



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 (COMPOR)

Allmode Global

All-Ukrainian Association of Crewing Companies

Alma Maritime Group Corporation

ALP Maritime Services

Alterra Infrastructure

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

Armateurs de France

Asahi Shipping

Ashley Chartering Limited

Asiatic/Atlantic Lloyd Group

Assarmatori

Associated Steamship Agents

Atlantic Ship Management

Atlantska Plovidba

Atlas Professionals

ATPI Marine & Energy

Auerbach Schiffahrt

AV Global Marine

Avance Gas Holding

AVB Ahrenkiel Vogemann Bolten

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

Black Sea Contractors

Blackbird Air Charter

Blue Ocean Marine and Offshore Solutions

BMT

Borealis Maritime

BOURBON

BP

Brentwood Communications

Briese Crew Management

Briese Schiffahrts

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

Channel Bunker Services

Charles Taylor Investment Management Company

Chevron Shipping Company

China LNG Shipping (International)

China Merchants Energy Shipping (Singapore)

Chios Navigation (Hellas)

Chugoku Marine Paints

Citi

Cluster Maritime Français

CMA CGM Group

CMAF- Comité Marseillais des Armateurs de France

CNMAR Shipping

Coastal Shipping Limited

Coaster Ship Owners and Operators Association (KOSDER)

Columbia Cruise Services

Columbia Shipmanagement

Compagnie Maritime Nantaise - MN

Concordia Maritime

Confidence Shipping Company

Signatories

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
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
Dynarep Shipping Consultants

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
EveryWay Travel
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
FONASBA
Foreign Owners Representatives and Ship Managers Association
Foremost Group
Foresight Group
Frontline
FrontM Limited
Fugro
France LNG Shipping
Fratelli Cosulich
Fukujin Kisen
FUKUSHIMA
FURUNO ELECTRIC

G

G Travel
G2 Ocean
GAC
GasLog
Gazoocean
Gearbulk Norway
Genco Shipping & Trading
Genid Shipping & Logistics
GERMAN MARINE AGENCIES
Global Marine Group
Global Maritime Consultants 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

Signatories

Gunvor

H

H. Vogemann Group
Hachiuma Steamship
Hadley Shipping Group
Hafnia Pools
Halcyon Recruitment
Hamanaka Chain Manufacturing
Hammonia CrewCo
Hammonia Reederei
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 Offshore
Horizon Maritime Services
Houston International Seafarers' Center
Human Rights at Sea
Hunterlink EAP

I

Ibamari Shipbuilding
ID Shipping Agency
IDWAL
Ignazio Messina & C.
IHI Power Systems
IMC Shipping
INCARGO
Ince
Inchcape Shipping Services
Indeets Consulting

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 Bunker Industry Association
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 Ship-Owners Alliance of Canada (ISAC)
International Support Vessel Owners' Association
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

ISM Shipping Solutions

ITF Seafarers' Trust

J

J&J Denholm
Japan Marine United Corporation
Japan Radio
JCRS
Jebsen PTC
Jebsen PTC Maritime
JIFMAR OFFSHORE SERVICES
John T. Essberger
Joint Ship Manning Group (JMG)
Junge & Co. Versicherungsmakler

K

K Line Ship Management (Singapore)
Kaptanoglu Shipping
Kawasaki Heavy Industries
Kawasaki Kisenn Kaisa ("K" LINE)
KOTUG group of companies
Kristian Gerhard Jebsen Skipsrederi
Kumiai Navigation
Kyklades Maritime
Kyla Shipping
Kyoei Tanker

L

LADOL Free Zone
Landbridge Ship Management (HK)
Latsco Marine Management
Lauritzen Bulkers

Signatories

Lauritzen Kosan	Marine Tours	MOL Tankship Management
Lemissoler	Marine Underwriting Services	MPC Container Ships
Leonhardt & Blumberg Shipmanagement	MARINO Party-List	MR Marine Group
Leth Agencies	Maritima	MSC Mediterranean Shipping Company
Liberian Registry	Maritime Association of Shipowners, Shipmanagers & Agents	MSea Management
Lighthouse Shipmanagement Phils	Maritime Trainer	MTM Ship Management
Lindholm Shipping	Marlow Navigation	Multiport Ship Agency Network
LLC Novikontas Kaliningrad	Marshal Ship Management	MURELOIL
Lloyds' Register	MarTrust Corporation	N
Load Line Marine	MasOceans	Naftomar Shipping and Trading
Logbridge (UK Southampton)	Mastermind Shipmanagement	Nagasaki Sempaku Sobi
Lomar Shipping	Mastership (MASTER MARITIME AGENCIES)	Nakakita Seisakusho
London Ship Managers	Matrix Ship Management	Namura Shipbuilding
Louis Dreyfus Armateurs	McNeal Law Firm	Nautilus Labs
Louis Dreyfus Company	HURTWORRINGOFFSHORE.com	Navig8 Chemical Tankers
Lubeca Marine Management	Memisoglu Kurun Law Firm	Navigator Gas
Lucent Global Ship Services	Merchant Navy Welfare Board	Neda Maritime Agency
M	Metrostar Management	NET Ship Management
M.T. Maritime Management (USA)	MF Shipping Group	Netvision
Mærsk Drilling	MH Bland Group	Nihon Shipyard
Maersk Supply Service	Michele Bottiglieri Armatore	Nippon Kaiji Kyokai (ClassNK)
Mærsk Tankers	MINSHIP Shipmanagement	Nippon Pusnes
Maestro Shipmanagement	MISC Group comprising MISC Bhd, AET and Eaglestar Marine Holdings (L)	Nissen Kaiun
Magsaysay MOL Ship Management	Mitsubishi Ore Transport	Nitta Kisen Kaisha
Magsaysay People Resources Corporation (MPRC) / Magsaysay Maritime Corporation (MMC)	Mitsubishi Shipbuilding	Norbulk Shipping UK
Manabe Zoki	Mitsui E&S Shipbuilding Company	Norden
Manaco Marine	Mitsui O.S.K. Lines	Nordic Bulk Carriers
MarCoPay	MK Centennial Maritime (Netherlands)	Nordic Hamburg Shipmanagement
Mare Supply & Services	MK Centennial Maritime (Singapore)	Nordic P&I Group
Marfin Management Monaco, Managers for Topic Fleet	MM Marine	Norse Shipholding
Marin Management	MMA Offshore Limited	Norstar Ship Management
Marine & Offshore Div., Bureau Veritas Japan	MOL LNG Transport	North American Maritime Ministry Association
Marine Benefits	MOL LNG Transport (Europe)	Northern Marine Group
Marine Capital	MOL LNG Transport (Asia)	Norwegian Shipowners' Association
Marine Services Group	MOL Ship Management	Nova Marine Carriers
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		NRP Maritime Asset Management
		NSB Group

Signatories

NYK Bulk & Projects Carriers	Philippine Association of Manning Agencies and Ship Managers (PAMAS)	Safebridge
NYK Bulkship (Asia)	Philippine Transmarine Carriers	Safety Management Overseas
NYK Bulkship (ATLANTIC)	Philippine-Japan Manning Consultative Council (PJMCC)	Saga Shipholding (Norway)
NYK Bulkship (Korea)	Phoenix Shipping Group	Saga Welco
NYK Cruises	Pleiades Shipping Agents	Samudera Indonesia
NYK Energy Transport (Atlantic)	Pole Star	Santoku Senpaku
NYK Energy Transport (USA)	Port Arthur International Seafarers' Center	Scalabrini Center for People on the Move
NYK FIL Maritime E-Training	POSH Fleet Services	Scorpio
NYK Line	POSH Saudi	Sea World Management & Trading
NYK LNG Shipmanagement (UK)	Potentia Unleash The Power of People	Seacor Marine
NYK LNG Shipmanagement	Precious Shipping PCL	Seafarers UK
NYK Shipmanagement	PREVENTION at Sea	Seamar Management
NYK-FIL Ship Management	probunkers	Seamen's Church Institute
NYK-TDG Maritime Academy	Promar	Seanergy
O	PROPEL Social	Seaspan Ship Management
Ocean Networks Express	PSA International	SeaTankers Services (UK)
Ocean Technologies Group	Q	Senator Crewing (Manila)
Oceanwide Expeditions	Qatar Gas Transport (Nakilat)	SFL Corporation
Odfjell SE	Queensway Navigation	Shell Shipping & Maritime
Olympic Shipping & Management	Queensway Services	Shin Kurushima Dockyard
OMA Group West Africa	R	Shinko
Oman Shipping Company	Rederiet Stenersen	Shinkoh
OMS Group	Reederei Hamburger Lloyd	ShipMoney
Orange Marine	"Reederei Nord Shipmanagement on behalf of REEDEREI NORD Group"	Shipping Australia
ORION Reederei	Ridgebury Tankers	Shunzan Kaiun
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OSM Maritime	Rocktree Logistics	Sitara Shipping
OSPR - The Offshore Safe Professionals Register	Roll Group	Skuld
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Pacific International Lines		Sonangal Marine Services
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PetroStrat		South Trade Shipmanagement
		South32

Signatories

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Star Bulk Carriers Corp.	The Nautical Institute - US Gulf Branch	Ultrana
Stealth Maritime	The Naval Connection	Uni- Tankers
Stella Maris	The Shipping Corporation of India	Unibaltic Shipping
Stella Maris - Catholic Diocese of Beaumont, Texas USA	The Shipping Professional Network London	Unicrew Management
Stella Maris - Manila	The Standard Club	Unifeeder
Stella Maris Scalabrinian Network	Thomas Miller Holdings	Unilever
Stena Bulk	Tidewater	Unisea Philippines
Stichting Pastoraat Werkers Overzee	TMS-Hamburg Technical Marine Services	Unisea Shipping
Stena Shipping and Ferries	Thome Group	Uniteam Marine Limited
Stolt Tankers	Tohmei Shipping	United European Car Carriers
Subsea Global Solutions	Tokyo Keiki Inc. Marine Systems Company	United Offshore Support
Sunrui Marine Environment Engineering	Tomini Shipping	Ushio Reinetsu
Sunship Schiffahrtskontor	Torm	Utkilen
Sustainable Shipping Initiative	Tortoise Engineering	V
Swire Pacific Offshore	Torvald Klaveness	V. Group
Swire Shipping	Total Marine Solutions	Vale
Swiss Ocean Yacht Management	Tototheo Maritime	Van Ameyde McAuslands
Swiss Re Corporate Solutions	Trafigura	Vanmar Shipping
Synergy Marine Group	Transmed Maritime Limited	Viridian Maritime
T	Transmed Shipping Co. Ltd.	Vitol
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Taiheiyō Kisen Kaisa	TriNøden Marine	Vroon
Taihua Ship Management	Tsakos Shipping and Trading	W
TAIKO KIKAI INDUSTRIES	Tsuneishi shipbuilding	Wallem Group
Tamar Ship Management	Tufton	Wallenius Wilhelmsen
Ta-Na Crew Manning Agency	Turkish Chamber of Shipping	Wan Hai Lines
Tankerska plovdba	Turkish Maritime Federation	WaterFront Maritime Services DMCC
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Taylor Maritime (HK)	Turkish Shipowners' Association	Western Shipping
TCC Group	Türkiye Denizciler Sendikası (Seafarers' Union of Turkey)	Wilhelmsen Ahrenkiel Ship Management
Team Tankers International	U	Wilhelmsen Ship Management
Technomar Shipping	U Ming Marine Transport	Windward
Teekay Group		WISTA International
The China Navigation Company		WISTA USA
The CSL Group		World Economic Forum
The Dow Chemical Company		World Fuel Services Corporation

Signatories

X

X-Press Feeders
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XT Management

Y

YANMAR POWER TECHNOLOGY
YDK Technologies
Yokogawa Electric Corporation

Z

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