



# The Neptune Declaration on Seafarer Wellbeing and Crew Change

## 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<sup>1</sup>, 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*<sup>2</sup>, 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.

---

1 [http://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS\\_755390/lang--en/index.htm](http://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_755390/lang--en/index.htm)

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*<sup>3</sup> 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<sup>4</sup>, 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**<sup>5</sup>

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 \(imo.org\)](https://www.imo.org/en/About/Pages/press.aspx?id=11222)

4 <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>

## Signatories

---

2020 Bulkers

3Seas Shipping

7SHIPPING

### A

A. M. Nomikos Transworld Maritime Agencies

A. O. Schifffahrt

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)

Alios Bulkers

Allmode Global

All-Ukrainian Association of Crewing Companies

Alma Maritime Group Corporation

ALP Maritime Services

Alterra 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

Atlantska 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 Schifffahrts  
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  
Cyrus

### 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  
EPSCO Group

## Signatories

---

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

## Signatories

---

Ince	International Propeller Club of the US - Le Havre	JBG Shipping Agency
Inchcape Shipping Services	International Seafarers' Welfare and Assistance Network (ISWAN)	JCJ Consulting
Indeets Consulting	International Seaways	JCRS
ING	International Ship-Owners Alliance of Canada (ISAC)	Jebsen PTC
Inmarsat	International Support Vessel Owners' Association	Jebsen PTC Maritime
Institute of Marine Engineering, Science & Technology	International Transport Workers' Federation	JIFMAR OFFSHORE SERVICES
Indian Maritime Foundation	International Union of Marine Insurance (IUMI)	John T. Essberger
INTERCARGO - International Association of Dry Cargo Shipowners	Internavis	Joint Ship Manning Group (JMG)
InterManager - - International Association of Ship and Crew Managers	Internship Navigation	Junge & Co. Versicherungsmakler
International Association of Classification Societies (IACS)	Interorient Shipmanagement	<b>K</b>
International Association of Geophysical Contractors (IAGC)	InterSCAN Schiffahrts	K Line Ship Management (Singapore)
International Association of Ports and Harbours	INTERTANKO	KAMER Marine Denizcilik
International Bunker Industry Association	Ionia Management	Kaptanoglu Shipping
International Chamber of Shipping	Ionic	Kawasaki Heavy Industries
International Christian Maritime Association	IQrew Management (IQM)	Kawasaki Kisenn Kaisa ("K" LINE)
International Congress of Maritime Museums (ICMM)	IRIS Security	Klaveness Marine
International Federation of Shipmasters' Associations	Irish Institute of Master Mariners	KOTUG group of companies
International Harbour Masters' Association	IS Container	Kristian Gerhard Jebsen Skipsrederi
International Life-saving Appliance Manufacturers' Association (ILAMA)	ISGAM	KTU Maritime Transportation and Management Engineering Alumni Association (KTU DUIM MD)
International Marine Contractors Association	Island Navigation Corporation International Limited	Kumiai Navigation
International Marine Purchasing Association (IMPA)	Island Sailors Maldives	Kumiai Senpaku
International Maritime Association of the Philippines (INTERMAP)	Isle of Man Maritime	KVH Industries
International Maritime Employers' Council	ISM Shipping Solutions	Kyklades Maritime
International Parcel Tankers Association	ISSETA International Safety & Survival Equipment Technical Association	Kyla Shipping
	ITF Seafarers' Trust	Kyoei Tanker
	ITU Maritime Faculty Alumni Association (ITU Denizcilik Fakultesi Mezunları Dernegi)	<b>L</b>
	<b>J</b>	LADOL Free Zone
	J&J Denholm	Lampe & Schwartz Marine Underwriting
	Japan Marine United Corporation	Landbridge Ship Management (HK)
	Japan Radio	Latsco Marine Management
		Lauritzen Bulkers
		Lauritzen Kosan
		Lemissoler
		Leonhardt & Blumberg Shipmanagement
		Leonis Navigation
		Leth Agencies

## Signatories

---

Let's Talk Supply Chain	Marine Services Group	Milaha
Liberian Registry	Marine Tours	Ministry to Seafarers Vancouver
Liberty Blue Shipmanagement	Marine Transport Workers Trade Union of Ukraine	MINSHIP Shipmanagement
Lighthouse Shipmanagement Phils	Marine Underwriting Services	Mintra
Lindholm Shipping	MARINO Party-List	MISC Group comprising MISC Bhd, AET and Eaglestar Marine Holdings (L)
LLC Novikontas Kaliningrad	Maritima	Mitsubishi Ore Transport
Lloyds' Register	Maritima Del Estrecho Gib	Mitsubishi Shipbuilding
Lloyd's Register Foundation	Maritime Association of Shipowners, Shipmanagers & Agents	Mitsui E&S Shipbuilding Company
Load Line Marine	Maritime Industry Australia	Mitsui O.S.K. Lines
Logbridge (UK Southampton)	Maritime Medical Services (Gibraltar)	MK Centennial Maritime (Netherlands)
Lomar Shipping	Maritime Museum Rotterdam	MK Centennial Maritime (Singapore)
London Ship Managers	Maritime Safety Queensland	MM Marine
Louis Dreyfus Armateurs	Maritime Trainer	MMA Offshore Limited
Louis Dreyfus Company	Marlow Navigation	MMSL
Lubeca Marine Management	Marsh	MOL LNG Transport
Lucent Global Ship Services	Marshal Ship Management	MOL LNG Transport (Europe)
Lydia Mar Shipping Co.	Martracon Group	MOL LNG Transport (Asia)
<b>M</b>	MarTrust Corporation	MOL Ship Management
M.T. Maritime Management (USA)	MarynarzSwiata.pl - The Polish Seafarer Blog	MOL Ship Management (S)
MAC Equity Maritime Services	MasOceans	MOL Tankship Management
Mærsk Drilling	Mastermind Shipmanagement	Mondiale VGL
Maersk Supply Service	Mastership (MASTER MARITIME AGENCIES)	MPC Container Ships
Mærsk Tankers	Matrix Ship Management	MR Marine Group
Maestro Shipmanagement	MCC Maritime Competence Center	MRM Philippines
Magsaysay MOL Ship Management	McNeal Law Firm	MSC Crewing Services Philippines
Magsaysay People Resources Corporation (MPRC) / Magsaysay Maritime Corporation (MMC)	HURWORKINGOFFSHORE.com	MSC Mediterranean Shipping Company
Manabe Zoki	Medsea	MSea Management
Manaco Marine	Melbourne Maritime Heritage Network	MTM Ship Management
MarCoPay	Memisoglu Kurun Law Firm	Multiport Ship Agency Network
Mare Supply & Services	Mental Health Support Solutions	Munich Re Syndicate
Marfin Management Monaco, Managers for Topic Fleet	Merchant Navy Welfare Board	MURELOIL
Marin Shipmanagement	Mertech Marine	<b>N</b>
Marine & Offshore Div., Bureau Veritas Japan	Metrostar Management	Naftomar Shipping and Trading
Marine Benefits	MF Shipping Group	Nagasaki Sempaku Sobi
Marine Capital	MH Bland Group	Nakakita Seisakusho
Marine One (Private) Limited	Michele Bottiglieri Armatore	Namura Shipbuilding

## Signatories

---

National Maritime Museum, Greenwich	NYK Bulkship (Korea)	Panama Maritime Authority
Nautilus Labs	NYK Cruises	Pangaea Logistics Solutions
Naviera Ultrana	NYK Energy Transport (Atlantic)	Paul Ridgway Maritime Information Service Practitioner
Navig8 Chemical Tankers	NYK Energy Transport (USA)	Penascop Group
Navigator Gas	NYK FIL Maritime E-Training	Petredec
Neda Maritime Agency	NYK Line	PetroStrat
Neptune Dry Management	NYK LNG Shipmanagement (UK)	Philippine Association of Manning Agencies and Ship Managers (PAMAS)
Neptune Lines Shipping & Managing Enterprises	NYK LNG Shipmanagement	Philippine Transmarine Carriers
NET Ship Management	NYK Shipmanagement	Philippine-Japan Manning Consultative Council (PJMCC)
Netvision	NYK-FIL Ship Management	Phoenix Shipping Group
Nihon Shipyard	NYK-TDG Maritime Academy	Pleiades Shipping Agents
Niovis Shipping	<b>O</b>	Pole Star
Nippon Kaiji Kyokai (ClassNK)	OBT Shipping Group	Polski Związek Przedsiębiorców Zeglugowych (Polish Shipping Companies Association)
Nippon Pusnes	Ocean Networks Express	Ponant
Nissen Kaiun	Ocean Technologies Group	Port Arthur International Seafarers' Center
Nitta Kisen Kaisha	Oceanwide Expeditions	Ports Australia
Norbulk Shipping UK	Odfjell SE	POSH Fleet Services
Norden	Offshore & Specialist Ships Australia	POSH Saudi
Nordic Bulk Carriers	Olympic Shipping & Management	Potentia Unleash The Power of People
Nordic Hamburg Shipmanagement	OMA Group West Africa	Precious Shipping PCL
Nordic P&I Group	Oman Shipping Company	PREVENTION at Sea
Norse Shipholding	OMS Group	Prime's Bunkersplus Services
Norstar Ship Management	OneLearn Global Limited	probunkers
North American Maritime Ministry Association	Orange Marine	Project Cargo Weekly
Northern Lighthouse Board	Orient Overseas Container Line	Promar
Norwegian Coastal Shipowners	ORION Reederei	Promare   Rabb Carvalho Advogados
Northern Marine Group	Ortaköy Maritime Alumni Association	PROPEL Social
Northern Shipping Fund Management	Oshima Shipbuilding	PSA International
Norwegian Shipowners' Association	Osiris Consultants	Purus Marine
Nova Marine Carriers	Oskar Wehr KG	<b>Q</b>
NRP Finans	OSM Maritime	Q88
NRP Maritime Asset Management	OSPR - The Offshore Safe Professionals Register	Qatar Gas Transport (Nakilat)
NSB Group	<b>P</b>	Quantica Agency
NYK Bulk & Projects Carriers	P&O Maritime Logistics	
NYK Bulkship (Asia)	Pacific Basin Shipping	
NYK Bulkship (ATLANTIC)	Pacific Carriers Limited	
	PACIFIC GAS	
	Pacific International Lines	



## Signatories

---

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 (KVNOR)

### S

S5 Agency World  
Safe Bulklers  
Safe Bulklers 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 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

## Signatories

---

StratumFive	The Mission to Seafarers	Tsavliris Alexander G. & Sons Maritime Company
Subsea Global Solutions	The Nautical Institute	Tsuneishi shipbuilding
Suisse-Atlantique	The Nautical Institute - US Gulf Branch	Tufton
Sun Enterprises	The Nautical Institute of Ukraine	Turk P&I Sigorta
Sunrui Marine Environment Engineering	The Naval Connection	Turkish Chamber of Shipping
Sunship Schiffahrtskontor	The Nordic Association of Marine Insurers (Cefor)	Turkish Maritime Federation
Sustainable Shipping Initiative	The Shipping Corporation of India	Turkish Maritime Pilots' Association (TUMPA)
Swire Pacific Offshore	The Shipping Professional Network London	Turkish Ocean-going Masters' Association
Swire Shipping	The Standard Club	Turkish Shipowners' Association
Swiss Ocean Yacht Management	Thomas Miller Holdings	Türkiye Denizciler Sendikası (Seafarers' Union of Turkey)
Swiss Re Corporate Solutions	Tidewater	
Swiss Shipowners Association	Tilla Technologies	<b>U</b>
Synergy Marine Group	Titanic Society of Atlantic Canada	U Ming Marine Transport
<b>T</b>	TMS Technical Marine Solutions	UK Chamber of Shipping
Tagashira Kaiun	TMS-Hamburg Technical Marine Services	UK Club
Taiheiyo Kisen Kaisa	Thome Group	Ultranav
Taihua Ship Management	Tohmei Shipping	Uni- Tankers
TAIKO KIKAI INDUSTRIES	Tokyo Keiki Inc. Marine Systems Company	Unibaltic Shipping
Tamar Ship Management	Tomini Shipping	Unicrew Management
Ta-Na Crew Manning Agency	Torm	Unifeeder
Tankerska plovdba	Tortoise Engineering	Unilever
Tata NYK Shipping	Torvald Klaveness	Unisea Philippines
Taylor Maritime (HK)	Total Marine Solutions	Unisea Shipping
TCC Group	Tototheo Maritime	Uniteam Marine Limited
Team Tankers International	Trafigura	United European Car Carriers
TechnipFMC - OneFleet	Trans KA Tanker	United Offshore Support
Technomar Shipping	Transatlantica Afretamentos e Serviços Marítimos	Unitized Ocean Transport Limited
Teekay Group	Trans-Global Maritime Agency	Unix Line
The China Navigation Company	Transmed Maritime Limited	Ushio Reinetsu
The College Clinic	Transmed Shipping Co. Ltd.	Utkilen
The Council of American Master Mariners	Transocean Shipmanagement (Phils)	Uvea Marine Services
The CSL Group	Transportation Institute	<b>V</b>
The Dow Chemical Company	TriNøden Marine	V. Group
The International Propeller Club of the United States, Port of Piraeus	Tsakos Shipping and Trading	Vale
The Marcura Group		Van Ameyde McAuslands
The Merchant Navy Association		Van Weelde Shipping Group
		Vanmar Shipping

## Signatories

---

VENLYS Maritime Specialisation Services

Vento Shipping

Verifai

Viking Marine Services Group

ViraHaber

Viridian Maritime

Vitol

Vortexa

Vroon

### 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

### 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