



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

2020 Bulkers

3Seas Shipping

A

A. M. Nomikos Transworld Maritime Agencies

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

Airports Council International (ACI) World

Alandia

Alassia NewShips Management

Alberta Shipmanagement

Asahi Shipping

Alfa Laval

Alfa Ship & Crew Management

Algeciras Bay Port Community (COMPORT)

Allmode Global

All-Ukrainian Association of Crewing Companies

Alma Maritime Group Corporation

ALP Maritime Services

Alterra Infrastructure

American Express Global Business Travel

American Maritime Services

AMSOL - African Marine Solutions

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

Argo Crew

Armateurs de France

Asahi Shipping

Ashley Chartering Limited

Asiatic/Atlantic Lloyd Group

Assarmatori

Associated Steamship Agents

Association of Malaysia's Maritime Professionals/IKHTISAS KELAUTAN MALAYSIA (IKMAL)

Association of Marine Pilots Ireland

Atlantic Ship Management

Atlantska Plovidba

Atlas Professionals

ATPI Marine & Energy

Auerbach Schifffahrt

AV Global Marine

Avance Gas Holding

AVB Ahrenkiel Vogemann Bolten

B

Bahri Ship Management

Bao-Island Enterprises

BAO-NYK Shipping

BBC Chartering

Belships Management (Singapore)

BEMAC Corporation

Ben Line Agencies

Berge Bulk

BHN Shipping Group

Bibby Marine

BIMCO

Black Sea Contractors

Blackbird Air Charter

Blue Ocean Marine and Offshore Solutions

Blue Planet Shipping

BMT

Boers Crew Services - a part of the BCS Group

Borealis Maritime

BOURBON

BP

Brentwood Communications

Bridgefort Crew Management

Briese Crew Management

Briese Schifffahrts

BTH Business Travel Hamburg

Bureau Veritas

Burmester & Vogel

Burnley Marine Services

BW Group

C

Camellia Line

Canarship

Cape Shipping

Caralb Maritima

Caravel Group

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)

Signatories

Chugoku Marine Paints	Danica Crewing Specialists	European Community Shipowners' Associations
Citi	Dee4 Capital Partners	Evergas
Cluster Maritime Français	DEFMED - D.E.U. MARITIME FACULTY ALUMNI ASSOCIATION IZMIR TURKEY	Evergreen Marine Corp
CMA CGM Group	Demurrage Desk	EveryWay Travel
CMAF- Comité Marseillais des Armateurs de France	Denholm Group	Excelerate Technical Management
CNMAR Shipping	Deutsche Seemannsmission	Executive Ship Management
Coastal Shipping Limited	DFDS	EXMAR
Coaster Ship Owners and Operators Association (KOSDER)	DHT Holdings	Exporters Competitive Maritime Council
Columbia Cruise Services	Diamond S Shipping	F
Columbia Shipmanagement	Diana Shipping Services	F. Laeisz
Compagnie Maritime Nantaise - MN	Döhle Seafront Crewing (Manila)	Fednav
Concordia Maritime	Donnelly Tanker Management	Fidelity International
Confidence Shipping Company	Dorian LPG Management	Filipino Association for Mariners' Employment (FAME)
CONFITARMA - Italian Shipowners' Association	Doun Kisen	Filipino Shipowners' Association (FSA)
Contships Management	Drew Marine USA	Filistos ASCOT
Corpus Christi International Seamen's Center	Dromon Bureau of Shipping	First Ship Lease Trust
Cosmos Agency	Dufferin Maritime	Flagship Ship Agencies
CPO Containerschiffreederei	Dynarep Shipping Consultants	Fleet Management
COSCO SHIPPING Lines	E	FLEX LNG
CoShip	Eagle Bulk Shipping	FONASBA
Crowley Maritime Corporation	Eagle Industry	Foreign Owners Representatives and Ship Managers Association
Cymona Shipping Management	Eastern Pacific Shipping	Foremost Group
Cyprus Shipping Chamber	EDT Offshore Group	Foresight Group
Charles Taylor Investment Management Company	Element Shipmanagement	Frontline
Chevron Shipping Company	Elettra	FrontM Limited
China Merchants Energy Shipping (Singapore)	Emarat Maritime	Fugro
Chugoku Marine Paints	Emirates Ship Investment Company	France LNG Shipping
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D. Oltmann Reederei	ENL Services	FUKUSHIMA
Daihatsu Diesel	Enterprises Shipping and Trading	FURUNO ELECTRIC
Daikin MR Engineering	EP Resources	G
Daiwa Kisen	EPI Group Holdings	G Travel
Danaos Shipping	Epic Gas	G2 Ocean
	EPSCO Group	GAC
	Ernst Jacob	
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Signatories

GasLog	Höegh LNG	International Harbour Masters' Association
Gazocean	Honda Heavy Industries	International Marine Contractors Association
Gearbulk Norway	Hong-Kong Maritime Museum	International Marine Purchasing Association (IMPA)
Genco Shipping & Trading	Horizon Maritime Offshore	International Maritime Association of the Philippines (INTERMAP)
Genid Shipping & Logistics	Horizon Maritime Services	International Maritime Employers' Council
GERMAN MARINE AGENCIES	Houston International Seafarers' Center	International Parcel Tankers Association
Global Marine Group	Human Rights at Sea	International Seafarers' Welfare and Assistance Network (ISWAN)
Global Maritime Consultants Group	Hunterlink EAP	International Seaways
Global Maritime Forum		International Ship-Owners Alliance of Canada (ISAC)
Global Seaways	I	International Support Vessel Owners' Association
Golar LNG	Ibamari Shipbuilding	International Transport Workers' Federation
Gram Car Carriers	ID Shipping Agency	International Union of Marine Insurance (IUMI)
Golden Ocean	IDWAL	Internavis
Gorrissen Federspiel	Ignazio Messina & C.	Internship Navigation
Grieg Star	IHI Power Systems	Interorient Shipmanagement
Grieg Maritime Group	IMC Shipping	INTERTANKO
Grimaldi Group	INCARGO	Ionic
Grindrod Shipping	Ince	IQrew Management (IQM)
Gulf Energy Maritime (GEM)	Inchcape Shipping Services	IRIS Security
Gungen Denizcilik ve Ticaret	Indeets Consulting	Irish Institute of Master Mariners
Gunvor	ING	IS Container
H	Inmarsat	ISGAM
H. Vogemann Group	Indian Maritime Foundation	ISM Shipping Solutions
Hachiuma Steamship	INTERCARGO - International Association of Dry Cargo Shipowners	ITF Seafarers' Trust
Hadley Shipping Group	InterManager - - International Association of Ship and Crew Managers	ITU Maritime Faculty Alumni Association (ITU Denizcilik Fakültesi Mezunları Derneği)
Hafnia Pools	International Association of Classification Societies (IACS)	
Halcyon Recruitment	International Association of Geophysical Contractors (IAGC)	J
Hamanaka Chain Manufacturing	International Association of Ports and Harbours	J&J Denholm
Hammonia CrewCo	International Bunker Industry Association	Japan Marine United Corporation
Hammonia Reederei	International Chamber of Shipping	Japan Radio
Hapag-Lloyd	International Christian Maritime Association	
HarpainGas	International Federation of Shipmasters' Associations	
Harren & Partner		
Hartmann Dry Cargo Germany		
Hartmann Gas Carriers Germany		
Helm Specialist Recruitment		
Hempel		
HMM		
Höegh Autoliners		

Signatories

JCRS	Lomar Shipping	Marsh
Jebsen PTC	London Ship Managers	Marshal Ship Management
Jebsen PTC Maritime	Louis Dreyfus Armateurs	Martracon Group
JIFMAR OFFSHORE SERVICES	Louis Dreyfus Company	MarTrust Corporation
John T. Essberger	Lubeca Marine Management	MasOceans
Joint Ship Manning Group (JMG)	Lucent Global Ship Services	Mastermind Shipmanagement
Junge & Co. Versicherungsmakler		Mastership (MASTER MARITIME AGENCIES)
K	M	Matrix Ship Management
K Line Ship Management (Singapore)	M.T. Maritime Management (USA)	McNeal Law Firm
KAMER Marine Denizcilik	MAC Equity Maritime Services	HURWORKINGOFFSHORE.com
Kaptanoglu Shipping	Mærsk Drilling	Memisoglu Kurun Law Firm
Kawasaki Heavy Industries	Maersk Supply Service	Merchant Navy Welfare Board
Kawasaki Kisenn Kaisa ("K" LINE)	Mærsk Tankers	Metrostar Management
KOTUG group of companies	Maestro Shipmanagement	MF Shipping Group
Kristian Gerhard Jebsen Skipsrederi	Magsaysay MOL Ship Management	MH Bland Group
Kumiai Navigation	Magsaysay People Resources Corporation (MPRC) / Magsaysay Maritime Corporation (MMC)	Michele Bottiglieri Armatore
Kumiai Senpaku	Manabe Zoki	MINSHIP Shipmanagement
Kyklades Maritime	Manaco Marine	MISC Group comprising MISC Bhd, AET and Eaglestar Marine Holdings (L)
Kyla Shipping	MarCoPay	Mitsubishi Ore Transport
Kyoei Tanker	Mare Supply & Services	Mitsubishi Shipbuilding
L	Marfin Management Monaco, Managers for Topic Fleet	Mitsui E&S Shipbuilding Company
LADOL Free Zone	Marin Shipmanagement	Mitsui O.S.K. Lines
Lampe & Schwartze Marine Underwriting	Marine & Offshore Div., Bureau Veritas Japan	MK Centennial Maritime (Netherlands)
Landbridge Ship Management (HK)	Marine Benefits	MK Centennial Maritime (Singapore)
Latsco Marine Management	Marine Capital	MM Marine
Lauritzen Bulkers	Marine Services Group	MMA Offshore Limited
Lauritzen Kosan	Marine Tours	MOL LNG Transport
Lemissoler	Marine Transport Workers Trade Union of Ukraine	MOL LNG Transport (Europe)
Leonhardt & Blumberg Shipmanagement	Marine Underwriting Services	MOL LNG Transport (Asia)
Leth Agencies	MARINO Party-List	MOL Ship Management
Liberian Registry	Maritima	MOL Ship Management (S)
Lighthouse Shipmanagement Phils	Maritime Association of Shipowners, Shipmanagers & Agents	MOL Tankship Management
Lindholm Shipping	Maritime Industry Australia	MPC Container Ships
LLC Novikontas Kaliningrad	Maritime Trainer	MR Marine Group
Lloyds' Register	Marlow Navigation	MRM Philippines
Load Line Marine		MSC Mediterranean Shipping Company
Logbridge (UK Southampton)		

Signatories

MSea Management	NYK Bulkship (Korea)	Philippine Transmarine Carriers
MTM Ship Management	NYK Cruises	Philippine-Japan Manning Consultative Council (PJMCC)
Multiport Ship Agency Network	NYK Energy Transport (Atlantic)	Phoenix Shipping Group
Munich Re Syndicate	NYK Energy Transport (USA)	Pleiades Shipping Agents
MURELOIL	NYK FIL Maritime E-Training	Pole Star
N	NYK Line	Polski Związek Przedsiębiorców Zeglugowych (Polish Shipping Companies Association)
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Nagasaki Sempaku Sobi	NYK LNG Shipmanagement	POSH Fleet Services
Nakakita Seisakusho	NYK Shipmanagement	POSH Saudi
Namura Shipbuilding	NYK-FIL Ship Management	Potentia Unleash The Power of People
Nautilus Labs	NYK-TDG Maritime Academy	Precious Shipping PCL
Navig8 Chemical Tankers	O	PREVENTION at Sea
Navigator Gas	Ocean Networks Express	probunkers
Neda Maritime Agency	Ocean Technologies Group	Promar
NET Ship Management	Oceanwide Expeditions	PROPEL Social
Netvision	Odfjell SE	PSA International
Nihon Shipyard	Olympic Shipping & Management	Q88
Nippon Kaiji Kyokai (ClassNK)	OMA Group West Africa	Q
Nippon Pusnes	Oman Shipping Company	Qatar Gas Transport (Nakilat)
Nissen Kaiun	OMS Group	Queensway Navigation
Nitta Kisen Kaisha	Orange Marine	Queensway Services
Norbulk Shipping UK	ORION Reederei	R
Norden	Ortaköy Maritime Alumni Association	Rederiet Stenersen
Nordic Bulk Carriers	Oshima Shipbuilding	Reederei Bernd Sibum
Nordic Hamburg Shipmanagement	Osiris Consultants	Reederei Hamburger Lloyd
Nordic P&I Group	OSM Maritime	"Reederei Nord Shipmanagement on behalf of REEDEREI NORD Group"
Norse Shipholding	OSPR - The Offshore Safe Professionals Register	Ridgebury Tankers
Norstar Ship Management	P	RightShip
North American Maritime Ministry Association	P&O Maritime Logistics	Rio Tinto
Northern Lighthouse Board	Pacific Basin Shipping	Rocktree Logistics
Northern Marine Group	Pacific Carriers Limited	Roll Group
Norwegian Shipowners' Association	PACIFIC GAS	S
Nova Marine Carriers	Pacific International Lines	S5 Agency World
NRP Finans	Pangaea Logistics Solutions	
NRP Maritime Asset Management	Petredec	
NSB Group	PetroStrat	
NYK Bulk & Projects Carriers	Philippine Association of Manning Agencies and Ship Managers (PAMAS)	
NYK Bulkship (Asia)		
NYK Bulkship (ATLANTIC)		

Signatories

Safe Bulkers	SOCATRA	TAIKO KIKAI INDUSTRIES
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Safebridge	Solstad Offshore	Ta-Na Crew Manning Agency
Safety Management Overseas	Someca Transport	Tankerska plovdba
Saga Shipholding (Norway)	Sonangol Marine Services	Tata NYK Shipping
Saga Welco	Songa Container	Taylor Maritime (HK)
Sailors' Society	Songa Shipmanagement	TCC Group
Samudera Indonesia	South Trade Shipmanagement	Team Tankers International
Santoku Senpaku	South32	Technomar Shipping
Scalabrini Center for People on the Move	Southfield Agencies	Teekay Group
Scalabrini Development Office	Sovcomflot	The China Navigation Company
Scorpio	Star Bulk Carriers Corp.	The CSL Group
Sea Culture Association of Turkey	Stealth Maritime	The Dow Chemical Company
Sea Globe Management & Trading	Stella Maris	The International Propeller Club of the United States, Port of Piraeus.
Sea World Management & Trading	Stella Maris - Cape Town	The Merchant Navy Association
Seacor Marine	Stella Maris - Catholic Diocese of Beaumont, Texas USA	The Mission to Seafarers
Seafarers UK	Stella Maris - Manila	The Nautical Institute
Seamar Management	STELLA MARIS Rio de Janeiro	The Nautical Institute - US Gulf Branch
Seamen's Church Institute	Stella Maris Scalabrinian Network	The Nautical Institute of Ukraine
Seanergy	Stena Bulk	The Naval Connection
Seaspan Ship Management	Stichting Pastoraat Werkers Overzee	The Shipping Corporation of India
SeaTankers Services (UK)	Stena Shipping and Ferries	The Shipping Professional Network London
Senator Crewing (Manila)	Stolt Tankers	The Standard Club
SFG Engineering Services	StratumFive	Thomas Miller Holdings
SFL Corporation	Subsea Global Solutions	Tidewater
Shell Shipping & Maritime	Suisse-Atlantique	TMS-Hamburg Technical Marine Services
Shin Kurushima Dockyard	Sunrui Marine Environment Engineering	Thome Group
Shinko	Sunship Schifffahrtskontor	Tohmei Shipping
Shinkoh	Sustainable Shipping Initiative	Tokyo Keiki Inc. Marine Systems Company
Shinyang NF Shipping	Swire Pacific Offshore	Tomini Shipping
ShipMoney	Swire Shipping	Torm
ShipParts.com	Swiss Ocean Yacht Management	Tortoise Engineering
Shipping Australia	Swiss Re Corporate Solutions	Torvald Klaveness
Shunzan Kaiun	Synergy Marine Group	Total Marine Solutions
Singhai Marine Services (Shanghai)		Tototheo Maritime
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Sitara Shipping	T	
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SMT Shipping Poland	Taiheiyo Kisen Kaisa	
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Signatories

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TriNøden Marine
Tsakos Shipping and Trading
Tsuneishi shipbuilding
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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
Ushio Reinetsu
Utkilen

V

V. Group
Vale
Van Ameyde McAuslands
Vanmar Shipping

Vento Shipping
ViraHaber
Viridian Maritime
Vitol
Vortexa
Vroon

W

Wah Kwong Maritime Transport
Holdings Limited
Wallem Group
Wallenius Wilhelmsen
Wan Hai Lines
WaterFront Maritime Services DMCC
Wesmans
Western Shipping
Wilhelmsen Ahrenkiel Ship
Management
Wilhelmsen Ship Management
Windward
Wisby Shipmanagement
WISTA International
WISTA USA
World Economic Forum
World Fuel Services Corporation
World Marine Offshore

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