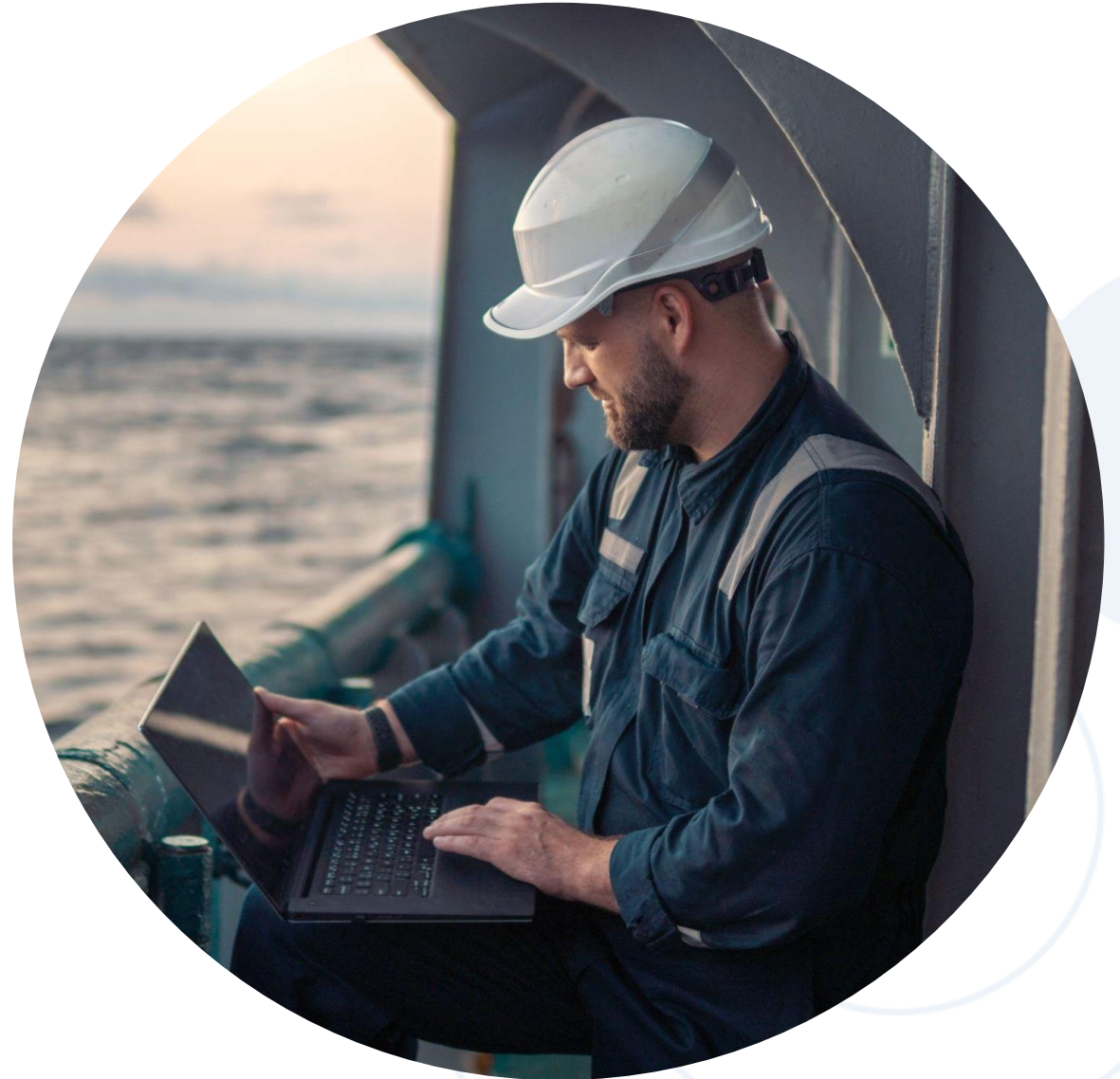
 Marine Learning Systems

 **RIPPLE**

**At Ripple Operations,  
we empower Crew Success,  
every voyage.**

**When your crew succeeds,  
your entire operation elevates.**

People are the foundation of exceptional maritime operations - your crew is critical to the experience, safety, and success of every journey.



# Crew Management Challenges

Operators must deliver world-class experiences, all while maintaining efficiency, compliance and crew well-being.



## Managing Compliance

Staffing vessels with qualified personnel

Scheduling in accordance with laws and regulations



## Digital Transformation

Increased demand for digital skills in operations

Moving from paper to digital



## Retention

Adapting workplace technology to appeal to younger generation

Effective onboarding and career progression to retain employees



## Ensuring Excellence

Providing excellent passenger experiences with effective training

Workforce analytics to identify skill gaps



# Ripple Operations: Crew Success from Recruitment to Retirement

A single, unified solution that covers all aspects of maritime crew management



# Recruitment

Seamless integration with Ripple's platform for efficient recruitment:

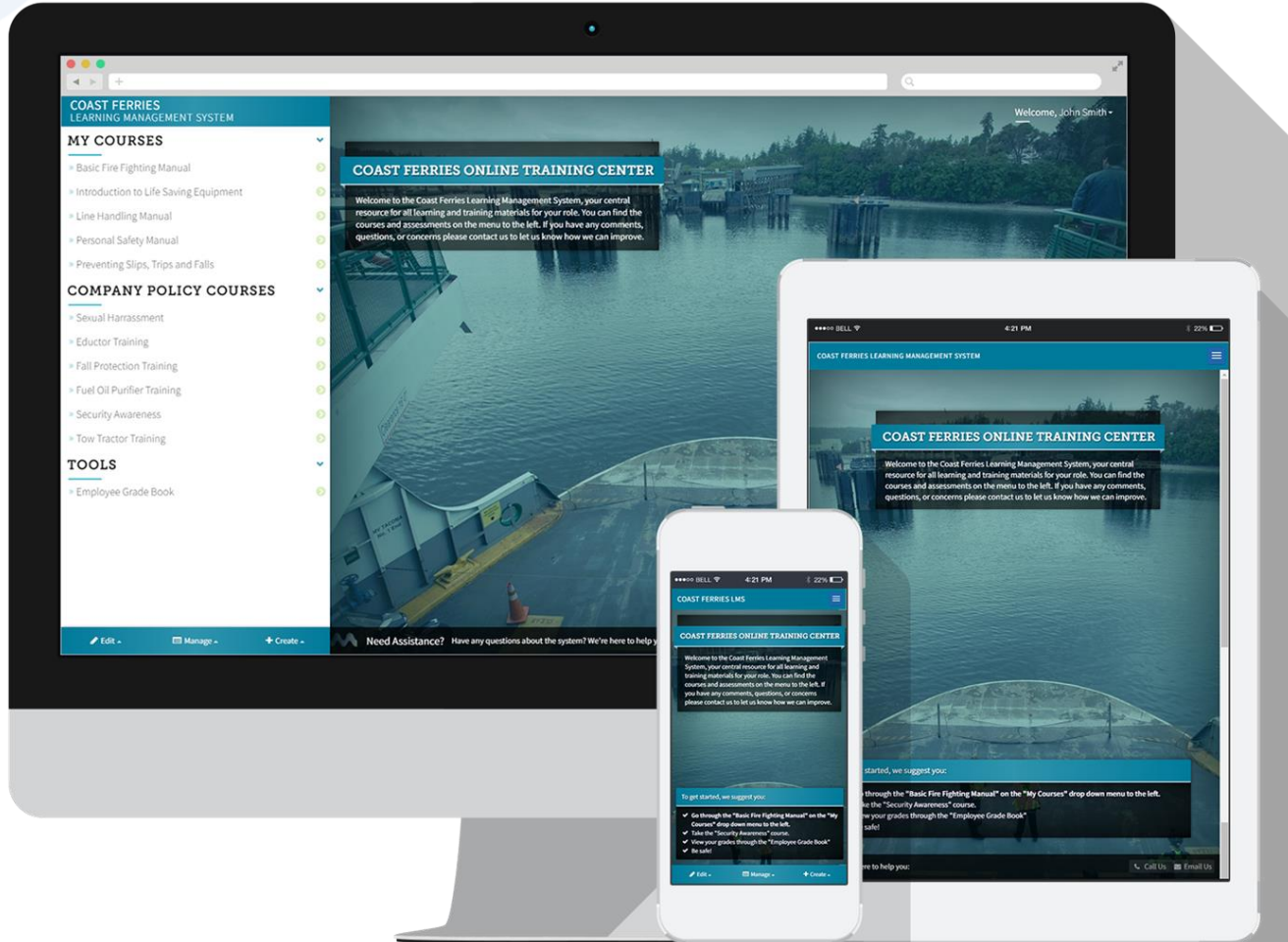
Easily advertise roles, filter applicants, and hire directly through Ankaa

Empower candidates to self-register, improving data accuracy and reducing manual entry.

Automate onboarding and contract processes with secure digital signatures, ensuring document security and compliance.



# Onboarding, Training and Development



Designed from the ground up  
for maritime operations:

Seamless experience between ship and shore –  
train and assess with limited internet

Automated course registration based on roles  
and routes for efficient onboarding

Ensure crew has the knowledge and skill to  
work safely and efficiently

Track certificates and course expiries

Reporting to identify deficiencies **before** they  
cause incidents

# Crew Scheduling and Rotation

Maintain operational efficiency and ensure the right personnel are on board when needed:

Centralized employee records for effortless access of data and documentation

Automated scheduling system for efficient crew rotations

Access for onboard team (Captain/Master/Purser) to view and manage team and crew shifts

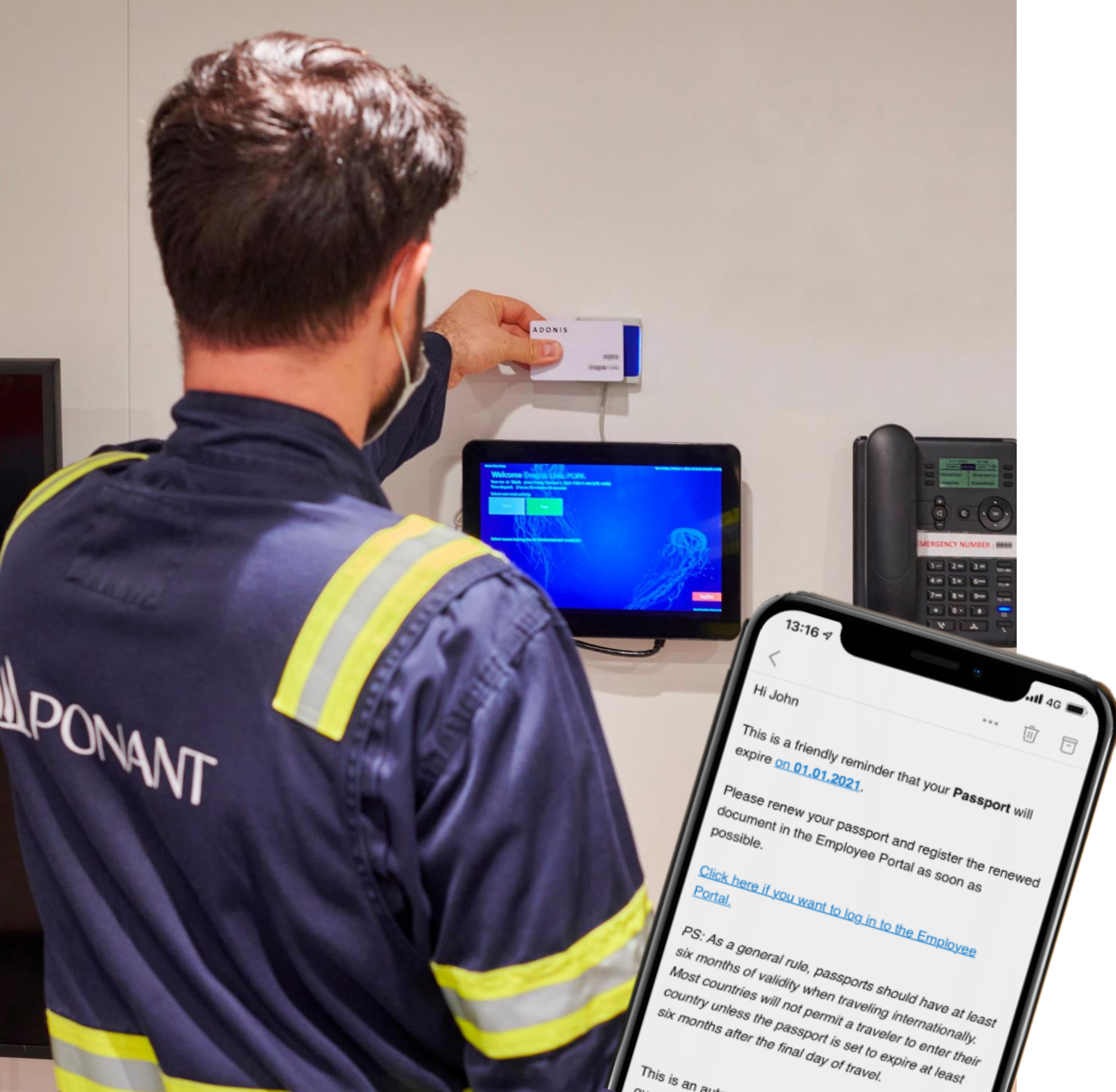
User-friendly drag and drop features to plan daily schedules

The top laptop screen displays the 'Crew List' interface in 'Adonis Personnel Manager'. The table below shows the first five entries:

PIN	Photo	NAME	RANK	NAT	ORG. NAME	BIRTHDATE	PHONE	PERSONALIDNO	PASSPORT EXPIRY	PASSPORTNO	E
1		HEGGLAND LARS BULL	Master	NO	GBA Ships		+4740400758	121260069	10/6/2021	AM111123	5
2		KVAMME THEA O.									
3		SUNDE IVAR									
4		STUBBORN TOM ESPEN									
5		CORONA KARINA									

The bottom laptop screen displays the 'Planning' interface for 'MT Green Star'. It shows a roster grid for 'Restaurant 1' with columns for dates from 18.11.2020 to 19.11.2020. A tooltip for 'RUSLAN VASILIEV' is shown, indicating work times of 06:30-23:00 and violations: 'Less than 10 hours of rest for any 24 hours' and 'Less than 10 hours in 2 rest periods for any 24 hours'.





# Daily Operations and Compliance



Automated timekeeping to streamline payroll and eliminate manual errors



Unified, global payroll process from data upload to treasury payments and pay slips for your employees



Assign crew to the proper cabin based on occupancy level and company policies.



Generate reports quickly and easily for compliance audits and inspections

# Performance and Feedback

Digitized assessment forms to capture objective data on performance:

Replace paper assessment of skills (Drills, Simulation, Job performance)

Codify company expertise

Reduce reliance on expert assessors

Quickly record actions as skills are being performed

Enable immediate debrief and coaching opportunities

00:02:54 PAUSE ADD NOTES CLOSE FINISH

Alison Mayson Leonard Fernandez Minerva Walters

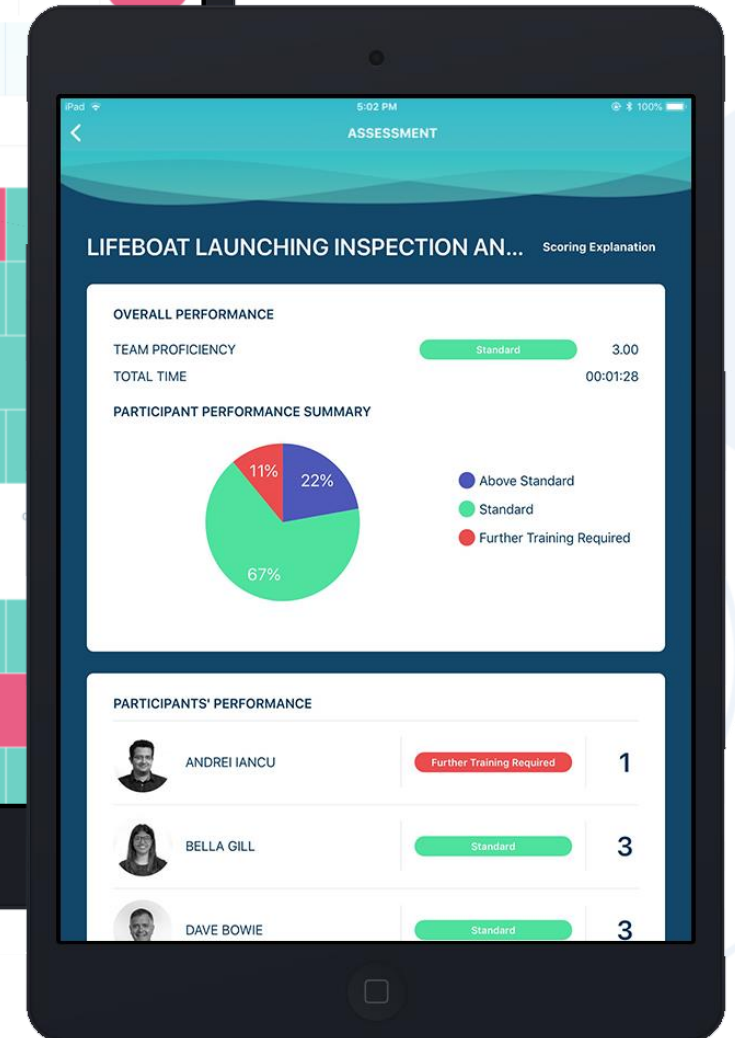
### FIRE DRILL

#### EMERGENCY RESPONSE

10	All team members reported in less than 15 minutes.	✓	✓	✗
8	Fire team reported in less than 10 minutes.	✓	✗	✓
8	Appropriate safety attire identifies emergency role.	✓		
10	Wearing proper uniform and safety equipment.	✓	✗	✓
	Event Identification and Awareness	Could not Assess	Could not Assess	Could not Assess

#### FIRE HOSE MANAGEMENT

10	Fire hose connected to proper source.	✓	✓	✓
6	Fire hose untangled and free to move.	✗		
7	Fire hose proper length.	✓	✓	✓



# A Purpose-Driven Partner



## Crew Success Focus

Ripple prioritizes the holistic success of crew members, which we believe directly influences operational excellence.



## A True Partnership

Our customers are long-term relationships. Through advisory councils, webinars, and customer thought leadership, we partner with our clients to shape the future of crew management.



## Innovative Digital Solutions

We provide tools that aren't just for today but set our clients up for the future. We actively work with clients to ensure their feedback and needs drive our innovations.

Deep Maritime Expertise

380,000 mariners on more than  
2,000 vessels across nearly  
100 countries





## Global Reach, Personalized Service

