



# The Neptune Declaration on Seafarer Wellbeing and Crew Change

## Overcoming the Seafarer Crisis: Enabling Crew Changes and Repatriation

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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

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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.

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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.

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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 \(imo.org\)](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

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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)

Alios 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

Atlantska Plovidba

Atlas Marine Valves

Atlas Professionals

Atlas Sea Group

Atlas Ship Supply

ATPI Marine & Energy

Auerbach Schiffahrt

Augustea Ship Manning Phillipines

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

## Signatories

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Brentwood Communications	Cluster Maritime Français	Danica Crewing Specialists
Bridgefort Crew Management	CMA CGM Group	Danz & Tietjens Schifffahrtsgruppe
Briese Crew Management	CMAF- Comité Marseillais des Armateurs de France	Dee4 Capital Partners
Briese Schifffahrts	CNMAR Shipping	DEFMED - D.E.U. MARITIME FACULTY ALUMNI ASSOCIATION IZMIR TURKEY
BTH Business Travel Hamburg	Coastal Shipping Limited	Demurrage Desk
Bureau Veritas	Coaster Ship Owners and Operators Association (KOSDER)	Denholm Group
Burmester & Vogel	Columbia Cruise Services	Deutsche Seemannsmission
Burnley Marine Services	Columbia Shipmanagement	DFDS
BW Group	Compagnie Maritime Nantaise - MN	DHT Holdings
BW LPG	Company of Master Mariner, Western Australia Branch	Diamond S Shipping
<b>C</b>	Company of Master Mariners, New South Wales Branch	Diana Shipping Services
C Solutions	Concordia Maritime	Djibouti Shipping Company
Camellia Line	Confidence Shipping Company	DOF Group
Canarship	CONFITARMA - Italian Shipowners' Association	Döhle Seafront Crewing (Manila)
Cape Shipping	Contships Management	Donnelly Tanker Management
Capital - Executive Ship Management	Copenhagen Commercial Platform	Dorian LPG Management
Capital Gas Ship Management	Corpus Christi International Seamen's Center	Doun Kisen
Capital Ship Management	COSCO SHIPPING Lines	Drew Marine USA
Caralb Marítima	CoShip	Dromon Bureau of Shipping
Caravel Group	Cosmos Agency	dship Carriers
Cardinal Maritime Limited	CPO Containerschiffreederei	Dufferin Maritime
Cargill Ocean Transportation	Cross Ocean Air & Sea Project Logistics Network	Dynarep Shipping Consultants
Carisbrooke Shipping	Crowley Maritime Corporation	<b>E</b>
Celsius Shipping	Cusack & Co	Eagle Bulk Shipping
Centrum Marine Consultancy	Cymona Shipping Management	Eagle Industry
CF Sharp Crew Management	Cyprus Shipping Chamber	Eastern Pacific Shipping
Channel Bunker Services	Cyrus	EDT Offshore Group
Charles Taylor Investment Management Company	<b>D</b>	Element Shipmanagement
Chevron Shipping Company	d'Amico Soc. di Navigazione	Elettra
China LNG Shipping (International)	D. Oltmann Reederei	Elvictor Group
China Merchants Energy Shipping (Singapore)	Daihatsu Diesel	Emarat Maritime
Chios Navigation (Hellas)	Daikin MR Engineering	Emirates Ship Investment Company
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Citi		ENL Services
CLC Projects		Enterprises Shipping and Trading
		EP Resources
		EPI Group Holdings
		Epic Gas

## Signatories

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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)  
Filstos 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  
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  
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  
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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.

## Signatories

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

## Signatories

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Leth Agencies	Marine One (Private) Limited	Michele Bottiglieri Armatore
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
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Louis Dreyfus Company	Marlow Navigation	MMSL
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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)	HURTWORRINGOFFSHORE.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



## Signatories

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Nakakita Seisakusho	NYK Bulkship (Asia)	PACIFIC GAS
Namura Shipbuilding	NYK Bulkship (ATLANTIC)	Pacific International Lines
National Maritime Museum, Greenwich	NYK Bulkship (Korea)	Panama Maritime Authority
Nautilus Labs	NYK Cruises	Pangaea Logistics Solutions
Naviera UltrNAV	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	
NSB Group	<b>P</b>	
NYK Bulk & Projects Carriers	P&O Maritime Logistics	
	Pacific Basin Shipping	
	Pacific Carriers Limited	



## Signatories

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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 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

## Signatories

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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 plovdba  
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 Nautical Institute of Ukraine  
The Naval Connection  
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 Klaveness  
Total Marine Solutions  
Tototheo Maritime  
Trafigura  
Trans KA Tanker  
Transatlantica Afretamentos e Serviços Marítimos  
Trans-Global Maritime Agency  
Transmed Maritime Limited  
Transmed Shipping Co. Ltd.  
Transocean Shipmanagement (Phils)  
Transportation Institute  
TriNøden Marine  
Tsakos 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 Denizciler 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  
Ushio Reinetsu  
Utkilen  
Uvea Marine Services

### V

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

## Signatories

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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