

# YOUR NEEDS OUR MISSION



Sirius was born in 1997 with the purpose of managing the crew for few units of d'Amico Società di Navigazione fleet in Rome.

Currently Sirius manages more than 100 ships of various types (bulk, tanker, container, research, ro/ro pax, cruise, yachts) and moves about 8000 seafarers coming from over 26 countries.

Who chooses us, chooses a tailor made suit, a service granting the highest level of care and attention to every detail. Only through crewmembers fidelization and professional growth, Ship Owners/Managers can build a stable and brilliant future too.

## SIRIUS NESS

The five strategic themes of Shipping are "MEN, SHIPS, INNOVATION, TRADITION, TRAINING": words recalling the past, describing the present and outlining the future. We trust in transparency, innovation and seriousness.

The professional skills of our office staff allow us to manage more than 100 ships of various types, flags (Bahamas, Italy, Luxembourg, Liberia, Malta, Morocco, Marshall Island, Panama, and Singapore just as example) and different Collective Bargaining Agreements (SIRIUS IBF-ITF, Italian CCNL, JSU SMOU).

We manage directly all flag documents and we deal directly with all national and international requirements.

Since 2021 Sirius, through the owned brand CruiseBizz, provides artists (dancers, musicians, visual artists, etc.) for the cruise vessels market as well as for private yachts and ashore private or corporate events.

We believe in the deep synergy with our Customers and in the loyalty of our seafarers.

Young students willing to become seafarers are selected from the most prestigious schools and academies during their studies and grow up inside the Company they join. We organize "open days" and meetings to let the maritime world come closer to young students, challenging them to experience life at sea.

Sirius is member of Assagenti, Confitarma and IMEC associations to be able to be fully aware of the global maritime world market trends and international requirements.

We rely on agents partners located in strategic areas where the candidates attend training and proper familiarization to Clients policy, creating locally additional courses ad hoc.

Our tools lead to a concrete improvement of our service and costs optimization, avoiding waste of time and efforts. Upon budgeting arrangements, we support the Clients in crew nationalities options and costs evaluations. We define together the Company wage scale applicable, checking the national present market and its trends. Instruments available right on the spot to check budget and actual costs anytime are provided to our Clients too. The Electronic Portage Bill (EPB) we developed in-house is an instrument shared with the managed fleets anytime we are in charge for on board payrolls calculation. Salary items, earnings and deductions, as well as individual crew bank account details, are easily and punctually managed to avoid as much as possible manual job and human errors. The exchange of simple files among shore and board, ensures full data import in our data base, wage accounts calculation as well as crew changes costs management, D/A included (PDA and FDA).

#### COSTS-CONTROL & REPORTING

Access is granted to Clients which can check online actual costs in comparison to budgeted costs. The system is user-friendly and updated twice a day.

#### FLIGHT FARES COMPARISON

Special s/men fares are provided by our Travel Agent Baleno Viaggi, reducing Owner's costs also for Company and technical staff travelling.

#### FULL MANAGEMENT

Full management, including the technical service, is provided by ISHIMA Ship Management Singapore, part of the Group, and Sirius is in charge for crewing anytime vessels are fully managed by ISHIMA.

Our services are totally flexible, we can offer all or one only. Ship Owners and Managers may ask for some activities only like crew selection, payrolls calculation (including tax compliance and contributions) or the entire manning process can be granted by SIRIUS. Different flows can be managed by our tools and new tools can be developed in house to satisfy new requirements.

National and International bargaining negotiation is also among our services, if needed.

Baleno also provides leisure travel and welfare platforms for office staff and for seafarers and their families, and the possibility to book exclusive trips through our Tour Operator "Vola con Gully".

All travel services are offered by Baleno as highly competitive products and can be customized with Airlines Companies (for single area destination) or with hotels net and/or Tour Operators.

The AOH service is granted 24hrs/365days (both in Italian and English language).

Our "entertainment service" can satisfy big needs for big events or small ones, anyway the leading point is that we always work to be on the highest professional standard in the market.



Baleno Dreams Operator (Genoa, Mumbai)  
All travel arrangements and concierge services available  
24hrs/365days  
AOH dedicated service / english or italian language.



Vola con Gully Tour Operator (Genoa)  
Tailor-made leisure arrangements. Any destination.



Entertainment world: musicians, singers.  
DJs, magicians, illusionists, dancers, visual artists, performers.



Our exclusive club with 360° solutions for your yacht.