



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 ships¹, 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*², 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

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*³ 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 Protocols⁴, 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 <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

3Seas Shipping

A

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A. P. Møller-Mærsk

ABC Maritime

ADNOC Logistics & Services

Advent International

Airports Council International (ACI) World

Alandia

Asahi Shipping

Alfa Laval

Alfa Ship & Crew Management

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

Apostleship of the Sea of the United States of America

ARCADIA SHIPMANAGEMENT

Ardmore Shipping

ARGELAN SHIPS SERVICE

Asiatic/Atlantic Lloyd Group

Assarmatori

Atlantska Plovidba

Auerbach Schifffahrt

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

Bibby Marine

BIMCO

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

Citi

Cluster Maritime Français

CMA CGM Group

Columbia Cruise Services

Columbia Shipmanagement

Concordia Maritime

Confidence Shipping Company

Contships Management

Cosmos Agency

CPO Containerschiffreederei

COSCO SHIPPING Lines

Crowley Maritime Corporation

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

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

Dufferin Maritime

E

Eagle Bulk Shipping

Eagle Industry

Eastern Pacific Shipping

EDT Offshore Group

Element Shipmanagement

Emarat Maritime

Emirates Ship Investment Company

ENESEL Group

Enterprises Shipping and Trading

EP Resources

Epic Gas

EPSCO Group

Ernst Jacob

ESGPlus

Euronav

Evergas

Evergreen Marine Corp

Executive Ship Management

EXMAR

Signatories

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
Fugro
France LNG Shipping
Fukujin Kisen
FUKUSHIMA
FURUNO ELECTRIC

G

G2 Ocean
GAC
GasLog
Gazocean
Gearbulk Norway
Genco Shipping & Trading
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
Harren & Partner
Hartmann Dry Cargo Germany
Hartmann Gas Carriers Germany
Hempel
HMM
Höegh Autoliners
Honda Heavy Industries
Hong-Kong Maritime Museum
Houston International Seafarers' Center
Human Rights at Sea
Hunterlink EAP

I

Ignazio Messina & C.
IHI Power Systems
IMC Shipping
Inchcape Shipping Services
ING
Inmarsat
Indian Maritime Foundation
INTERCARGO - International Association of Dry Cargo Shipowners
InterManager - - International Association of Ship and Crew Managers
International Association of Classification Societies (IACS)

International Association of Ports and Harbours
International Chamber of Shipping
International Christian Maritime Association
International Federation of Shipmasters' Associations
International Harbour Masters' Association
International Marine Contractors Association
International Marine Purchasing Association (IMPA)
International Maritime Association of the Philippines (INTERMAP)
International Maritime Employers' Council
International Parcel Tankers Association
International Seafarers' Welfare and Assistance Network (ISWAN)
International Seaways
International Transport Workers' Federation
International Union of Marine Insurance (IUMI)
Internavis
Internship Navigation
Interorient Shipmanagement
INTERTANKO
Ionic
IQrew Management (IQM)
IRIS Security
Irish Institute of Master Mariners
IS Container
ISGAM
ITF Seafarers' Trust

J

J&J Denholm
Japan Marine United Corporation
Japan Radio

Signatories

JCRS

Jebsen PTC

Jebsen PTC Maritime

John T. Essberger

Joint Ship Manning Group (JMG)

K

K Line Ship Management (Singapore)

Kaptanoglu Shipping

Kawasaki Heavy Industries

Kawasaki Kisenn Kaisa ("K" LINE)

Kristian Gerhard Jebsen Skipsrederi

Kyklades Maritime

Kyoei Tanker

L

LADOL Free Zone

Landbridge Ship Management (HK)

Lauritzen Bulkers

Lauritzen Kosan

Lemissoler

Leonhardt & Blumberg

Shipmanagement

Liberian Registry

Lighthouse Shipmanagement Phils

LLC Novikontas Kaliningrad

Lloyds' Register

Load Line Marine

Logbridge (UK Southampton)

Lomar Shipping

Louis Dreyfus Armateurs

Louis Dreyfus Company

Lubeca Marine Management

M

M.T. Maritime Management (USA)

Mærsk Drilling

Maersk Supply Service

Mærsk Tankers

Maestro Shipmanagement

Magsaysay MOL Ship Management

Magsaysay People Resources Corporation (MPRC) / Magsaysay Maritime Corporation (MMC)

Manabe Zoki

MarCoPay

Marfin Management Monaco, Managers for Topic Fleet

Marine & Offshore Div., Bureau Veritas Japan

Marine Benefits

Marine Services Group

Marine Underwriting Services

Maritime Association of Shipowners, Shipmanagers & Agents

Marlow Navigation

Marshal Ship Management

Mastermind Shipmanagement

Matrix Ship Management

McNeal Law Firm

HURTWORRINGOFFSHORE.com

Merchant Navy Welfare Board

Metrostar Management

MF Shipping Group

MH Bland Group

Michele Bottiglieri Armatore

MINSHIP Shipmanagement

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

MOL LNG Transport

MOL LNG Transport (Europe)

MOL LNG Transport (Asia)

MOL Ship Management

MOL Ship Management (S)

MOL Tankship Management

MPC Container Ships

MSC Mediterranean Shipping Company

MSea Management

MTM Ship Management

N

Naftomar Shipping and Trading

Nagasaki Sempaku Sobi

Nakakita Seisakusho

Namura Shipbuilding

Navigator Gas

Neda Maritime Agency

Netvision

Nippon Kaiji Kyokai (ClassNK)

Nippon Pusnes

Nissen Kaiun

Nitta Kisen Kaisha

Norden

Nordic Bulk Carriers

Nordic Hamburg Shipmanagement

Nordic P&I Group

Norse Shipholding

Norstar Ship Management

North American Maritime Ministry Association

Northern Marine Group

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)

Signatories

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

Odfjell SE
Oman Shipping Company
Ocean Networks Express
ORION Reederei
Oshima Shipbuilding
OSM Maritime

P

P&O Maritime Logistics
Pacific Basin Shipping
Pacific Carriers Limited
Pacific International Lines
Pangaea Logistics Solutions
Petredec
PetroStrat
Philippine Association of Manning
Agencies and Ship Managers
(PAMAS)
Philippine Transmarine Carriers
Philippine-Japan Manning
Consultative Council (PJMCC)
Phoenix Shipping Group
Pleiades Shipping Agents
Pole Star
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
Safebridge
Saga Shipholding (Norway)
Saga Welco
Samudera Indonesia
Santoku Senpaku
Scalabrini Center for People on the
Move
Scorpio
Sea World Management & Trading
Seacor Marine
Seamar Management
Seamen's Church Institute
Seanergy
Seaspan Ship Management
SeaTankers Services (UK)
Senator Crewing (Manila)
SFL Corporation
Shell Shipping & Maritime
Shin Kurushima Dockyard
Shinko

Shinkoh
Shipping Australia
Shunzan Kaiun
Singhai Marine Services (Shanghai)
Sirius Ship Management
Sitara Shipping
Skuld
SMT Shipping Poland
Solstad Offshore
Sonangol Marine Services
Songa Container
Songa Shipmanagement
South Trade Shipmanagement
South32
Southfield Agencies
Star Bulk Carriers Corp.
Stealth Maritime
Stella Maris
Stella Maris - Catholic Diocese of
Beaumont, Texas USA
Stella Maris - Manila
Stella Maris Scalabrinian Network
Stena Bulk
Stena Shipping and Ferries
Stolt Tankers
Sunrui Marine Environment
Engineering
Sustainable Shipping Initiative
Swire Pacific Offshore
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

Signatories

Tankerska plovdba
Tata NYK Shipping
Taylor Maritime (HK)
TCC Group
Team Tankers International
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
Tomini Shipping
Torm
Tortoise Engineering
Torvald Klaveness
Trafigura
Transocean Shipmanagement (Phils)
Tsakos Shipping and Trading
Tsuneishi shipbuilding
Tufton
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
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
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