



# 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**

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 <https://wwwcdn.imo.org/localresources/en/MediaCentre/HotTopics/Documents/COVID%20CL%204204%20Add/Circular%20Letter%20No.4204-Add.14%20-%20Coronavirus%20%28Covid-19%29%20-%20Recommended%20Framework%20of%20Protocols.pdf>

4 <http://www.globalmaritimeforum.org/content/2020/12/The-Neptune-Declaration-STAR-protocols.pdf>

## Signatories

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2020 Bulkers

3Seas Shipping

### A

A. M. Nomikos Transworld Maritime Agencies

A. P. Møller-Mærsk

A. Pérez y Cía

ABC Maritime

ADNOC Logistics & Services

Advanced Polymer Coatings

Advent International

Airports Council International (ACI) World

Alandia

Alassia NewShips Management

Alberta Shipmanagement

Asahi Shipping

Alfa Laval

Alfa Ship & Crew Management

Allmode Global

ALP Maritime Services

Alterra Infrastructure

Anchor SM (Singapore)

Anglo-American

Anglo-Eastern Univan Group

Anosis Maritime

Anglo International Shipping Operations

Anthony Veder Group

Apex Ship Management

Apollo Ship Management

APORMAR Seafarers Portuguese Agency

Apostleship of the Sea of the United States of America

Aquatrade

ARCADIA SHIPMANAGEMENT

Ardmore Shipping

ARGELAN SHIPS SERVICE

Armateurs de France

Asiatic/Atlantic Lloyd Group

Assarmatori

Associated Steamship Agents

Atlantska Plovidba

Atlas Professionals

ATPI Marine & Energy

Auerbach Schiffahrt

AV Global Marine

Avance Gas Holding

### B

Bahri Ship Management

BAO-NYK Shipping

BBC Chartering

Belships Management (Singapore)

BEMAC Corporation

Ben Line Agencies

Berge Bulk

BHN Shipping Group

Bibby Marine

BIMCO

Blackbird Air Charter

BMT

Borealis Maritime

BP

Brentwood Communications

Briese Crew Management

Briese Schifffahrts

Bureau Veritas

Burmester & Vogel

Burnley Marin Services

BW Group

### C

Camellia Line

Cape Shipping

Caravel Group

Cargill Ocean Transportation

Carisbrooke Shipping

Celsius Shipping

Centrum Marine Consultancy

CF Sharp Crew Management

Charles Taylor Investment Management Company

Chevron Shipping Company

China Merchants Energy Shipping (Singapore)

Chios Navigation (Hellas)

Chugoku Marine Paints

Citi

Cluster Maritime Français

CMA CGM Group

CNMAR Shipping

Coastal Shipping Limited

Coaster Ship Owners and Operators Association (KOSDER)

Columbia Cruise Services

Columbia Shipmanagement

Concordia Maritime

Confidence Shipping Company

CONFITARMA - Italian Shipowners' Association

Contships Management

Corpus Christi International

Seamen's Center

Cosmos Agency

CPO Containerschiffreederei

COSCO SHIPPING Lines

CoShip

Crowley Maritime Corporation

Cymona Shipping Management

Cyprus Shipping Chamber

Charles Taylor Investment Management Company

Chevron Shipping Company

China Merchants Energy Shipping (Singapore)

Chugoku Marine Paints

### D

d'Amico Soc. di Navigazione

D. Oltmann Reederei

Daihatsu Diesel

## Signatories

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Daikin MR Engineering

Daiwa Kisen

Danaos Shipping

Danica Crewing Specialists

Dee4 Capital Partners

Demurrage Desk

DFDS

DHT Holdings

Diamond S Shipping

Döhle Seafront Crewing (Manila)

Donnelly Tanker Management

Dorian LPG Management

Doun Kisen

Drew Marine USA

Dromon Bureau of Shipping

Dufferin Maritime

### E

Eagle Bulk Shipping

Eagle Industry

Eastern Pacific Shipping

EDT Offshore Group

Element Shipmanagement

Elettra

Emarat Maritime

Emirates Ship Investment Company

EMS-Fehn-Group

ENESEL Group

ENL Services

Enterprises Shipping and Trading

EP Resources

Epic Gas

EPSCO Group

Ernst Jacob

ESGPlus

Esvagt

Euronav

European Community Shipowners' Associations

Evergas

Evergreen Marine Corp

Excelerate Technical Management

Executive Ship Management

EXMAR

Exporters Competitive Maritime Council

### F

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

Foreign Owners Representatives and Ship Managers Association

Foremost Group

Foresight Group

Frontline

FrontM Limited

Fugro

France LNG Shipping

Fukujin Kisen

FUKUSHIMA

FURUNO ELECTRIC

### G

G Travel

G2 Ocean

GAC

GasLog

Gazocean

Gearbulk Norway

Genco Shipping & Trading

Genid Shipping & Logistics

GERMAN MARINE AGENCIES

Global Marine Group

Global Maritime Forum

Global Seaways

Golar LNG

Gram Car Carriers

Golden Ocean

Gorrissen Federspiel

Grieg Star

Grieg Maritime Group

Grimaldi Group

Grindrod Shipping

Gulf Energy Maritime (GEM)

Gungen Denizcilik ve Ticaret

Gunvor

### H

Hachiuma Steamship

Hadley Shipping Group

Hafnia Pools

Halcyon Recruitment

Hamanaka Chain Manufacturing

Hapag-Lloyd

HarpainGas

Harren & Partner

Hartmann Dry Cargo Germany

Hartmann Gas Carriers Germany

Helm Specialist Recruitment

Hempel

HMM

Höegh Autoliners

Höegh LNG

Honda Heavy Industries

Hong-Kong Maritime Museum

Horizon Maritime Services

Houston International Seafarers' Center

Human Rights at Sea

Hunterlink EAP

### I

Ignazio Messina & C.

IHI Power Systems

## Signatories

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IMC Shipping	International Transport Workers' Federation	Lauritzen Bulkera
INCARGO	International Union of Marine Insurance (IUMI)	Lauritzen Kosan
Inchcape Shipping Services	Internavis	Lemissoler
Indeets Consulting	Internship Navigation	Leonhardt & Blumberg Shipmanagement
ING	Interorient Shipmanagement	Leth Agencies
Inmarsat	INTERTANKO	Liberian Registry
Indian Maritime Foundation	Ionic	Lighthouse Shipmanagement Phils LLC Novikontas Kaliningrad
INTERCARGO - International Association of Dry Cargo Shipowners	IQrew Management (IQM)	Lloyds' Register
InterManager - - International Association of Ship and Crew Managers	IRIS Security	Load Line Marine
International Association of Classification Societies (IACS)	Irish Institute of Master Mariners	Logbridge (UK Southhampton)
International Association of Ports and Harbours	IS Container	Lomar Shipping
International Bunker Industry Association	ISGAM	London Ship Managers
International Chamber of Shipping	ISM Shipping Solutions	Louis Dreyfus Armateurs
International Christian Maritime Association	ITF Seafarers' Trust	Louis Dreyfus Company
International Federation of Shipmasters' Associations	<b>J</b>	Lubeca Marine Management
International Harbour Masters' Association	J&J Denholm	Lucent Global Ship Services
International Marine Contractors Association	Japan Marine United Corporation	<b>M</b>
International Marine Purchasing Association (IMPA)	Japan Radio	M.T. Maritime Management (USA)
International Maritime Association of the Philippines (INTERMAP)	JCRS	Mærsk Drilling
International Maritime Employers' Council	Jebsen PTC	Mærsk Supply Service
International Parcel Tankers Association	Jebsen PTC Maritime	Mærsk Tankers
International Seafarers' Welfare and Assistance Network (ISWAN)	JIFMAR OFFSHORE SERVICES	Maestro Shipmanagement
International Seaways	John T. Essberger	Magsaysay MOL Ship Management
International Ship-Owners Alliance of Canada (ISAC)	Joint Ship Manning Group (JMG)	Magsaysay People Resources Corporation (MPRC) / Magsaysay Maritime Corporation (MMC)
International Support Vessel Owners' Association	Junge & Co. Versicherungsmakler	Manabe Zoki
	<b>K</b>	MarCoPay
	K Line Ship Management (Singapore)	Mare Supply & Services
	Kaptanoglu Shipping	Marfin Management Monaco, Managers for Topic Fleet
	Kawasaki Heavy Industries	Marin Management
	Kawasaki Kisenn Kaisa ("K" LINE)	Marine & Offshore Div., Bureau Veritas Japan
	Kristian Gerhard Jebsen Skipsrederi	Marine Benefits
	Kyklades Maritime	Marine Capital
	Kyoei Tanker	Marine Services Group
	<b>L</b>	Marine Underwriting Services
	LADOL Free Zone	
	Landbridge Ship Management (HK)	
	Latsco Marine Management	

## Signatories

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MARINO Party-List	MSC Mediterranean Shipping Company	NYK Energy Transport (USA)
Maritime Association of Shipowners, Shipmanagers & Agents	MSea Management	NYK FIL Maritime E-Training
Marlow Navigation	MTM Ship Management	NYK Line
Marshal Ship Management	Multiport Ship Agency Network	NYK LNG Shipmanagement (UK)
MarTrust Corporation	<b>N</b>	NYK LNG Shipmanagement
MasOceans	Naftomar Shipping and Trading	NYK Shipmanagement
Mastermind Shipmanagement	Nagasaki Sempaku Sobi	NYK-FIL Ship Management
Mastership (MASTER MARITIME AGENCIES)	Nakakita Seisakusho	NYK-TDG Maritime Academy
Matrix Ship Management	Namura Shipbuilding	<b>O</b>
McNeal Law Firm	Navig8 Chemical Tankers	Ocean Networks Express
HURWORKINGOFFSHORE.com	Navigator Gas	Ocean Technologies Group
Memisoglu Kurun Law Firm	Neda Maritime Agency	Oceanwide Expeditions
Merchant Navy Welfare Board	Netvision	Odfjell SE
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MF Shipping Group	Nippon Kaiji Kyokai (ClassNK)	Oman Shipping Company
MH Bland Group	Nippon Pusnes	OMS Group
Michele Bottiglieri Armatore	Nissen Kaiun	Orange Marine
MINSHIP Shipmanagement	Nitta Kisen Kaisha	ORION Reederei
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Mitsubishi Ore Transport	Norden	Osiris Consultants
Mitsubishi Shipbuilding	Nordic Bulk Carriers	OSM Maritime
Mitsui E&S Shipbuilding Company	Nordic Hamburg Shipmanagement	OSPR - The Offshore Safe Professionals Register
Mitsui O.S.K. Lines	Nordic P&I Group	<b>P</b>
MK Centennial Maritime (Netherlands)	Norse Shipholding	P&O Maritime Logistics
MK Centennial Maritime (Singapore)	Norstar Ship Management	Pacific Basin Shipping
MM Marine	North American Maritime Ministry Association	Pacific Carriers Limited
MMA Offshore Limited	Northern Marine Group	Pacific International Lines
MOL LNG Transport	Norwegian Shipowners' Association	Pangaea Logistics Solutions
MOL LNG Transport (Europe)	Nova Marine Carriers	Petredec
MOL LNG Transport (Asia)	NRP Finans	PetroStrat
MOL Ship Management	NRP Maritime Asset Management	Philippine Association of Manning Agencies and Ship Managers (PAMAS)
MOL Ship Management (S)	NSB Group	Philippine Transmarine Carriers
MOL Tankship Management	NYK Bulk & Projects Carriers	Philippine-Japan Manning Consultative Council (PJMCC)
MPC Container Ships	NYK Bulkship (Asia)	Phoenix Shipping Group
MR Marine Group	NYK Bulkship (ATLANTIC)	Pleiades Shipping Agents
	NYK Bulkship (Korea)	Pole Star
	NYK Cruises	
	NYK Energy Transport (Atlantic)	

## Signatories

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Port Arthur International Seafarers' Center  
POSH Fleet Services  
POSH Saudi  
Precious Shipping PCL  
PREVENTION at Sea  
probunkers  
Promar  
PROPEL Social  
PSA International

### Q

Qatar Gas Transport (Nakilat)  
Queensway Navigation  
Queensway Services

### R

Rederiet Stenersen  
Reederei Hamburger Lloyd  
"Reederei Nord Shipmanagement on behalf of REEDEREI NORD Group"  
Ridgebury Tankers  
RightShip  
Rio Tinto  
Rocktree Logistics  
Roll Group

### S

S5 Agency World  
Safe Bulkers  
Safe Bulkers Management  
Safebridge  
Safety Management Overseas  
Saga Shipholding (Norway)  
Saga Welco  
Samudera Indonesia  
Santoku Senpaku  
Scalabrini Center for People on the Move  
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Seacor Marine  
Seafarers UK  
Seamar Management  
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Shell Shipping & Maritime  
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Sirius Ship Management  
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Skuld  
SMT Shipping Poland  
Solstad Offshore  
Sonangol Marine Services  
Songa Container  
Songa Shipmanagement  
South Trade Shipmanagement  
South32  
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Sovcomflot  
Star Bulk Carriers Corp.  
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Stella Maris  
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Subsea Global Solutions

Sunrui Marine Environment Engineering  
Sustainable Shipping Initiative  
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Swire Shipping  
Swiss Ocean Yacht Management  
Swiss Re Corporate Solutions  
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  
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Technomar Shipping  
Teekay Group  
The China Navigation Company  
The CSL Group  
The Dow Chemical Company  
The Mission to Seafarers  
The Nautical Institute  
The Nautical Institute - US Gulf Branch  
The Naval Connection  
The Shipping Corporation of India  
The Shipping Professional Network London  
The Standard Club  
Thomas Miller Holdings  
Tidewater  
Thome Group  
Tohmei Shipping  
Tokyo Keiki Inc. Marine Systems Company

## Signatories

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Tomini Shipping  
Torm  
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Tototheo Maritime  
Trafigura  
Transmed Maritime Limited  
Transmed Shipping Co. Ltd.  
Transocean Shipmanagement  
(Phils)  
TriNøden Marine  
Tsakos Shipping and Trading  
Tsuneishi shipbuilding  
Tufton  
Turkish Chamber of Shipping  
Turkish Ocean-going Masters'  
Association  
Turkish Shipowners' Association

**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  
Ushio Reinetsu  
Utkilen

**V**

V. Group  
Vale  
Van Ameyde McAuslands  
Vanmar Shipping  
Viridian Maritime  
Vitol  
Vroon

**W**

Wallem Group  
Wallenius Wilhelmsen  
Wan Hai Lines  
WaterFront Maritime Services DMCC

Wesmans  
Western Shipping  
Wilhelmsen Ahrenkiel Ship  
Management  
Wilhelmsen Ship Management  
Windward  
WISTA International  
WISTA USA  
World Economic Forum  
World Fuel Services Corporation

**X**

X-Press Feeders  
Xiamen Hailong Manning Service  
XT Management

**Y**

YANMAR POWER TECHNOLOGY  
YDK Technologies  
Yokogawa Electric Corporation

**Z**

Zeaborn Ship Management  
ZIM Integrated Shipping Services  
Z-Mariner  
Zodiac Maritime