The Covid-19 pandemic has created an unprecedented crew change crisis which has led to hundreds of thousands of seafarers being impacted and in many instances left stranded on ships, beyond the expiry of their contracts. Despite significant efforts by international organizations, governments, industry associations, labor unions, NGOs and individual companies including the adoption on 1 December 2020 by the UN General Assembly of a resolution on International cooperation to address challenges faced by seafarers as a result of the COVID-19 pandemic to support global supply chains, the issue is still far from resolved.

This is not an acceptable way to treat seafarers, who are the frontline workers of the maritime industry carrying 90% of global trade. Fatigue after extended periods at sea has significant consequences on the physical and mental wellbeing of seafarers. It also increases the risk of maritime incidents and environmental disasters, and poses a wider threat to the integrity of global supply chains, which depend on safe and reliable maritime transport.

This is why a taskforce of stakeholders from across the maritime value chain has identified the following key issues preventing crew changes, that require urgent action:

- While high-quality health protocols have been adopted internationally, they have not been consistently implemented in practice. This has led authorities to perceive seafarers as a Covid-19 risk, which has limited the possibilities of crew changes.
- Implementing high-quality crew change protocols will reduce the economic risk of disrupted supply chains but will lead to increased short-term costs.
- The disruption of international air travel has reduced the number of flights, causing connectivity issues between major crew change hubs and major seafaring nations, which has complicated crew changeovers.

Taking action to deliver on our shared responsibility

We, the signatories to The Neptune Declaration on Seafarer Wellbeing and Crew Change, recognize that we have a shared responsibility to ensure that the current crew change crisis is resolved as soon as possible and to use the learnings from the crisis as an opportunity to build a more resilient maritime supply chain.

We believe that the most effective way of addressing the crew change challenge and building a more resilient maritime logistics chain, is by working together across the value chain with industry stakeholders, organizations and with governments to implement solutions that work in practice.

Therefore, we commit to take action to resolve the crew change crisis, based on our position and role in the value-chain, thereby ensuring the rights and wellbeing of the seafarers supporting global supply chains. We call on our peers and other stakeholders, in particular relevant government bodies, to join us in our efforts.

2 https://www.undocs.org/en/A/75/L.37
To make tangible improvements, the following actions should be implemented:

- **Recognize seafarers as key workers and give them priority access to Covid-19 vaccines**
  Seafarers should be recognized as key workers by all governments in line with the UN General Assembly resolution adopted on 1 December 2020 and the transition of seafarers across borders should be facilitated based on internationally agreed, high-quality health protocols.
  Governments and other stakeholders should work together with the maritime industry to ensure that seafarers, irrespective of their nationality, get priority access to Covid-19 vaccines alongside other key workers and health care professionals in recognition of their critical role in global supply chains and trade. This should include developing protocols that ensure vaccinations are correctly certified and effectively administered to seafarers as well as establishing a standardized format for health passes that contain tamper proof information about vaccination and testing status to facilitate crew changes.

- **Establish and implement gold standard health protocols based on existing best practice**
  The maritime industry and governments should implement the Recommended Framework of Protocols for ensuring safe ship crew changes and travel during the Coronavirus (COVID-19) pandemic which has been recognized by the International Maritime Organization.
  To minimize the risk of Covid-19, to build trust that crew changes can be carried out in a safe manner, and to ensure that the measures taken can be universally accepted, the implementation of the Framework of Protocols should be based on the highest practicable standards. The STAR Crew Change Protocols, which are based on existing best practice, are thus recommended for industry-wide adoption.

- **Increase collaboration between ship operators and charterers to facilitate crew changes**
  Facilitating crew changes based on high-quality health protocols is a shared responsibility which will create benefits for all by minimizing the risk of Covid-19 spread on vessels, minimizing the risk of disruptions to global supply chains, while contributing to maritime safety and the wellbeing of seafarers.
  Ship owners and charterers should share relevant information transparently and collaborate to ensure that necessary crew changes can be carried out with the least impact possible in terms of cost and delays. The owner should provide the charterer with as much notice as possible on intended crew changes, while the charterer should make all reasonable efforts to accommodate crew changes including when the vessel has to make a reasonable deviation.
  No charter contracts should contain clauses preventing necessary crew changes from being carried out, as the aggregate effect of such clauses could be a serious obstacle to the safe operation of maritime trade and the protection of the wellbeing and rights of seafarers.
  By implementing high-quality health protocols, ship owners can reduce the risk of trade disruption due to Covid-19, which also creates benefits to charterers. These benefits should be reflected in chartering decisions to create incentives for shipowners to implement high-quality health protocols and be transparent about actions taken as well as costs incurred.

- **Ensure air connectivity between key maritime hubs for seafarers**
  The aviation industry should work together with the maritime industry to ensure that airlift capacity is established between major crew changing hubs and seafaring nations.
  Additionally, the aviation and maritime industries as well as governments – involving all relevant ministries and agencies – should work together to establish a universally accepted and harmonized framework of standards for the validation of trusted health data for seafarers to facilitate border crossing and ensure the long-term resilience of air connectivity.

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3 The reference is to the latest version of the Protocols, last updated on 22nd April 2021: [MSC.1-Circ.1636 - Industry Recommended Framework Of Protocols For Ensuring Safe Ship Crew Changes And Travel.pdf](https://imo.org)

4 [http://www.globalmaritimeforum.org/content/2020/12/The-Neptune-Declaration-STAR-protocols.pdf](http://www.globalmaritimeforum.org/content/2020/12/The-Neptune-Declaration-STAR-protocols.pdf)

5 A group of charterers from both the wet and dry bulk sectors has outlined a set of best practices they have used to turn the Neptune Declaration recommendations into concrete action: [http://www.globalmaritimeforum.org/content/2021/05/The-Neptune-Declaration-Best-Practices-for-Charterers.pdf](http://www.globalmaritimeforum.org/content/2021/05/The-Neptune-Declaration-Best-Practices-for-Charterers.pdf)
Signatories

2020 Bulkers
3Seas Shipping
7SHIPPING

A
A. M. Nomikos Transworld Maritime Agencies
A. O. Schiffahrt
A. P. Møller-Mærsk
A. Pérez y Cía
ABC Maritime
Aderco International
ADNOC Logistics & Services
Adriatic Crewing and Maritime Agency
Advanced Polymer Coatings
Advent International
Africa Ports & Ships
Airports Council International (ACI) World
Alandia
Alassia NewShips Management
Alberta Shipmanagement
Asahi Shipping
Alfa Laval
Alfa Ship & Crew Management
Algeciras Bay Port Community (COMPORT)
Apios Bulkers
Allmode Global
All-Ukrainian Association of Crewing Companies
Alma Maritime Group Corporation
ALP Maritime Services
Altera Infrastructure
Amazon Crew Services
AMCF - Agents Maritimes et Consignataires de France
American Express Global Business Travel
American Maritime Services
AMSOL - African Marine Solutions
Anchor SM (Singapore)
Anglo-American
Anglo-Eastern Univan Group
Anker Crew Insurance
Anosis Maritime
Anglo International Shipping Operations
Anthony Veder Group
APEopleBusiness
Apex Ship Management
Apollo 1969 at Lloyd’s
Apollo Ship Management
APORMAR Seafarers Portuguese Agency
Apostleship of the Sea of the United States of America
AqualisBraemar LOC
Aquatrade
ARCADIA SHIPMANAGEMENT
Ardmore Shipping
ARGELAN SHIPS SERVICE
Argo Crew
Armateurs de France
Asahi Shipping
Ashley Chartering Limited
Asiatic/Atlantic Lloyd Group
ASP Crew Management Group
Assarmatori
Associated Maritime (Hong Kong)
Associated Steamship Agents
Association of Canadian Port Authorities
Association of German Shipmasters and Ship Officers
Association of Malaysia’s Maritime Professionals/IKHTISAS KELAUTAN MALAYSIA (IKMAL)
Association of Marine Pilots Ireland
Atlantic Ship Management
Atlantiska Plovidba
Atlas Marine Valves
Atlas Professionals
Atlas Sea Group
Atlas Ship Supply
ATPI Marine & Energy
Auerbach Schifffahrt
Australasian Institute of Marine Surveyors
Australian Mariners’ Welfare Society
Australian Seafarers’ Welfare Council
AV Global Marine
Avance Gas Holding
AVB Ahrenkiel Vogemann Bolten
Azimuth Ship Management

B
Bahri Ship Management
Bao-Island Enterprises
BAO-NYK Shipping
BBC Chartering
Belships Management (Singapore)
BEMAC Corporation
Ben Line Agencies
Berge Bulk
Bernhardt Schulte Shipmanagement
BHN Shipping Group
Bibby Marine
BIMCO
Black Sea Contractors
Blackbird Air Charter
Blue Ocean Marine and Offshore Solutions
Blue Planet Shipping
BMT
Bodrum Mariners Association
Boers Crew Services - a part of the BCS Group
Borealis Maritime
BOURBON
BP
Brentwood Communications
Signatories

Bridgefort Crew Management
Briese Crew Management
Briese Schiffahrts
BTH Business Travel Hamburg
Bureau Veritas
Burmester & Vogel
Burnley Marine Services
BW Group
BW LPG

C
C Solutions
Camellia Line
Canarship
Cape Shipping
Capital - Executive Ship Management
Capital Gas Ship Management
Capital Ship Management
Caralb Marítima
Caravel Group
Cardinal Maritime Limited
Cargill Ocean Transportation
Carisbrooke Shipping
Celsius Shipping
Centrum Marine Consultancy
CF Sharp Crew Management
Channel Bunker Services
Charles Taylor Investment Management Company
Chevron Shipping Company
China LNG Shipping (International)
China Merchants Energy Shipping (Singapore)
Chios Navigation (Hellas)
Chugoku Marine Paints
CIS Karkont Inspection Services – Turkey
Citi
CLC Projects
Cluster Maritime Français

CMA CGM Group
CMAF- Comité Marseillais des Armateurs de France
CNMAR Shipping
Coastal Shipping Limited
Coaster Ship Owners and Operators Association (KOSDER)
Columbia Cruise Services
Columbia Shipmanagement
Compagnie Maritime Nantaise - MN Company of Master Mariner, Western Australia Branch
Company of Master Mariners, New South Wales Branch
Concordia Maritime
Confidence Shipping Company
CONFITARMA - Italian Shipowners’ Association
Contships Management
Copenhagen Commercial Platform
Corpus Christi International Seamen’s Center
COSCO SHIPPING Lines
CoShip
Cosmos Agency
CPO Containerschiffreederei
Cross Ocean Air & Sea Project Logistics Network
Crowley Maritime Corporation
Cusack & Co
Cymono Shipping Management
Cyprus Shipping Chamber

D
d’Amico Soc. di Navigazione
D. Oltmann Reederei
Daihatsu Diesel
Daikin MR Engineering
Daiwa Kisen
Danaos Shipping
Danica Crewing Specialists
Danz & Tietjens Schiffahrtsgruppe
Dee4 Capital Partners
DEFMED - D.E.U. MARITIME FACULTY
ALUMNI ASSOCIATION IZMIR TURKEY
Demurrage Desk
Denholm Group
Deutsche Seemannsmission
DFDS
DHT Holdings
Diamond S Shipping
Diana Shipping Services
Djibouti Shipping Company
DOF Group
Döhle Seafront Crewing (Manila)
Donnelly Tanker Management
Dorian LPG Management
Doun Kisen
Drew Marine USA
Dromon Bureau of Shipping
dship Carriers
Dufferin Maritime
Dynarep Shipping Consultants

E
Eagle Bulk Shipping
Eagle Industry
Eastern Pacific Shipping
EDT Offshore Group
Element Shipmanagement
Eletra
Elvictor Group
Emarit Maritime
Emirates Ship Investment Company
EMS-Fehn-Group
ENESEL Group
ENL Services
Enterprises Shipping and Trading
EP Resources
EPI Group Holdings
Epic Gas
EPSCO Group
Signatories

Ernst Jacob
Esenyel Partners - Lawyers & Consultants
ESGPlus
Esvagt
Euronav
European Community Shipowners’ Associations
Evergas
Evergreen Marine Corp
EveryWay Travel
Excelerate Technical Management
Executive Ship Management
EXMAR
Exporters Competitive Maritime Council
F
Federal Fleet Services
F. Laeisz
Fednav
Fidelity International
Filipino Association for Mariners’ Employment (FAME)
Filipino Shipowners’ Association (FSA)
Filistos ASCOT
First Ship Lease Trust
Flagship Ship Agencies
Fleet Management
FLEX LNG
FONASBA
Foreign Owners Representatives and Ship Managers Association
Foremost Group
Foresight Group
France LNG Shipping
Fratelli Cosulich
Freeport Ship Services
Frontline
FrontM Limited
Fugro
Fukuin Kisen
FUKUSHIMA
FURUNO ELECTRIC
Future Care
G
G Travel
G2 Ocean
GAC
GasLog
Gazocean
Gearbulk Norway
Genco Shipping & Trading
Genid Shipping & Logistics
GERMAN MARINE AGENCIES
German Nautical Association founded 1868
GFS Ship Management
Global Marine Group
Global Maritime Consultants Group
Global Maritime Forum
Global Maritime Group
Global Seaways
Golar LNG
Gram Car Carriers
Golden Ocean
Gorissen Federspiel
Grace Management
Grieg Star
Grieg Maritime Group
Grimaldi Group
Grindrod Shipping
Grupo Stier
Gulf Energy Maritime (GEM)
Gungen Denizcilik ve Ticaret
Gunvor
H
H. Vogemann Group
Hachiuma Steamship
Hadley Shipping Group
Hafnia Pools
Halkidon Shipping Corporation
Halcyon Recruitment
Hamanaka Chain Manufacturing
Hammonia CrewCo
Hammonia Reederei
Hapag-Lloyd
HarpainGas
Harren & Partner
Hartmann Dry Cargo Germany
Hartmann Gas Carriers Germany
Hellas Confidence Shipmanagement
Hellespont Ship Management
Helm Specialist Recruitment
Hempel
HMM
Hoegh Autoliners
Hoegh LNG
Honda Heavy Industries
Hong Kong Liner Shipping Association
Hong Kong Shipowners Association
Hong-Kong Maritime Museum
Horizon Maritime Offshore
Horizon Maritime Services
Houston International Seafarers’ Center
Human Rights at Sea
Humanistische Vereinigung, K. d. R., Seafarer’s Social Service Oldenburg
HunterLink EAP
I
Ibamari Shipbuilding
ID Shipping Agency
IDWAL
Ignazio Messina & C.
IHI Power Systems
IMC Shipping
INCARGO
Signatories

Ince
Inchcape Shipping Services
Indeets Consulting
ING
Inmarsat
Institute of Marine Engineering, Science & Technology
Indian Maritime Foundation
INTERCARGO - International Association of Dry Cargo Shipowners
InterManager - International Association of Ship and Crew Managers
International Association of Classification Societies (IACS)
International Association of Geophysical Contractors (IAGC)
International Association of Ports and Harbours
International Bunker Industry Association
International Chamber of Shipping
International Congress of Maritime Museums (ICMM)
International Federation of Shipmasters’ Associations
International Harbour Masters’ Association
International Life-saving Appliance Manufacturers’ Association (ILAMA)
International Marine Contractors Association
International Marine Purchasing Association (IMPA)
International Maritime Association of the Philippines (INTERMAP)
International Maritime Employers’ Council
International Parcel Tankers Association
International Propeller Club of the US - Le Havre
International Seafarers’ Welfare and Assistance Network (ISWAN)
International Seaways
International Ship-Owners Alliance of Canada (ISAC)
International Support Vessel Owners’ Association
International Transport Workers’ Federation
International Union of Marine Insurance (IUMI)
Internav
Internship Navigation
Interorient Shipmanagement
Interscan Schifffahrts
INTERTANKO
Ionia Management
Ionic
iQrew Management (IQM)
IRIS Security
Irish Institute of Master Mariners
IS Container
ISGAM
Island Navigation Corporation
International Limited
Island Sailors Maldives
Isle of Man Maritime
ISM Shipping Solutions
ISSETA International Safety & Survival Equipment Technical Association
ITF Seafarers’ Trust
ITU Maritime Faculty Alumni Association (ITU Denizcilik Fakultesi Mezunlari Derneği)

J
J&B Denholm
Japan Marine United Corporation
Japan Radio
JBG Shipping Agency
JCJ Consulting
JCRS
Jebsen PTC
Jebsen PTC Maritime
JIFMAR OFFSHORE SERVICES
John T. Essberger
Joint Ship Manning Group (JMG)
Junge & Co. Versicherungsmakler

K
K Line Ship Management (Singapore)
KAMER Marine Denizcilik
Kaptanoglu Shipping
Kawasaki Heavy Industries
Kawasaki Kisenn Kaisa (“K” LINE)
Klaveness Marine
KOTUG group of companies
Kristian Gerhard Jebsen Skipsrederi
KTU Maritime Transportation and Management Engineering Alumni Association (KTU DUIM MD)
Kumiai Navigation
Kumiai Senpaku
KVH Industries
Kykloades Maritime
Kyla Shipping
Kyoei Tanker

L
LADOL Free Zone
Lampe & Schwartz Marine Underwriting
Landbridge Ship Management (HK)
Latsco Marine Management
Lauritzen Bulkers
Lauritzen Kosan
Lemissoler
Leonhardt & Blumberg
Shipmanagement
Leonis Navigation
Leth Agencies
## Signatories

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</table>
Signatories

National Maritime Museum, Greenwich
Nautilus Labs
Naviera Ultrananv
Navig8 Chemical Tankers
Navigator Gas
Neda Maritime Agency
Neptune Dry Management
Neptune Lines Shipping & Managing Enterprises
NET Ship Management
Netvision
Nihon Shipyards
Niovis Shipping
Nippon Kaiji Kyokai (ClassNK)
Nippon Pusnes
Nissen Kaiun
Nitta Kisen Kaisha
Norbulk Shipping UK
Norden
Nordic Bulk Carriers
Nordic Hamburg Shipmanagement
Nordic P&I Group
Norse Shipholding
Norstar Ship Management
North American Maritime Ministry Association
Northern Lighthouse Board
Norwegian Coastal Shipowners
Northern Marine Group
Northern Shipping Fund Management
Norwegian Shipowners’ Association
Nova Marine Carriers
NRP Finans
NRP Maritime Asset Management
NSB Group
NYK Bulk & Projects Carriers
NYK Bulkship (Asia)
NYK Bulkship (ATLANTIC)

NYK Bulkship (Korea)
NYK Cruises
NYK Energy Transport (Atlantic)
NYK Energy Transport (USA)
NYK FIL Maritime E-Training
NYK Line
NYK LNG Shipmanagement (UK)
NYK LNG Shipmanagement
NYK Shipmanagement
NYK-FIL Ship Management
NYK-TDG Maritime Academy

O
OBT Shipping Group
Ocean Networks Express
Ocean Technologies Group
Oceanwide Expeditions
Odfjell SE
Offshore & Specialist Ships Australia
Olympic Shipping & Management
OMA Group West Africa
Oman Shipping Company
OMS Group
OneLearn Global Limited
Orange Marine
Orient Overseas Container Line
ORION Reederei
Ortaköy Maritime Alumni Association
Oshima Shipbuilding
Osisir Consultants
Oskar Wehr KG
OSM Maritime
OSPR - The Offshore Safe Professionals Register

P
P&O Maritime Logistics
Pacific Basin Shipping
Pacific Carriers Limited
PACIFIC GAS
Pacific International Lines

Panama Maritime Authority
Pangaea Logistics Solutions
Paul Ridgway Maritime Information Service Practitioner
Penasco Group
Petredec
PetroStrat
Philippine Association of Manning Agencies and Ship Managers (PAMAS)
Philippine Transmarine Carriers
Philippine-Japan Manning Consultative Council (PJMCC)
Phoenix Shipping Group
Pleiades Shipping Agents
Pole Star
Polski Zwiazek Przedsiebiorcow Zeglugowych (Polish Shipping Companies Association)
Ponant
Port Arthur International Seafarers’ Center
Ports Australia
POSH Fleet Services
POSH Saudi
Potentia Unleash The Power of People
Precious Shipping PCL
PREVENTION at Sea
Prime’s Bunkersplus Services
probunkers
Project Cargo Weekly
Promar
Promare | Rabb Carvalho Advogados
PROPEL Social
PSA International
Purus Marine

Q
Q88
Qatar Gas Transport (Nakilat)
Quantica Agency
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Queensway Navigation
Queensway Services
Qwest Maritime

R
Red Sea Marine Services
Rederiet Stenersen
Reederei Bernd Sibum
Reederei Hamburger Lloyd
“Reederei Nord Shipmanagement on behalf of REEDEREI NORD Group”
Reederei Zurich
Republic of the Marshall Islands Maritime Administrator
Ridgebury Tankers
RightShip
Rio Tinto
RISK4SEA
Rocktree Logistics
Roll Group
Royal Association of Netherlands Shipowners (KVNR)

S
S5 Agency World
Safe Bulkers
Safe Bulkers Management
Safebridge
Safety Management Overseas
SAFETY4SEA
Saga Shipholding (Norway)
Saga Welco
Sailors’ Society
Samba Shipping
Samudera Indonesia
Santoku Senpaku
Sarikaya + Sahin Law Firm
Scalabrini Center for People on the Move
Scalabrini Development Office
Scalabrini International Migration Network (SIMN)
Scorpio
SE “Ukrainian Sea Ports Authority”
Sea Culture Association of Turkey
Sea Globe Management & Trading
Sea Trade Holdings
Sea Wellbeing
Sea World Management & Trading
Seacor Marine
Seafarers’ House
Seafarers Trade Union Organization/OMK NSZZ Solidarnosc
Seafarers UK
Seamar Management
Seamen’s Church Institute
Seaenergy
Searock Marine Insurance Brokers
Sea-Side Shipping Agency Brazil
Seaspan Ship Management
SeaTANKERS Services (UK)
Seaways Psychology Services
Senator Crewing (Manila)
SFG Engineering Services
SFL Corporation
Shell Shipping & Maritime
Shin Kurushima Dockyard
Shinko
Shinkoh
Shinyang NF Shipping
ShipMed Medical Services
ShipMoney
ShipParts.com
Shipping Australia
Shipping Professional Network in Hamburg
Shipz
Shunzan Kaiun
SimaMarine (India)
Singhai Marine Services (Shanghai)
Sirius Ship Management
Sitara Shipping
Skuld
SKV Group
SMT Shipping Poland
SOCATRA
Sogespan Shipping
Solstad Offshore
Someca Transport
Sonangol Marine Services
Songa Container
Songa Shipmanagement
South Trade Shipmanagement
South32
Southfield Agencies
SouthPoint Ship Management
Sovcomflot
SphereMD
SQE MARINE
ST Engineering iDirect
Star Bulk Carriers Corp.
Stealth Maritime
Stella Maris
Stella Maris - Arica, Chile
Stella Maris - Australia
Stella Maris - Cape Town
Stella Maris - Catholic Diocese of Beaumont, Texas USA
Stella Maris - Manila
Stella Maris Brasil - Tiplam Santos
Stella Maris Kaohsiung
STELLA MARIS Rio de Janeiro
Stella Maris Scalabrinian Network
Stella Maris/ Apostolatus Maris, Montevideo
Stena Bulk
Stena Shipping and Ferries
Stichting Pastoraat Werkers Overzee
Stewart World Port
Stolt Tankers

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Signatories

VENLYS Maritime Specialisation Services
Vento Shipping
Verifai
Viking Marine Services Group
ViraHaber
Viridian Maritime
Vitol
Vortexa
Vroon

X
X-Press Feeders
Xiamen Hailong Manning Service
XT Management

Y
Yang Ming Marine Transport
YANMAR POWER TECHNOLOGY
YDK Technologies
Yieldstreet Marine
Yokogawa Electric Corporation

Z
Zeaborn Ship Management
Zephyr Group
Zeymarine Gemi Acentaligi Ve Hizmetleri Ticaret
ZIM Integrated Shipping Services
Z-Mariner
Zodiac Maritime