



MARITIME LABOUR CONVENTION (MLC), 2006  
DECLARATION OF CONFORMITY

Seamariner Ltd are compliant with the provisions of the MLC with respect to recruitment and placement as detailed in Regulation 1.4 of the convention and as required under United Kingdom Legislation.

1. We will not maintain a black list to prevent individual seafarers from gaining employment.
2. There is no charge to the seafarer for providing them with employment or to register for employment on the Website.
3. We will ensure that seafarers recruited or placed are qualified for the job concerned and undertake reference checks to provide assurance.
4. We will maintain an up-to-date register of all seafarers recruited or placed through us.
5. Seafarers' employment agreements (SEA's) are made in accordance with flag state laws and regulations.
6. We inform seafarers of their rights and duties under their employment agreements prior to engagement.
7. We examine and respond to any complaint concerning seafarer's activities and advise the competent authority (Flag State) of any unresolved complaint.
8. We make sure, as far as reasonably practicable, that the owner/management company/Captain has the means to protect seafarers from being stranded in a foreign port.
9. There is insurance in place to compensate seafarers for monetary loss from the failure of the recruitment and placement service, or from breach of the seafarer employment agreement by the owner or his servants/agents to meet its obligations required of them in law.
10. We protect the confidentiality of seafarers' personal data
11. We maintain up-to-date lists of the vessels for which we provide seafarers and ensure that there is a means by which the services can be contacted in an emergency at all hours.
12. We will not recruit any crew under the age of 16 years, or below the minimum age specified by vessel's Flag (whichever is higher).
13. We will not recruit any crew under the age of 18 that shall be employed or engaged or work as a ship's cook.

We pride ourselves on being a fair and just company. Seafarers are not subject to exploitation by Seamariner Ltd or their personnel with regard to the offer of engagement on particular ships or by particular companies.