

ANNEX 12

MARITIME LABOUR CONVENTION, 2006 (MLC, 2006) – STANDARDS

Navis Consulting is committed to ensuring that it not only meets but exceeds the standards set by the Maritime Labour Convention, 2006 (MLC, 2006).

- Navis Consulting does not use means, mechanisms or lists intended to prevent or deter Seafarers from gaining employment for which they are qualified
- Navis Consulting does not charge fees of any form to Seafarers, directly or indirectly for providing employment or placement. This does not include the costs of obtaining a National Seafarers Book, appropriate medical or other required certificates which will remain the responsibility of the individual
- Any fee incurred by the Seafarer, in the course of securing a visa, will be reimbursed by Navis Consulting or the Shipowner
- Navis Consulting will ensure that Seafarers recruited or placed, are qualified for the role they are to undertake. Navis Consulting ensures reference checks provide assurance of such qualification
- Navis Consulting keeps an up-to-date register of Seafarers recruited or placed at all times
- Navis Consulting complies with all applicable data protection legislation, including the UK General Data Protection Regulation (UK GDPR), the Data Protection Act 2018, the Data (Use and Access) Act 2025, and the EU General Data Protection Regulation (Regulation (EU) 2016/679) and any applicable national, federal implementing, regulatory, and secondary legislation.
- All Navis Consulting's contracts of employment or engagement are in accordance with applicable laws, regulations and collective bargaining agreements
- Navis Consulting take complaints very seriously. All Seafarers are issued a copy of the Group's Complaints Procedure prior to undertaking a new position; an overview of which is available on our [website](#).
- Navis Consulting makes sure, in as far as it is reasonably practicable to do so, that the owner/management company/Captain has the means to protect Seafarers from being stranded in a foreign port
- Navis Consulting ensures that Seafarers are compensated for any monetary loss that they may incur as a result of Navis Consulting or the Shipowner failing to meet their obligations as set out in the Seafarer's Engagement Agreement, this includes but is not limited to:
 - For permanent roles:
 - Cover any liabilities that arise within two months of the Seafarer being placed with the shipowner/end client; and
 - Cover any liabilities or arrears that may arise and accrue over a two month period from the date of occurrence.
 - For temporary roles

- Cover any liabilities that arise during the duration of the assignment; and
- any liabilities or arrears that may arise and accrue over a two month period from the date of occurrence.

Conformance to the MLC 2006, serves to reassure our clients and our candidates that Navis Consulting delivers and maintains the highest possible standards of quality and compliance in the supply of skilled seagoing staff.