



Standards Applied to Seafarers

Celox Yachting will operate the highest standard possible when dealing with Seafarers, complying with the Maritime Labour Convention 2006, detailed below.

General

Celox Yachting will not use means, mechanisms or lists intended to prevent or deter seafarers from gaining employment for which they are qualified, this is fully detailed in our Equality and Diversity Policy and Candidate Registration Form.

Fees

Celox Yachting will not charge the seafarer directly or indirectly, in whole or in part, any fees or other charges for seafarer recruitment or placement or for providing employment to seafarers, other than the cost of the seafarer obtaining a national statutory medical certificate, the national seafarer's book and a passport or other similar personal travel documents, not including, however, the cost of visas, which shall be borne by the shipowner.

Protection of Personal Data

Celox Yachting are required to maintain certain personal data regarding Seafarers registered and placed by us, which will be subject to the appropriate legal safeguards as specified in the Data Protection Act 2018, this is fully detailed in our Data Protection & Safe Storage Policy.

Right and Duties of Seafarers

Celox Yachting will inform seafarers of their rights and duties under their employment agreements before signing. This should include advising the seafarer of any conditions applicable to the job for which they are to be engaged.

Celox Yachting will ensure that the seafarer can examine their SEA employment agreements before and after they are signed, with a copy of the signed agreement emailed to them, saved on our secure company drive and linked to our register, with the dates recorded in our register.

Qualifications

Celox Yachting shall not recruit or place seafarers to work on a ship unless they are trained or certified as competent or otherwise found qualified to perform their duties and have successfully completed training for personal safety on board ship. In general, the seafarer must hold the documents necessary for the job concerned.

Seafarer's Identity

Celox Yachting will verify all seafarer's identity, examples of photographic identity proof we will accept are; - passport, driving licence, national identity card, etc. A copy of the seafarer's identity will be saved on our secure company drive and linked to our register.

Medical Certificates

Prior to beginning work on a ship, seafarers must hold a valid medical certificate attesting that they are medically fit to perform the duties they are to carry out at sea.

Capability of Shipowner

Celox Yachting will as far as practicable, ensure that the shipowner has the capability to protect seafarers from being stranded in a foreign port, by requesting a copy of their insurance policy.

Compensation for Monetary Loss

Celox Yachting have insurance to compensate seafarers for monetary loss that they may incur as a result of the failure of the relevant shipowner under the seafarer's employment agreement to meet its obligations to the seafarer.

Complaints

Celox Yachting will deal with all complaints seriously and without prejudice, this is fully detailed in our Complaints Policy & Procedure.

**Seafarer Documents**

Celox Yachting shall, as far as practicable, ensure that all mandatory certificates and documents submitted for employment are up to date, have not been fraudulently obtained and that employment references are verified.

Reviewing Policy

This policy will be reviewed and, if necessary, revised in the light of legislative or codes of practice and organisational changes. Improvements will be made to the management by learning from experience and the use of established reviews.

Policy review date: 15 September 2024

