

MEDAL OF COMMENDATION

Lars Kastrup

Chief Executive Officer
Pacific International Lines (Pte) Ltd

Nominated by the Singapore Maritime Officers' Union.

Lars Kastrup staunchly advocates for progressive workplace practices, fair and competitive compensation for the sea and shore employees of Pacific International Lines (PIL), a Singapore home grown container shipping line.

Under his leadership, in 2023, PIL successfully executed an upward wage adjustment for all its seafarers. This adjustment stemmed from a comprehensive salary review conducted in 2022 with feedback from key stakeholders, ensuring PIL's ability to offer competitive remuneration to retain and attract seafaring talent.

Since assuming the CEO role in July 2022, Brother Lars has prioritised efficiency improvements across the company, while focusing on the health, safety, and welfare of all employees, both at sea and ashore. With the establishment of the PIL Centre for Maritime Efficiency (CME) in July 2022, PIL aligns its commitment to reducing greenhouse gas emissions and enhancing crew support through advanced technology-driven fleet management. This has bolstered safety and security measures, providing PIL's crew access to cutting-edge vessel operations technology.

Brother Lars is dedicated to promoting progressive workplace practices and ensuring the well-being of all PIL employees.

As a board member of the Singapore Chapter of The Mission to Seafarers, he understands the challenges faced by seafarers and ensures that PIL implements adequate welfare schemes. This includes initiatives to foster connectivity with families, cultivate a positive shipboard culture, and facilitate communication through regular seminars.

PIL's recent relocation of its Singapore Head Office to Guoco Midtown emphasises the commitment to a conducive working environment, offering collaborative spaces and flexible work arrangements.

Additionally, PIL regularly collaborates with unions to enhance support for seafarers, underscoring its commitment to employee welfare and advancement.

Brother Lars has spearheaded efforts to enhance training and development for all PIL employees. As a board member of the Singapore Maritime Foundation, he prioritises building a robust maritime talent pool.

PIL's CME provides seafarers with extended shore experience opportunities, fostering improved sea and shore staff communication. The upcoming launch of the PIL Academy aims to provide holistic training for all shore and sea employees, supporting them in realising their full potential.

Brother Lars' advocacy for promoting Singaporeans in seafaring careers aligns with PIL's commitment to nurturing local talent and exploring new opportunities for job redesign in the maritime sector.