Overcoming the Seafarer Crisis: Enabling Crew Changes and Repatriation

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.

---

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](http://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)
<table>
<thead>
<tr>
<th>Signatories</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020 Bulkers</td>
</tr>
<tr>
<td>3Seas Shipping</td>
</tr>
<tr>
<td>7SHIPPING</td>
</tr>
<tr>
<td>A</td>
</tr>
<tr>
<td>A. M. Nomikos Transworld Maritime Agencies</td>
</tr>
<tr>
<td>A. O. Schiffahrt</td>
</tr>
<tr>
<td>A. Pérez y Cía</td>
</tr>
<tr>
<td>ABC Maritime</td>
</tr>
<tr>
<td>Aderco International</td>
</tr>
<tr>
<td>ADNOC Logistics &amp; Services</td>
</tr>
<tr>
<td>Adriatic Crewing and Maritime Agency</td>
</tr>
<tr>
<td>Advanced Polymer Coatings</td>
</tr>
<tr>
<td>Advent International</td>
</tr>
<tr>
<td>Africa Ports &amp; Ships</td>
</tr>
<tr>
<td>Airports Council International (ACI) World</td>
</tr>
<tr>
<td>Alandia</td>
</tr>
<tr>
<td>Alassia NewShips Management</td>
</tr>
<tr>
<td>Alberta Shipmanagement</td>
</tr>
<tr>
<td>Asahi Shipping</td>
</tr>
<tr>
<td>Alfa Laval</td>
</tr>
<tr>
<td>Alfa Ship &amp; Crew Management</td>
</tr>
<tr>
<td>Algeciras Bay Port Community (COMPORT)</td>
</tr>
<tr>
<td>Alios Bulkers</td>
</tr>
<tr>
<td>Allmode Global</td>
</tr>
<tr>
<td>All-Ukrainian Association of Crewing Companies</td>
</tr>
<tr>
<td>Alma Maritime Group Corporation</td>
</tr>
<tr>
<td>ALP Maritime Services</td>
</tr>
<tr>
<td>Altera Infrastructure</td>
</tr>
<tr>
<td>Amazon Crew Services</td>
</tr>
<tr>
<td>AMCF - Agents Maritimes et Consignataires de France</td>
</tr>
<tr>
<td>American Express Global Business Travel</td>
</tr>
<tr>
<td>American Maritime Services</td>
</tr>
<tr>
<td>AMSOL - African Marine Solutions</td>
</tr>
<tr>
<td>Anchor SM (Singapore)</td>
</tr>
<tr>
<td>Anglo-American</td>
</tr>
<tr>
<td>Anglo-Eastern Univan Group</td>
</tr>
<tr>
<td>Anker Crew Insurance</td>
</tr>
<tr>
<td>Anosis Maritime</td>
</tr>
<tr>
<td>Anglo International Shipping Operations</td>
</tr>
<tr>
<td>Anthony Veder Group</td>
</tr>
<tr>
<td>APeopleBusiness</td>
</tr>
<tr>
<td>Apex Ship Management</td>
</tr>
<tr>
<td>Apollo 1969 at Lloyd’s</td>
</tr>
<tr>
<td>Apollo Ship Management</td>
</tr>
<tr>
<td>APORMAR Seafarers Portuguese Agency</td>
</tr>
<tr>
<td>Apostleship of the Sea of the United States of America</td>
</tr>
<tr>
<td>Aqualis/Braemar LOC</td>
</tr>
<tr>
<td>Aquatrade</td>
</tr>
<tr>
<td>ARCADIA SHIPMANAGEMENT</td>
</tr>
<tr>
<td>Ardmore Shipping</td>
</tr>
<tr>
<td>ARGELAN SHIPS SERVICE</td>
</tr>
<tr>
<td>Argo Crew</td>
</tr>
<tr>
<td>Armateurs de France</td>
</tr>
<tr>
<td>Asahi Shipping</td>
</tr>
<tr>
<td>Ashley Chartering Limited</td>
</tr>
<tr>
<td>Asiatic/Atlantic Lloyd Group</td>
</tr>
<tr>
<td>ASP Crew Management Group</td>
</tr>
<tr>
<td>Assarmatori</td>
</tr>
<tr>
<td>Associated Maritime (Hong Kong)</td>
</tr>
<tr>
<td>Associated Steamship Agents</td>
</tr>
<tr>
<td>Association of Canadian Port Authorities</td>
</tr>
<tr>
<td>Association of German Shipmasters and Ship Officers</td>
</tr>
<tr>
<td>Association of Malaysia’s Maritime Professionals/IKHTISAS KELAUTAN MALAYSIA (IKMAL)</td>
</tr>
<tr>
<td>Association of Marine Pilots Ireland</td>
</tr>
<tr>
<td>Atlantic Ship Management</td>
</tr>
<tr>
<td>Atlantiska Plovdiva</td>
</tr>
<tr>
<td>Atlas Marine Valves</td>
</tr>
<tr>
<td>Atlas Professionals</td>
</tr>
<tr>
<td>Atlas Sea Group</td>
</tr>
<tr>
<td>Atlas Ship Supply</td>
</tr>
<tr>
<td>ATPI Marine &amp; Energy</td>
</tr>
<tr>
<td>Auerbach Schiffahrt</td>
</tr>
<tr>
<td>Augustea Ship Manning Phillipines</td>
</tr>
<tr>
<td>Australasian Institute of Marine Surveyors</td>
</tr>
<tr>
<td>Australian Mariners’ Welfare Society</td>
</tr>
<tr>
<td>Australian Seafarers’ Welfare Council</td>
</tr>
<tr>
<td>AV Global Marine</td>
</tr>
<tr>
<td>Avance Gas Holding</td>
</tr>
<tr>
<td>AVB Ahrenkiet Vogemann Bolten</td>
</tr>
<tr>
<td>Azimuth Ship Management</td>
</tr>
<tr>
<td>B</td>
</tr>
<tr>
<td>Bahri Ship Management</td>
</tr>
<tr>
<td>Bao-Island Enterprises</td>
</tr>
<tr>
<td>BAO-NYK Shipping</td>
</tr>
<tr>
<td>BBC Chartering</td>
</tr>
<tr>
<td>Belships Management (Singapore)</td>
</tr>
<tr>
<td>BEMAC Corporation</td>
</tr>
<tr>
<td>Ben Line Agencies</td>
</tr>
<tr>
<td>Berge Bulk</td>
</tr>
<tr>
<td>Bernhardt Schulte Shipmanagement</td>
</tr>
<tr>
<td>BHN Shipping Group</td>
</tr>
<tr>
<td>Bibby Marine</td>
</tr>
<tr>
<td>BIMCO</td>
</tr>
<tr>
<td>Black Sea Contractors</td>
</tr>
<tr>
<td>Blackbird Air Charter</td>
</tr>
<tr>
<td>Blue Ocean Marine and Offshore Solutions</td>
</tr>
<tr>
<td>Blue Planet Shipping</td>
</tr>
<tr>
<td>BMT</td>
</tr>
<tr>
<td>Bodrum Mariners Association</td>
</tr>
<tr>
<td>Boers Crew Services - a part of the BCS Group</td>
</tr>
<tr>
<td>Borealis Maritime</td>
</tr>
<tr>
<td>BOURBON</td>
</tr>
<tr>
<td>BP</td>
</tr>
</tbody>
</table>
Signatories

Brentwood Communications
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
Cymona Shipping Management
Cyprus Shipping Chamber
Cyprus

D
d’Amico Soc. di Navigazione
D. Oltmann Reederei
Daihatsu Diesel
Daikin MR Engineering
Daiwa Kisen
Danaos Shipping
Danica Crewing Specialists
Danz & Tietjens Schifffahrtsgruppe
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
Elettra
Elvictor Group
Emarat Maritime
Emirates Ship Investment Company
EMS-Fehn-Group
ENESEL Group
ENL Services
Enterprises Shipping and Trading
EP Resources
EPI Group Holdings
Epic Gas
Signatories

EPSCO Group
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
Fukujin Kisen
FUKUSHIMA
FURUNO ELECTRIC
Future Care

G
G Travel
G.M.S. Mar Srl - Shipping and Forwarding Agency
G2 Ocean
GAC
GosLog
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
Gorrissen 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
Høegh Autoliners
Høegh 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.
<table>
<thead>
<tr>
<th>Signatories</th>
</tr>
</thead>
<tbody>
<tr>
<td>IHI Power Systems</td>
</tr>
<tr>
<td>IMC Shipping</td>
</tr>
<tr>
<td>INCARGO</td>
</tr>
<tr>
<td>Ince</td>
</tr>
<tr>
<td>Inchcape Shipping Services</td>
</tr>
<tr>
<td>Inde</td>
</tr>
<tr>
<td>ING</td>
</tr>
<tr>
<td>Inmarsat</td>
</tr>
<tr>
<td>Institute of Marine Engineering, Science &amp; Technology</td>
</tr>
<tr>
<td>Indian Maritime Foundation</td>
</tr>
<tr>
<td>INTERCARGO - International Association of Dry Cargo Shipowners</td>
</tr>
<tr>
<td>InterManager - - International Association of Ship and Crew Managers</td>
</tr>
<tr>
<td>International Association of Classification Societies (IACS)</td>
</tr>
<tr>
<td>International Association of Geophysical Contractors (IAGC)</td>
</tr>
<tr>
<td>International Association of Ports and Harbours</td>
</tr>
<tr>
<td>International Bunker Industry Association</td>
</tr>
<tr>
<td>International Chamber of Shipping</td>
</tr>
<tr>
<td>International Christian Maritime Association</td>
</tr>
<tr>
<td>International Congress of Maritime Museums (ICMM)</td>
</tr>
<tr>
<td>International Federation of Shipmasters’ Associations</td>
</tr>
<tr>
<td>International Harbour Masters’ Association</td>
</tr>
<tr>
<td>International Life-saving Appliance Manufacturers’ Association (ILAMA)</td>
</tr>
<tr>
<td>International Marine Contractors Association</td>
</tr>
<tr>
<td>International Marine Purchasing Association (IMPA)</td>
</tr>
<tr>
<td>International Maritime Association of the Philippines (INTERMAP)</td>
</tr>
<tr>
<td>International Maritime Employers’ Council</td>
</tr>
<tr>
<td>International Parcel Tankers Association</td>
</tr>
<tr>
<td>International Propeller Club of the US - Le Havre</td>
</tr>
<tr>
<td>International Seafarers’ Welfare and Assistance Network (ISWAN)</td>
</tr>
<tr>
<td>International Seaways</td>
</tr>
<tr>
<td>International Ship-Owners Alliance of Canada (ISAC)</td>
</tr>
<tr>
<td>International Support Vessel Owners’ Association</td>
</tr>
<tr>
<td>International Transport Workers’ Federation</td>
</tr>
<tr>
<td>International Union of Marine Insurance (IUMI)</td>
</tr>
<tr>
<td>Internavis</td>
</tr>
<tr>
<td>Internship Navigation</td>
</tr>
<tr>
<td>Interorient Shipmanagement</td>
</tr>
<tr>
<td>Interscan Schifffahrts</td>
</tr>
<tr>
<td>INTERTANKO</td>
</tr>
<tr>
<td>Ionia Management</td>
</tr>
<tr>
<td>IQrew Management (IQM)</td>
</tr>
<tr>
<td>IRIS Security</td>
</tr>
<tr>
<td>Irish Institute of Master Mariners</td>
</tr>
<tr>
<td>IS Container</td>
</tr>
<tr>
<td>ISGAM</td>
</tr>
<tr>
<td>Island Navigation Corporation</td>
</tr>
<tr>
<td>International Limited</td>
</tr>
<tr>
<td>Island Sailors Maldives</td>
</tr>
<tr>
<td>Isle of Man Maritime</td>
</tr>
<tr>
<td>ISM Shipping Solutions</td>
</tr>
<tr>
<td>ISSETA International Safety &amp; Survival Equipment Technical Association</td>
</tr>
<tr>
<td>ITF Seafarers’ Trust</td>
</tr>
<tr>
<td>ITU Maritime Faculty Alumni Association (ITU Denizcilik Fakultesi Mezunlan Dernegi)</td>
</tr>
<tr>
<td>J</td>
</tr>
<tr>
<td>J&amp;B Denholm</td>
</tr>
<tr>
<td>Japan Marine United Corporation</td>
</tr>
<tr>
<td>Japan Radio</td>
</tr>
<tr>
<td>JBG Shipping Agency</td>
</tr>
<tr>
<td>JCJ Consulting</td>
</tr>
<tr>
<td>JCRS</td>
</tr>
<tr>
<td>Jebsen PTC</td>
</tr>
<tr>
<td>Jebsen PTC Maritime</td>
</tr>
<tr>
<td>JIFMAR OFFSHORE SERVICES</td>
</tr>
<tr>
<td>John T. Essberger</td>
</tr>
<tr>
<td>Joint Ship Manning Group (JMG)</td>
</tr>
<tr>
<td>Junge &amp; Co. Versicherungsmakler</td>
</tr>
<tr>
<td>K</td>
</tr>
<tr>
<td>K Line Ship Management (Singapore)</td>
</tr>
<tr>
<td>KAMER Marine Denizcilik</td>
</tr>
<tr>
<td>Kaptanoglu Shipping</td>
</tr>
<tr>
<td>Kawasaki Heavy Industries</td>
</tr>
<tr>
<td>Kawasaki Kisenn Kaisa (&quot;K&quot; LINE)</td>
</tr>
<tr>
<td>Kloveness Marine</td>
</tr>
<tr>
<td>KOTUG group of companies</td>
</tr>
<tr>
<td>Kristian Gerhard Jebsen Skipsrederi</td>
</tr>
<tr>
<td>KTU Maritime Transportation and Management Engineering Alumni Association (KTU DUIM MD)</td>
</tr>
<tr>
<td>Kumiai Navigation</td>
</tr>
<tr>
<td>Kumiai Senpaku</td>
</tr>
<tr>
<td>KVH Industries</td>
</tr>
<tr>
<td>Kyklades Maritime</td>
</tr>
<tr>
<td>Kyla Shipping</td>
</tr>
<tr>
<td>Kyoei Tanker</td>
</tr>
<tr>
<td>L</td>
</tr>
<tr>
<td>LADOL Free Zone</td>
</tr>
<tr>
<td>Lampe &amp; Schwartze Marine Underwriting</td>
</tr>
<tr>
<td>Landbridge Ship Management (HK)</td>
</tr>
<tr>
<td>Latsco Marine Management</td>
</tr>
<tr>
<td>Lauritzen Bulkers</td>
</tr>
<tr>
<td>Lauritzen Kosan</td>
</tr>
<tr>
<td>Lemissoler</td>
</tr>
<tr>
<td>Leonhardt &amp; Blumberg</td>
</tr>
<tr>
<td>Shipmanagement</td>
</tr>
</tbody>
</table>
Signatories

Leonis Navigation
Leth Agencies
Let’s Talk Supply Chain
Liberian Registry
Liberty Blue Shipmanagement
Lighthouse Shipmanagement Phils
Lindholm Shipping
LLC Novikontas Kaliningrad
Lloyds’ Register
Lloyd’s Register Foundation
Load Line Marine
Logbridge (UK Southampton)
Lomar Shipping
London Ship Managers
Louis Dreyfus Armateurs
Louis Dreyfus Company
Lubeca Marine Management
Lucent Global Ship Services
Lydia Mar Shipping Co.

M
M.T. Maritime Management (USA)
MAC Equity Maritime Services
Maersk Drilling
Maersk Supply Service
Maersk Tankers
Maestro Shipmanagement
Magsaysay MOL Ship Management
Magsaysay People Resources Corporation (MPRC) / Magsaysay Maritime Corporation (MMC)
Manabe Zoki
Manaco Marine
MarCoPay
Mare Supply & Services
Marfin Management Monaco, Managers for Topic Fleet
Marin Shipmanagement
Marine & Offshore Div., Bureau Veritas Japan
Marine Benefits
Marine Capital
Marine One (Private) Limited
Marine Services Group
Marine Tours
Marine Transport Workers Trade Union of Ukraine
Marine Underwriting Services
MARINO Party-List
Maritima
Maritima Del Estrecho Gib
Maritime Association of Shipowners, Shipmanagers & Agents
Maritime Industry Australia
Maritime Medical Services (Gibraltar)
Maritime Museum Rotterdam
Maritime Safety Queensland
Maritime Trainer
Marlow Navigation
Marsh
Marshal Ship Management
Martracon Group
MarTrust Corporation
MarynarzSwiata.pl - The Polish Seafarer Blog
MasOceans
Mastermind Shipmanagement
Mastership (MASTER MARITIME AGENCIES)
Matrix Ship Management
MCC Maritime Competence Center
McNeal Law Firm
HURTWORKINGOFFSHORE.com
Medsea
Melbourne Maritime Heritage Network
Memisoglu Kurun Law Firm
Mental Health Support Solutions
Merchant Navy Welfare Board
Mertech Marine
Metrostar Management
MF Shipping Group
MH Bland Group
Michele Battiglieri Armatore
Milaha
Ministry to Seafarers Vancouver
MINSHIP Shipmanagement
Mintra
MISC Group comprising MISC Bhd, AET and Eaglestar Marine Holdings (L)
Mitsubishi Ore Transport
Mitsubishi Shipbuilding
Mitsui E&S Shipbuilding Company
Mitsui O.S.K. Lines
MK Centennial Maritime (Netherlands)
MK Centennial Maritime [Singapore]
MM Marine
MMA Offshore Limited
MMSL
MOL LNG Transport
MOL LNG Transport [Europe]
MOL LNG Transport [Asia]
MOL Ship Management
MOL Ship Management [S]
MOL Tankship Management
Mondiale VGL
MPC Container Ships
MR Marine Group
MRM Philippines
MSC Crewing Services Philippines
MSC Mediterranean Shipping Company
MSSea Management
MTM Ship Management
Multiport Ship Agency Network
Munich Re Syndicate
MURELOIL

N
Naftomar Shipping and Trading
Nagasaki Sempaku Sobi
Signatories

Nakakita Seisakusho
Namura Shipbuilding
National Maritime Museum, Greenwich
Nautilus Labs
Naviera Ultramar
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
Nisshin Kaiun
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
Osiris 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
Petredac
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 Związek Przedsiębiorców 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
Signatories

Qatar Gas Transport (Nakilat)
Quantica Agency
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
Seanergy
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
Sogestran Shipping
Solstad Offshore
Someca Transport
Sonangol Transport
Songa Container
Songa Marine Services
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
Signatories

Stolt Tankers
StratumFive
Subsea Global Solutions
Suisse-Atlantique
Sun Enterprises
Sunrui Marine Environment Engineering
Sunship Schiffahrtskontor
Sustainable Shipping Initiative
Swire Pacific Offshore
Swire Shipping
Swiss Ocean Yacht Management
Swiss Re Corporate Solutions
Swiss Shipowners Association
Synergy Marine Group

T
Tagashira Kaiun
Taiheiyo Kisen Kaisa
Taihua Ship Management
TAIKO KIKAI INDUSTRIES
Tamar Ship Management
Ta-Na Crew Manning Agency
Tankerska plovidba
Tata NYK Shipping
Taylor Maritime (HK)
TCC Group
Team Tankers International
TechnipFMC - OneFleet
Technomar Shipping
Teekay Group
The China Navigation Company
The College Clinic
The Council of American Master Mariners
The CSL Group
The Dow Chemical Company
The International Propeller Club of the United States, Port of Piraeus
The Marcura Group
The Merchant Navy Association
The Mission to Seafarers
The Nautical Institute
The Nautical Institute - US Gulf Branch
The Naval Institute of Ukraine
The Nordic Association of Marine Insurers (Cefor)
The Shipping Corporation of India
The Shipping Professional Network London
The Standard Club
Thomas Miller Holdings
Tidewater
Tilla Technologies
Titanic Society of Atlantic Canada
TMS Technical Marine Solutions
TMS-Hamburg Technical Marine Services
Thome Group
Tohmei Shipping
Tokyo Keiki Inc. Marine Systems Company
Tomini Shipping
Torm
Tortoise Engineering
Torvald Knøven
Total Marine Solutions
Toteotheo Maritime
Trafígua
Trans KA Tanker
Transatlantica Afretamentos e Serviços Marítimos
Trans-Global Maritime Agency
Transmed Maritime Limited
Transmed Shipping Co. Ltd.
Transocean Shipmanagement (Phils)
Transportation Institute
TriNaden Marine
Tsakovs Shipping and Trading
Tsavliris Alexander G. & Sons Maritime Company
Tsuneishi shipbuilding
Tufton
Turk P&I Sigorta
Turkish Chamber of Shipping
Turkish Maritime Federation
Turkish Maritime Pilots’ Association (TUMPA)
Turkish Ocean-going Masters’ Association
Turkish Shipowners’ Association
Türkiye Denizcilik Sendikası (Seafarers’ Union of Turkey)

U
U Ming Marine Transport
UK Chamber of Shipping
UK Club
Ultranav
Uni- Tankers
Unibaltic Shipping
Unicrew Management
Unifeeder
Unilever
Unisea Philippines
Unisea Shipping
Uniteam Marine Limited
United European Car Carriers
United Offshore Support
Unitized Ocean Transport Limited
Unix Line
Uschio Reinetsu
Utkilen
Uvea Marine Services

V
V. Group
Vale
Van Ameyde McAuslands
Van Weelde Shipping Group
Vanmar Shipping
**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  

**W**  
W Marine  
Wah Kwong Maritime Transport Holdings Limited  
Wallem Group  
Wallenius Wilhelmsen  
Wan Hai Lines  
WaterFront Maritime Services DMCC  
Waterfront Shipping Company  
Wesmans  
Western Bulk  
Western Shipping  
Wilhelmsen Ahrenkiel Ship Management  
Willis Towers Watson  
Wilhelmsen Ship Management  
Windward  
Wintermar Offshore Marine  
Wisby Shipmanagement  
WISTA Canada  
WISTA Colombia  
WISTA International  
WISTA USA  
World Economic Forum  
World Fuel Services Corporation  
World Marine  
World Marine Offshore  
World Maritime University  

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