

THE MARITIME LABOUR CONVENTION

The Maritime Labour Convention, 2006 (MLC2006) was adopted by the 94th International Labour Conference at a maritime session in Geneva in February 2006 and came into force on August 20 2013 following the ratification of 30 countries with a total share of more than 33% of the world's tonnage.

The Convention provides comprehensive rights and protection at work for the world's 1.2 million seafarers and sets out the rights of seafarers to decent conditions of work on a wide range of subjects.

All Silversea vessels are certified as MLC2006 compliant audited by either the flag of a ratifying country or a recognized organisation such as RINA or BV.

Advantages of signing on a ship that has been certified as compliant include:

- **The MLC provides protection** for seafarers with ship owners ultimately responsible for meeting MLC requirements.
- **Recruitment and Placement** - Ship-owners are required to use recruitment agencies that meet and are certified to MLC standards.
- **Seafarer Employment Agreement (SEA)** - The seafarer will enjoy the benefit of a clear, individual, Seafarer Employment Agreement (SEA) and where applicable CBA's
- **Salary** - All seafarers will be paid for their work regularly and in full in accordance with their employment agreements.
- **Hours of Work** - The MLC 2006 along with STCW2010 sets maximum hours of work and minimum hours of rest
- **Repatriation** - a seafarer is entitled to be repatriated at no costs to them except in certain specified circumstances.
- **Just Compensation** - The seafarer is entitled to compensation in the event of injury, loss or unemployment, following the loss or foundering of the ship.
- **Food and drink** - The MLC requires that catering facilities onboard should permit seafarers to receive adequate, varied and nutritious meals prepared and served in hygienic conditions.
- **Medical care** - Under the MLC, seafarers are entitled to visit a qualified medical doctor without delay in ports of call at no costs to themselves.
- **Ship owners' liability for sickness, injury or death** - Seafarer enjoys the benefit of protection provided by the ship-owner from the consequences of sickness, injury and death occurring in connection with their employment.
- **Seafarers' Complaints** – All Silversea vessels have an Onboard Complaints Procedure for onboard complaints, a copy of this will be given to you upon signing on the vessel.

Silversea requires no recruitment fees or other similar charges for job placements or for providing employment to our seafarers. If any of our manning offices or agents demand payment from you in exchange for employment please contact either your crew manager or leisuremlc@vships.com