



# 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

7SHIPPING

### 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

Alexander G. Tsavlis and Sons Maritime Company

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

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

Apex Ship Management

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 Steamship Agents

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

Australian Mariners' Welfare Society

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

Bodrum Mariners Association

Boers Crew Services - a part of the BCS Group

Borealis Maritime

BOURBON

BP

Brentwood Communications

Bridgefort Crew Management

Briese Crew Management

Briese Schiffahrts

BTH Business Travel Hamburg

Bureau Veritas

Burmester & Vogel

Burnley Marine Services

BW Group

### C

Camellia Line

Canarship

Cape Shipping

## Signatories

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Capital - Executive Ship Management	Seamen's Center	Dynarep Shipping Consultants
Capital Gas Ship Management	Cosmos Agency	<b>E</b>
Capital Ship Management	CPO Containerschiffreederei	Eagle Bulk Shipping
Caralb Marítima	COSCO SHIPPING Lines	Eagle Industry
Caravel Group	CoShip	Eastern Pacific Shipping
Cardinal Maritime Limited	Crowley Maritime Corporation	EDT Offshore Group
Cargill Ocean Transportation	Cymona Shipping Management	Element Shipmanagement
Carisbrooke Shipping	Cyprus Shipping Chamber	Elettra
Celsius Shipping	Charles Taylor Investment Management Company	Elvictor Group
Centrum Marine Consultancy	Chevron Shipping Company	Emarat Maritime
CF Sharp Crew Management	China Merchants Energy Shipping [Singapore]	Emirates Ship Investment Company
Channel Bunker Services	Chugoku Marine Paints	EMS-Fehn-Group
Charles Taylor Investment Management Company	<b>D</b>	ENESEL Group
Chevron Shipping Company	d'Amico Soc. di Navigazione	ENL Services
China LNG Shipping (International)	D. Oltmann Reederei	Enterprises Shipping and Trading
China Merchants Energy Shipping [Singapore]	Daihatsu Diesel	EP Resources
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CIS Karkont Inspection Services - Turkey	Danaos Shipping	EPSCO Group
Citi	Danica Crewing Specialists	Ernst Jacob
Cluster Maritime Français	Dee4 Capital Partners	Esenyel Partners - Lawyers & Consultants
CMA CGM Group	DEFMED - D.E.U. MARITIME FACULTY ALUMNI ASSOCIATION IZMIR TURKEY	ESGPlus
CMAF- Comité Marseillais des Armateurs de France	Demurrage Desk	Esvagt
CNMAR Shipping	Denholm Group	Euronav
Coastal Shipping Limited	Deutsche Seemannsmission	European Community Shipowners' Associations
Coaster Ship Owners and Operators Association (KOSDER)	DFDS	Evergas
Columbia Cruise Services	DHT Holdings	Evergreen Marine Corp
Columbia Shipmanagement	Diamond S Shipping	EveryWay Travel
Compagnie Maritime Nantaise - MN	Diana Shipping Services	Excelerate Technical Management
Concordia Maritime	Döhle Seafront Crewing (Manila)	Executive Ship Management
Confidence Shipping Company	Donnelly Tanker Management	EXMAR
CONFITARMA - Italian Shipowners' Association	Dorian LPG Management	Exporters Competitive Maritime Council
Contships Management	Doun Kisen	<b>F</b>
Corpus Christi International	Drew Marine USA	F. Laeisz
	Dromon Bureau of Shipping	Fednav
	dship Carriers	Fidelity International
	Dufferin Maritime	

## Signatories

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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  
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 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

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  
Hellespont Ship Management  
Helm Specialist Recruitment  
Hempel  
HMM  
Höegh Autoliners  
Höegh 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

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 Geophysical Contractors (IAGC)  
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 Life-saving Appliance Manufacturers' Association (ILAMA)  
International Marine Contractors Association  
International Marine Purchasing Association (IMPA)

## Signatories

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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  
Island Navigation Corporation  
International Limited  
Isle of Man Maritime  
ISM Shipping Solutions  
ITF Seafarers' Trust  
ITU Maritime Faculty Alumni Association (ITU Denizcilik Fakültesi Mezunları Derneği)

### J

J&J Denholm  
Japan Marine United Corporation  
Japan Radio  
JBG Shipping Agency  
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)  
KAMER Marine Denizcilik  
Kaptanoglu Shipping  
Kawasaki Heavy Industries  
Kawasaki Kisenn Kaisa ("K" LINE)  
KOTUG group of companies  
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Kumiai Navigation  
Kumiai Senpaku  
Kyklades Maritime  
Kyla Shipping  
Kyohei Tanker

### L

LADOL Free Zone  
Lampe & Schwartze Marine Underwriting  
Landbridge Ship Management (HK)  
Latsco Marine Management  
Lauritzen Bulkera  
Lauritzen Kosan  
Lemissoler  
Leonhardt & Blumberg Shipmanagement  
Leth Agencies  
Let's Talk Supply Chain  
Liberian Registry  
Lighthouse Shipmanagement Phils  
Lindholm Shipping  
LLC Novikontas Kaliningrad  
Lloyds' Register

Lloyd's Register Foundation  
Load Line Marine  
Logbridge (UK Southampton)  
Lomar Shipping  
London Ship Managers  
Louis Dreyfus Armateurs  
Louis Dreyfus Company  
Lubeca Marine Management  
Lucent Global Ship Services

### M

M.T. Maritime Management (USA)  
MAC Equity Maritime Services  
Mærsk Drilling  
Maersk Supply Service  
Mærsk Tankers  
Maestro Shipmanagement  
Magsaysay MOL Ship Management  
Magsaysay People Resources Corporation (MPRC) / Magsaysay Maritime Corporation (MMC)  
Manabe Zoki  
Manaco Marine  
MarCoPay  
Mare Supply & Services  
Marfin Management Monaco, Managers for Topic Fleet  
Marin Shipmanagement  
Marine & Offshore Div., Bureau Veritas Japan  
Marine Benefits  
Marine Capital  
Marine One (Private) Limited  
Marine Services Group  
Marine Tours  
Marine Transport Workers Trade Union of Ukraine  
Marine Underwriting Services  
MARINO Party-List  
Maritima

## Signatories

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Maritime Association of Shipowners, Shipmanagers & Agents	MOL LNG Transport (Europe)	Nordic P&I Group
Maritime Industry Australia	MOL LNG Transport (Asia)	Norse Shipholding
Maritime Trainer	MOL Ship Management	Norstar Ship Management
Marlow Navigation	MOL Ship Management (S)	North American Maritime Ministry Association
Marsh	MOL Tankship Management	Northern Lighthouse Board
Marshal Ship Management	MPC Container Ships	Norwegian Coastal Shipowners
Martracon Group	MR Marine Group	Northern Marine Group
MarTrust Corporation	MRM Philippines	Norwegian Shipowners' Association
MarynarzSwiata.pl - The Polish Seafarer Blog	MSC Crewing Services Philippines	Nova Marine Carriers
MasOceans	MSC Mediterranean Shipping Company	NRP Finans
Mastermind Shipmanagement	MSea Management	NRP Maritime Asset Management
Mastership (MASTER MARITIME AGENCIES)	MTM Ship Management	NSB Group
Matrix Ship Management	Multiport Ship Agency Network	NYK Bulk & Projects Carriers
MCC Maritime Competence Center	Munich Re Syndicate	NYK Bulkship (Asia)
McNeal Law Firm	MURELOIL	NYK Bulkship (ATLANTIC)
HURWORKINGOFFSHORE.com	<b>N</b>	NYK Bulkship (Korea)
Memisoglu Kurun Law Firm	Naftomar Shipping and Trading	NYK Cruises
Mental Health Support Solutions	Nagasaki Sempaku Sobi	NYK Energy Transport (Atlantic)
Merchant Navy Welfare Board	Nakakita Seisakusho	NYK Energy Transport (USA)
Metrostar Management	Namura Shipbuilding	NYK FIL Maritime E-Training
MF Shipping Group	Nautilus Labs	NYK Line
MH Bland Group	Naviera Ultrana	NYK LNG Shipmanagement (UK)
Michele Bottiglieri Armatore	Naviera 8 Chemical Tankers	NYK LNG Shipmanagement
Ministry to Seafarers Vancouver	Navig8 Gas	NYK Shipmanagement
MINSHIP Shipmanagement	Navigator Agency	NYK-FIL Ship Management
MISC Group comprising MISC Bhd, AET and Eaglestar Marine Holdings (L)	Nedra Maritime Agency	NYK-TDG Maritime Academy
Mitsubishi Ore Transport	Neptune Dry Management	<b>O</b>
Mitsubishi Shipbuilding	Neptune Lines Shipping & Managing Enterprises	OBT Shipping Group
Mitsui E&S Shipbuilding Company	NET Ship Management	Ocean Networks Express
Mitsui O.S.K. Lines	Netvision	Ocean Technologies Group
MK Centennial Maritime (Netherlands)	Nihon Shipyard	Oceanwide Expeditions
MK Centennial Maritime (Singapore)	Nippon Kaiji Kyokai (ClassNK)	Odfjell SE
MM Marine	Nippon Pusnes	Olympic Shipping & Management
MMA Offshore Limited	Nissen Kaiun	OMA Group West Africa
MOL LNG Transport	Nitta Kisen Kaisha	Oman Shipping Company
	Norbulk Shipping UK	OMS Group
	Norden	OneLearn Global Limited
	Nordic Bulk Carriers	Orange Marine
	Nordic Hamburg Shipmanagement	Orient Overseas Container Line

## Signatories

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ORION Reederei  
Ortaköy Maritime Alumni Association  
Oshima Shipbuilding  
Osiris Consultants  
OSM Maritime  
OSPR - The Offshore Safe Professionals Register

### P

P&O Maritime Logistics  
Pacific Basin Shipping  
Pacific Carriers Limited  
PACIFIC GAS  
Pacific International Lines  
Pangaea Logistics Solutions  
Petreddec  
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  
Polski Związek Przedsiębiorców Zeglugowych (Polish Shipping Companies Association)  
Ponant  
Port Arthur International Seafarers' Center  
POSH Fleet Services  
POSH Saudi  
Potentia Unleash The Power of People  
Precious Shipping PCL  
PREVENTION at Sea  
probunkers  
Promar  
Promare | Rabb Carvalho Advogados  
PROPEL Social

PSA International  
Q88

### Q

Qatar Gas Transport (Nakilat)  
Queensway Navigation  
Queensway Services

### R

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  
Rocktree Logistics  
Roll Group  
Royal Association of Netherlands Shipowners (KVNR)

### S

S5 Agency World  
Safe Bulkers  
Safe Bulkers Management  
Safebridge  
Safety Management Overseas  
Saga Shipholding (Norway)  
Saga Welco  
Sailors' Society  
Samudera Indonesia  
Santoku Senpaku  
Sarikaya + Sahin Law Firm  
Scalabrini Center for People on the Move  
Scalabrini Development Office  
Scalabrini International Migration Network (SIMN)

Scorpio  
Sea Culture Association of Turkey  
Sea Globe Management & Trading  
Sea Trade Holdings  
Sea Wellbeing  
Sea World Management & Trading  
Seacor Marine  
Seafarers UK  
Seamar Management  
Seamen's Church Institute  
Seanergy  
Searock Marine Insurance Brokers  
Sea-Side Shipping Agency Brazil  
Seaspan Ship Management  
SeaTankers Services (UK)  
Senator Crewing (Manila)  
SFG Engineering Services  
SFL Corporation  
Shell Shipping & Maritime  
Shin Kurushima Dockyard  
Shinko  
Shinkoh  
Shinyang NF Shipping  
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  
SMT Shipping Poland  
SOCATRA  
Sogestran Shipping  
Solstad Offshore  
Someca Transport



## Signatories

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Sonangol Marine Services	Ta-Na Crew Manning Agency	Trafigura
Songa Container	Tankerska plovidba	Transmed Maritime Limited
Songa Shipmanagement	Tata NYK Shipping	Transmed Shipping Co. Ltd.
South Trade Shipmanagement	Taylor Maritime (HK)	Transocean Shipmanagement (Phils)
South32	TCC Group	Transportation Institute
Southfield Agencies	Team Tankers International	TriNøden Marine
Sovcomflot	Technomar Shipping	Tsakos Shipping and Trading
Star Bulk Carriers Corp.	Teekay Group	Tsuneishi shipbuilding
Stealth Maritime	The China Navigation Company	Tufton
Stella Maris	The CSL Group	Turk P&I Sigorta
Stella Maris - Cape Town	The Dow Chemical Company	Turkish Chamber of Shipping
Stella Maris - Catholic Diocese of Beaumont, Texas USA	The International Propeller Club of the United States, Port of Piraeus	Turkish Maritime Federation
Stella Maris - Manila	The Marcura Group	Turkish Maritime Pilots' Association (TUMPA)
STELLA MARIS Rio de Janeiro	The Merchant Navy Association	Turkish Ocean-going Masters' Association
Stella Maris Scalabrinian Network	The Mission to Seafarers	Turkish Shipowners' Association
Stena Bulk	The Nautical Institute	Türkiye Denizciler Sendikası (Seafarers' Union of Turkey)
Stena Shipping and Ferries	The Nautical Institute - US Gulf Branch	
Stichting Pastoraat Werkers Overzee	The Nautical Institute of Ukraine	<b>U</b>
Stewart World Port	The Naval Connection	U Ming Marine Transport
Stolt Tankers	The Shipping Corporation of India	UK Chamber of Shipping
StratumFive	The Shipping Professional Network London	UK Club
Subsea Global Solutions	The Standard Club	Ultranav
Suisse-Atlantique	Thomas Miller Holdings	Uni- Tankers
Sunrui Marine Environment Engineering	Tidewater	Unibaltic Shipping
Sunship Schifffahrtskontor	Titanic Society of Atlantic Canada	Unicrew Management
Sustainable Shipping Initiative	TMS Technical Marine Solutions	Unifeeder
Swire Pacific Offshore	TMS-Hamburg Technical Marine Services	Unilever
Swire Shipping	Thome Group	Unisea Philippines
Swiss Ocean Yacht Management	Tohmei Shipping	Unisea Shipping
Swiss Re Corporate Solutions	Tokyo Keiki Inc. Marine Systems Company	Uniteam Marine Limited
Swiss Shipowners Association	Tomini Shipping	United European Car Carriers
Synergy Marine Group	Torm	United Offshore Support
<b>T</b>	Tortoise Engineering	Unitized Ocean Transport Limited
Tagashira Kaiun	Torvald Klaveness	Ushio Reinetsu
Taiheiyo Kisen Kaisa	Total Marine Solutions	Utkilen
Taihua Ship Management	Tototheo Maritime	Uvea Marine Services
TAIKO KIKAI INDUSTRIES		
Tamar Ship Management		

## Signatories

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### V

V. Group  
Vale  
Van Ameyde McAuslands  
Vanmar Shipping  
VENLYS Maritime Specialisation Services  
Vento Shipping  
Verifai  
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  
Willis Towers Watson  
Wilhelmsen Ship Management  
Windward  
Wisby Shipmanagement  
WISTA Colombia  
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  
Yieldstreet Marine  
Yokogawa Electric Corporation

### Z

Zeaborn Ship Management  
Zeymarine Gemi Acentaligi Ve Hizmetleri Ticaret  
ZIM Integrated Shipping Services  
Z-Mariner  
Zodiac Maritime